UNIVERSITY STAFF SENATE EXECUTIVE BOARD MEETING
Magnolia Room, Morris University Center
Zoom Meeting ID 962-6069-8375
November 18, 2021 – 9:00am
Approved Minutes

The regular meeting of the University Staff Senate Executive Board was called to order at 9:02am on Thursday, November 18, 2021 in the Magnolia Room of the Morris University Center by President Mark Ferrell.

Present: Mark Ferrell, Keith Becherer, David Balai, Cindy Cobetto (also proxy for Angie White), Denyse Anderson, Darryl Cherry, Mike Hamil, Carolyn Jason, Anne Hunter (ex officio)
Guest: T. J. Riggs

APPROVAL OF MINUTES:
The minutes for the October 21, 2021 meeting were approved as written.

REPORTS AND UPDATES:
Becherer reported that the system employee development committee has a meeting scheduled. Plans for a lobby day and an employee survey are moving forward. The Staff Senate Meet and Greet on the Alton campus is scheduled for December 8 from 11am-2pm.

Anderson sent communications to try and fill vacancies. She asked for suggestions to be sent to her.

There are several positions posted for the East St. Louis campus. There is a need for teachers, and the Assistant Director and Head Start Director positions are posted. Jason served as a Co-Chair for a communications committee at the East St. Louis campus, and twelve recommendations were presented to the Chancellor and Provost.

Cobetto plans to have a Treasurer report for the next meeting.

President Ferrell is meeting with Vice Chancellors to discuss staff issues and concerns. The Student Senate is looking at Textbook Services and whether physical books are needed. Student Government was going to sponsor a student employment fair to help Dining Services after information indicated that there was a shortage of student employees, however it was cancelled when it was clarified that student positions are full and the shortage is of Civil Service employees. The Committee for Higher Administrator Performance Appraisal (CHAPA) will do three reviews next year: Dr. Taylor and the Provost will be evaluated with the short form, and Dr. Waple will have a full evaluation. The Faculty Senate is working on adding non-tenure track faculty to their Senate.

The Center for Student Diversity and Inclusion is changing names to The Hub and expanding. While still student-focused, the department has resources for faculty and staff. The Martin Luther King, Jr. and Phenomenal Woman celebrations will take place in early 2022. Vice Chancellor Harris would like to show more value for service and recognize it in some way.
Ferrell discussed Dining Services frustrations with Dr. Waple. They do not intend to increase prices in Dining Services because it devalues the student meal plan. Without fee increases Dr. Waple indicated that there was no way to increase salaries in the area. In regards to student mental health, they opted to appoint a Director for Counseling Services instead of initiating a search in order to stabilize the department.

There was a discussion about the Civil Service process, and Becherer indicated that there is an opportunity to provide feedback on the testing process. Historically, benefits have been an offset to decreased salary, but those benefits have been eroding. Community Colleges and other universities have higher pay than SIUE. The need for a salary study was discussed as well as a consideration of the costs involved with turnover and onboarding new employees. Longevity increases are needed, and it was noted that minimum wage increases as well as market rates are contributing to salary compression.

There were no other reports.

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

**UNFINISHED AND NEW BUSINESS:**
There are no current nominations for vacant Senate seats. The Policy Review Committee, the Rules and Procedures Council, and the Honorary Degree and Distinguished Service Award (HDDSA) Committee have vacancies. There is also a vacancy for a staff representative on the Intercollegiate Athletics Committee (ICAC), but that appointment needs to be approved by the full Staff Senate.

**ANNOUNCEMENTS:**
Announcements were reviewed as listed on the agenda.

**FUTURE AGENDA ITEMS:**
There has been no recognition for years of service since COVID restrictions were put into place. Cobetto reached 25 years of service in 2020, however it was not acknowledged until November 2021 and only with a certificate sent through campus mail. Ferrell noted that Dr. Harris intended to bring it up in Chancellor’s Council, and he will also follow up.

The December Board of Trustees meeting will have a recommendation for the next SIUE Chancellor on the agenda; the December Staff Senate meeting will be cancelled in order to allow attendance.

**PUBLIC COMMENT:**
There were no other comments.

**ADJOURNMENT:**
The meeting adjourned at 9:58 am.

Submitted by Anne Hunter, University Governance
I. CALL TO ORDER
II. APPROVAL OF MINUTES
III. REPORTS AND UPDATES
IV. ACTION ITEMS
V. UNFINISHED BUSINESS
   a. Vacancies – CSNP 2, CSOR 6, ALT CSNP/ASRP, ALT CSOR/ASNR
   b. Policy Review Committee Appointment
   c. Rules and Procedures Council Appointment
VI. NEW BUSINESS
   a. Honorary Degree and Distinguished Service Award Committee Appointment
VII. ANNOUNCEMENTS
   a. Faculty for Collective Bargaining Scholarship Application Period – November 1-30
   b. SIUE Holiday Reception – November 30
   c. Board of Trustees Meeting – December 2
VIII. FUTURE AGENDA ITEMS
IX. PUBLIC COMMENT
X. ADJOURNMENT