I. CALL TO ORDER: The regular meeting was called to order at 9:04 a.m. by Fricke, president

II. APPROVAL OF MINUTES: March 15, 2018 approved as submitted

III. GUEST: 9:00 am – 10:15 am, Sherrie Senkfor, Director of Human Resources addressed Human Resources opportunities, threats and weaknesses and talked about how the management team works together despite two downed positions. Topics of what Senkfor presented with questions from the Senate are attached to the minutes.

Fricke and the Senate expressed appreciation for Senkfor attending and having the conversation before her retirement.

IV. REPORTS
   A. Fundraising Report – Van Meter submitted a preliminary banquet report, and it is filed with the minutes.
   B. Presidents Report (BOT meeting recap) – Fricke reported that Chair Sholar is the guest speaker at the June 7 Senate meeting. There was a discussion.
   C. Election Report (preliminary) – Hunter reported that the incoming senators and panel members will be invited to the May Senate meeting. The election results will be announced at that time. The returns are as follows: 35 for Open Range, 53 for Negotiated and Prevailing and 30 for Administrative Staff.

V. UNFINISHED BUSINESS
   A. Panel chairs discussion – Toberman presented an individual revised Constitution and Bylaws and explained the revisions. There was a question about the Policy Review Committee and Fricke requested for Governance secretary to send her a copy of the operating papers. Toberman will bring the proposed revised Constitution and Bylaws to the May Senate meeting.

VI. NEW BUSINESS
   A. Committee appointments will be on the May Senate agenda. Milcic will continue to serve on UCB
   B. Scholarship Chair and officer nominations to be made at May Senate meeting.

VII. ANNOUNCEMENTS
   A. SIUE 101, April 27, June 8 – White will attend to hand out water bottles to new employees.
   B. SIUE Faculty and Staff Appreciation Day – April 25 – Fricke invited all.
   C. Board of Trustee Meeting – July 12, Springfield

VIII. FUTURE AGENDA ITEMS
   A. Guest speaker added to schedule: SIU Board of Trustees Chair Sholar – June 7

IX. PUBLIC COMMENT: Negotiated and Prevailing Chair Milcic suggested to only have guest speakers every other month, because business is either being rushed or not done.

X. ADJOURNMENT – The meeting was adjourned at 10:56 a.m.

Approved as submitted May 17, 2018
Vicki Kruse/University Governance
## Preliminary Treasurer Report
### 2018 USS Scholarship Banquet

**Expenses:**  
\( ($3,776.92) \)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ticket Sales: 90</td>
<td>$2,250</td>
</tr>
<tr>
<td>Sponsorships: 6</td>
<td>$1,550</td>
</tr>
<tr>
<td>Donations: 3</td>
<td>$80</td>
</tr>
<tr>
<td>Ads: 6</td>
<td>$250</td>
</tr>
<tr>
<td>Green Parking Permit:</td>
<td>$281</td>
</tr>
<tr>
<td>50/50: Before Split - $262</td>
<td>$131</td>
</tr>
<tr>
<td>Alcohol Pkg:</td>
<td>$159</td>
</tr>
<tr>
<td>Silent Auction</td>
<td>$2,107.50</td>
</tr>
</tbody>
</table>

**Total Expenses:**  
\( ($3,776.92) \)

**Total Income:**  
$6,808.50

**Grand Total Income After Expenses:**  
$3,031.58
GUEST SPEAKER: HUMAN RESOURCES DIRECTOR SHERRIE SENKFOR

Notes of Discussion

SURS audit 1200 hours with no findings

Mandatory overtime in Human Resources Office

No leakage in H.R.

Asked if Senate feels the same about her presentation of the H. R. Office

Management wants flexibility

Expectations from Civil Service rules, internal audit, compliance

Demands: answer phones after 4:30 pm

Weaknesses: not sufficiently staffed, training

Opportunities: Banner to be more efficient, non-tenure track hiring, new union leaders, recruiting for diverse groups

Against residency rules

Not a fan of Merit Board, its structure

Retirement, increase cost shifting

Emerging trends, can't keep up

Janus concerned union representatives will be spread too thin

Cancellation of labor position search

Internal audit finding: Senkfor in defense of the finding that H.R. is responsible for training, she stated that management should take some responsibility in training their managers

Disagrees with the idea of the H. R. director being responsible for performance reviews

If she received a part of the $5.125 M funds proposed Board of Trustees allocation for Human Resources, she would use it for upward mobility, cross training, rotation

PDQ terminology comes from where? Senkfor will follow up

Positive comment directed at Senkfor about working on the Policy Review Committee.