

UNIVERSITY STAFF SENATE EXECUTIVE BOARD MEETING
Magnolia Room, Morris University Center
September 19, 2024 – 9:00am
Approved Minutes

The regular meeting of the University Staff Senate Executive Board (SSEB) was called to order at 9:01 am on Thursday, September 19, 2024, by President Doug James.

Present: Doug James, Kelly Jo Hendricks, Steven Green, Cindy Cobetto, Angie White, Sara Colvin, Ben Kaminski, Evan Lowis, Christy McDougal, Michael Tadlock-Jackson (ex officio)

Absent: None

Guests: None

APPROVAL OF MINUTES:

The minutes for the August 15, 2024, meeting was approved as written.

REPORTS AND UPDATES:

President Doug James – Employee Wellness Fair went well; thank you for those who helped. We had an “idea board” for people to give us a list of problems/topics they’d like us to address. Staff Senate was asked to present at New Employee Orientation, which hasn’t occurred since pre-COVID. Listened to last week’s BOT meeting—our enrollment was down, though first to second year retention numbers were up. The Vice Chancellor for Finance & Administration search committee is kickstarting (just submitted names to the Chancellor for consideration). Was informed that Dennis Shaw passed away (former Staff Senate member/Facilities Management staff member).

Past President Kelly Jo Hendricks – Listened to BOT meeting last week. Noted that the Carbondale campus is exploring a full salary study and compression study. We are planning to have a “lunch and learn” for the updated Parental Leave Policy in December. Still hearing about headaches regarding the time reporting; it’s still not going to Building Service Workers.

Civil Service Negotiated & Prevailing Constituency Representative Ben Kaminski - Would like to correct previous statement from the General Staff Senate Meeting that all of those effected by the new clerical contract had received all their backpay. They have not. To my knowledge we have about a handful of people with various issues ranging from not getting the correct stipend to the calculations being off.

There were no other reports.

UNFINISHED BUSINESS:

Faculty for Collective Bargaining Scholarship – During the recent application and review process for the scholarship, we received very few submissions, and upon further review, none of the applicants technically qualify under the current setup in our Scholarship Software. As we began the review, we also identified some discrepancies in how the award criteria has been interpreted. Over the years, a more subjective set of criteria has been applied, which may not align with the original intent and core stipulations set when the scholarship was established. Given this, we have decided to defer the selection of a recipient at this time. Sara will work with the Foundation to better understand the scholarship’s stipulations and ensure the criteria are appropriately aligned with the spirit of the award. Once we have addressed these concerns, we will reopen the application window and continue the selection process.

Policy Review Committee representation balance – After a discussion, it was decided to continue as-is for now.

NEW BUSINESS:

Strategic Plan Pillar Committees – Was asked by Dr. Jessica Harris for Staff Senate representation to serve on Strategic Plan Action Group Committees: Employment Recruitment, Hiring & Retention Action Group committee; External Funding Action Group Committee; DFW Action Group Committee; Anti-Racism Taskforce Recommendations Action Group Committee; Student Centered/Ready Culture & Campus Climate Action Group Committee. Doug will reach out to Senate Members and non-Senate members to gauge interest.

ACTION ITEMS:

Share Wesley Peachtree budget consultant findings when available – following this meeting, Michael will email UPBC Chair Dr. Jon Pettibone (and copy Doug James) and ask if this executive summary can be shared with Staff Senate.

Explore options for new ALT/CSOR Senator (to replace Steven) – If you know anybody who may be interested, please let Doug know.

ANNOUNCEMENTS:

- a. Next Policy Review Meetings
 - i. Dates:
 - 1. Wednesday, November 20th at 1 PM
 - ii. Discussions:
 - 1. EEP – Employee Excellence Program
 - 2. PLP – Parental Leave Policy
 - 3. Vacation Carry-Over
- b. University Budget Update – Wednesday, September 25 @ 10 am – MUC Legacy Room (No stream per Chancellor’s discussion at Staff Senate on 9/5/24.)
- c. Staff Wellness – Change Management in Practice – 9/23/24 on Teams

FUTURE AGENDA ITEMS:

- i. Upcoming guest speakers at full senate meetings
 - i. October Guest Speaker – Sonny Drukteinis (SDM Dean - @ SDM)
 - ii. November Guest Speakers
 - 1. Pat Sears (Registrar)
 - 2. Elza Ibroscheva (HLC Accreditation)
 - iii. December Guest Speaker – Lindy Wagner (Ast VC EDI)
 - iv. Possible SURS Rep as a guest presenter – Collin Van Meter
- ii. Should we invite Chancellor Minor to a future SSEB meeting?

PUBLIC COMMENT:

None.

ADJOURNMENT:

The meeting adjourned at 10:12 am.

Submitted by Michael Tadlock-Jackson, University Governance