The regular meeting of the University Staff Senate was called to order at 8:55am on Thursday, December 12, 2019 in the Community Room, Center for Spirituality and Sustainability by President Toberman.

Present: Ian Toberman, David Balai, Angie White (proxy for Jason), Collin Van Meter, Cindy Cobetto, Domonique Crosby, Mark Ferrell, Melanie Schoenborn, Jan Caban, Anne Cavanaugh, Darryl Cherry, Anthony Fearon, Shane Kessinger, Jennifer Zurliene, Anne Hunter (ex officio)

Excused: Gretchen Fricke, Carolyn Jason, John Milcic

Absent: Denyse Anderson, William Dusenbery, Ken Holbert, Brittany Logan

Guest: Denise Cobb, Elza Ibroscheva

GUEST:
Introductions were made to Provost Denise Cobb, who oversees the second largest group of staff employees and is the Chief Academic Officer for SIUE. She acknowledged getting better at remembering staff in her language, noting that it was always there but not always mentioned. Changing language and coming to the Staff Senate on a regular basis is important to her, and she recognized the sometimes invisible work that makes the university move.

Provost Cobb is optimistic about the new President Dr. Mahoney and feels that he has a good track record, is good interpersonally, and asks the right kinds of questions. Dr. Mahoney met with people in the broader Edwardsville community the day he was confirmed by the Board of Trustees. He will be starting in Carbondale and will then come to Edwardsville to spend time on the campus and teach a course to students.

There was a discussion about allocation and the system. There is disappointment in the decision not to change the base system allocation after the time that has been spent on the issue. The Board did not rule out the possibility that the new President could come in and make a decision on the formula. Helping to change the allocation model is one of the most important parts of her job, and she feels that this is the moment and time for it. There are opportunity costs for the system not to change the model. It is important that SIUE as a whole helps the new President get to know us in a positive way by showing what an investment in SIUE can do for the system and the region.

Enrollment has held steady, which is a victory but a challenging narrative. The goal is to bring in students whose needs are not being met in some way, and SIUE does not need to forsake what it is in order to address the needs of those people. Graduate, online, and degree completion is where there is growth. SIUE remains best in class at undergraduate while going after other populations.
The College of Arts and Sciences (CAS) Dean search is underway with Dean Budzban retiring at the end of the year. The Library and Information Services (LIS) Dean search is also in progress. Graduate Council is starting a campus conversation about the Carnegie classification to determine whether SIUE should stay the same or move into a new category. Interesting community relationships are developing in Alton, and community connections are being made in Edwardsville with some new possibilities emerging in Springfield and Belleville.

The floor was opened to questions. There was clarification on the timeline for the new system President, who will be based in Carbondale through the fall semester and then coming to Edwardsville for Spring and Summer semesters. There was a discussion on ideas to showcase SIUE to the new President, including a suggestion to invite him to specific events such as the Undergraduate Student Showcase in April.

There was a further discussion on enrollment related to international students. SIUE had a 1% growth in international students when many other universities were down. The political landscape has changed, and current US policy is not as welcoming to some international students who are now choosing to go elsewhere. SIUE has a new partnership with Changshu Institute of Technology which just brought 21 students to SIUE. The university is also utilizing international agents to recruit students. As SIUE shows success with international students, they will go back and tell their story and help build momentum and interest. The Provost noted that it is important that we have the infrastructure in place to support these students, which includes things like making sure they have food, picking them up at the airport, and arranging for transportation for shopping.

The topic of employee training opportunities was briefly discussed, specifically the leadership series that was conducted by David Heth. Vice Chancellor Walker’s office put together an Innovation Grant proposal along those lines, but it was not selected. It is an important issue, and she would like to see something that is long-term and sustainable.

Dr. Elza Ibroscheva introduced herself to the Staff Senate and talked about the new role of the Associate Provost. Her focus is on accreditation, assessment, and academic planning. She oversees accreditation activities with the Higher Learning Commission (HLC), which has changed recently.

The Quality Initiative is a university-wide initiative informed by the strategic plan, giving the University one project to focus on that is new and different. The Quality Council is comprised of faculty, staff, and students and will be utilized to help plan and narrow down the process. The deadline for the Quality Initiative decision is May, and the formal proposal will be submitted in June.

She thanked those who participated in the survey asking for rankings and input on general themes. Over 310 responses were received, and 144 of those were from staff. The rankings will be used to help shape where to go next. Open forum meetings will be held to discuss the top three rankings, and staff are asked to participate. Marketing will create a page to communicate the process.

There was a discussion about the perception that things like the Quality Initiative and relevant discussions are for the faculty. Staff are generally not encouraged to be engaged or have ideas in these
conversations. Ibroscheva believes that all employees work toward the same mission of supporting students. She remarked that SIUE culture is unique. Students are excited to meet faculty, but they are also interested in the facilities, parking lots, and support services.

There was a brief recess.

**APPROVAL OF MINUTES:**
The minutes for the December 12, 2019 regular meeting were approved as corrected.

**PUBLIC COMMENT:**
There was no public comment.

**REPORTS:**
Toberman shared that the Carnegie classification committee has not met yet. The classifications have limits on how many programs a university can have before being moved into a new category, and SIUE is on the cusp between two. The questions being addressed include whether moving is beneficial or if it changes the University in an undesirable way. Some programs are artificially held back so that an unplanned shift does not happen. SIUE and SIUC are viewed as two separate institutions by this system.

A Treasurer report should be available in February as he can now get into the new system.

Constituency Representatives are waiting on a list of constituents from Human Resources.

White reported that she is working on bringing a Social Security representative back to campus. April 1 is tentatively scheduled from 11:45am-1:00pm. She will also reach out to the State Universities Annuitants Association (SUAA).

The LIS Dean Search Committee has received eight applications. They are creating small groups to make the evaluation tools, and then they will meet to finalize and utilize them.

**UNFINISHED BUSINESS:**
There was no unfinished business.

**NEW BUSINESS:**
There was a discussion about the Faculty and Staff Appreciation Event that takes place in Spring after a request by Toberman to solicit feedback. Questions addressed include how to show appreciation for staff who cannot attend an event, how to refresh the event, and what types of events might be more appropriate. Approximately $8000 is used for the event that covers both faculty and staff. Suggestions included a personalized letter from the Chancellor, a gift card for Dining Services, rotating between a lunch and a dinner, free t-shirts, extra leave time, SIUE Day at the ballpark, and changing the time of the event so it is later in the day. Cherry noted generational differences and suggested talking to people with a better understanding of those kinds of differences. There was also a discussion about making sure that employees are allowed to attend, which includes the fact that it is not a substitution for a lunch break and making sure that supervisors specifically tell people they are allowed to attend. Schoenborn noted that students are considered employees but are not included, however the event is
targeted to faculty and staff. Any further suggestions were asked to be submitted by e-mail to Toberman.

**ACTION ITEMS:**
There were no action items.

**ANNOUNCEMENTS:**
The date for the Staff Senate fundraising event has been changed to October 22.

**FUTURE AGENDA ITEMS:**
Schoenborn asked if fundraising letters were available for the event, but details are still being determined for the event.

**ADJOURNMENT:**
The meeting adjourned at 10:54am.

Submitted by Anne Hunter, University Governance
STAFF SENATE MEETING
Room 2138/2139, Art & Design Building
January 9, 2020 – 9:00am
AGENDA

I. CALL TO ORDER
II. GUEST
   a. Provost Dr. Denise Cobb
   b. Associate Provost Dr. Elza Ibrosheva
III. APPROVAL OF MINUTES
IV. PUBLIC COMMENT
V. MONTHLY UPDATES
   a. Officers
   b. Constituency Representatives
   c. Staff Senate Committees
   d. University Committees
   e. Search Committees
   f. Ex-Officio
VI. UNFINISHED BUSINESS
VII. NEW BUSINESS
VIII. ACTION ITEMS
IX. ANNOUNCEMENTS
   a. Staff Senate Fundraising Event – October 22, 2020
X. FUTURE AGENDA ITEMS
XI. ADJOURNMENT

Next meeting of the Staff Senate Executive Committee will be Thursday, February 6, 2020 at 9:00am in the Magnolia Room, Morris University Center
Next regularly scheduled meeting will be Thursday, February 6, 2020 at 9:00am Room TBA