

UNIVERSITY STAFF SENATE REGULAR MEETING
Mississippi/Illinois Room, Morris University Center
Zoom Meeting ID 945 0315 5890
January 9, 2025 – 9:00am
Approved Minutes

The regular meeting of the University Staff Senate was called to order at 9:01 am on Thursday, January 9, 2025, by President Doug James.

Present: Doug James (President), Kelly Jo Hendricks (Past President), Angie White (Secretary), Ben Kaminski (CSNP Constituency Rep), Evan Lowis (ASR Constituency Rep), Mike Hamil, Brittany Smith, Cheryl Jordan, Shane Kessinger, Sarah Kirkpatrick, Amy Miller, Tiana Montgomery

Absent: Steven Green (President-Elect), Cindy Cobetto (Treasurer), Michael Tadlock-Jackson (ex officio), Christy McDougal (CSOR Constituency Rep), Julie Babington, Maria Ferrari, Dusty Rhodes, Tim Staples

Guests: John Evans, Andrew Steiner, Jessica Take

APPROVAL OF MINUTES:

Meeting minutes from December 5, 2024 were approved as written.

GUEST SPEAKER:

Mary Zabriskie, Director of EOA and Title IX, provided an overview of her unit. Mary has practiced law for 10 years and has worked previously at Washington University Law School, St. Louis Community College in a similar role as she is in here at SIUE, and as a consultant for many schools and institutions across the country. Mary discussed in depth, Hot Topics in EOA such as Discrimination, Title IX, Complaints, Inclusive Practices, Wages, Job opportunities, Sexual Assault and Awareness/Quid Pro Quo, Interpersonal violence, Hostile Environment, Pregnancy both Pre and Post, Stalking, Sexual orientation, Gender identity and Sex stereotypes. If a student or employee divulges information to you about an incident, you are required to report it as a Mandated Reporter. There are forms available on the EOA website. EOA will help sort through the incident provide resources that may help with the victim's situation or refer them to someone who can help with their situation. Mary provided tips on what we should do if a student or employee is reporting an incident to us (Listen, be supportive, connect to resources, reach out to EOA, fill out a form). Mary reported that the EOA office responds quickly to any incidents reported. Mary said it is better to list your name than file anonymously. If you file anonymously, there is no one to reach out to help with the investigation of the report. EOA responds by first assessing safety concerns, supportive resources, accommodations/interim measure, information on solution processes (formal and informal). Available to everyone whether they file a report or not. Other areas EOA covers bias incident/campus climate, ADA/504 challenges & complaints, Inclusive hiring/affirmative action (Mindy Kinnaman handles), discrimination complaints, religious observances and accommodations, 1st Amendment/free speech.

There is online training available for anyone who may be interested in becoming certified in Title IX to serve on the hearing panel.

REPORTS:

President Doug James – Attended Board of Trustees on December 5, Chancellor Minor reported mostly on engagement topics, SIUE System Connection, Staff Senate Exec Meeting on December 19th with Chancellor Minor and Ann DeToye as guests. Chancellor answered questions regarding Grounds Staff Restructuring and the hiring of student workers, Pay increase/morale. Chancellor stated we had to

cover operational deficiencies first but is hopeful for a positive impact by the end of the year. Will provide more information to Staff Senate so we can disseminate through Constituency Reps. Lastly new Trash Cans. 5 trash cans at \$920.00 each were purchased as a trial basis to see if they would meet the need to replace existing trash cans.

Past President Kelly Jo Hendricks – Attended Staff/Faculty Winter Reception, Commencement, HR Seminar Caring for Elderly Parents. Will have a draft memo to share with Executive Committee regarding streamlining vacation accruals across the board in conjunction with Keith Becherer. Will share with regular Staff Senate in February to then send to Carl Chambers Director, HR. Lauren Bartshe has left the university, Executive Director for the Chancellor, Michael Tadlock -Jackson is now housed in the Provost's office will still assist with University Governance. Sara Colvin has left the university, accepted a position at University Las Vegas. Shane reported that the cost of hiring 11 student workers is costing roughly around \$50,000 and how does the Chancellor justify this expense when more cost is being incurred by damages occurred by student workers. Not cost-efficient, does not justify not filling an empty grounds position. Shane also reported that if we have any issues with snow removal, facilities is not in charge the Chancellors office is in charge. 2025 Elections will be 2nd Wednesday in April (April 9, 2025). Notices will be sent out prior to March 12, 2025. For those whose term has ended, you must submit the form to run again. Will assist Steven with the process.

Secretary Angie White – Have reached out to Jack Myers, Social Security Administration to see if he would be available to provide another Social Security Webinar on either April 8 or 10 from 11-1 or 11:30-1.

There were no other executive reports.

Vice Chancellor for Finance & Administration: in conjunction with Anthem, applications still be accepted for consideration.

Vice Chancellor for Enrollment Management: Screening and phone interviews conducted now scheduling on-campus interviews.

Associate Provost & Dean of the Graduate School: Recommendations were sent to the Provost's office waiting to hear back

UNFINISHED BUSINESS:

Alton/Non-Rep Senator vacancy – Angela Pritchett/John Caulk will attend the February Meeting.

Alton/Rep Senator Vacancy – Jessica Take presented why she would like to serve on Staff Senate. Staff Senate members approved Jessica's Take application to serve as a member of Staff Senate.

NEW BUSINESS:

None

COMMITTEE UPDATES:

Public Relations – Will schedule a meeting to meet as soon as Jack Myers form Social Security Administration gets back to us on date/time for Webinar.

Scholarship – No update.

Fundraising – No update.

Diversity Initiatives – No report.

Policy Review – A memo is being drafted by Kelly Jo and Keith Becherer to address the uneven accrual rates. Memo will be shared with Exec Committee and Staff Senate for feedback then sent to Carl Chambers in HR to hopefully get some action going on this issue.

Staff Wellness – The Paid Parental Leave Policy Webinar was held on 12/18 at noon in the MUC Willow Room or via Zoom. Still waiting on the transcript to send out to staff.

Elections & Operations – As mentioned by Kelly Jo earlier, will start prepping for April elections.

ACTION ITEMS: Wellness Fair Idea Board Items, please send your ideas to Doug James.

ANNOUNCEMENTS:

- a) MLK Luncheon – Jan 22, 11:00 am – 2:00 pm, MUC Meridian Ballroom (Details available on SIUE's Kimmel Belonging and Engagement Hub web site)
- b) Leadership Training: February 24-27. More registration opportunities will be emailed to Staff
- c) Upcoming Guest Speakers at Staff Senate
 - i. February – Collin Van Meter (SURS).
 - ii. March – Mark Dochterman, East St. Louis Campus. March meeting will be held at East St. Louis.
- d) New Talent Acquisition Manager, Human Resources, Andrew Steiner. Promises to have HR fully staffed by February 1, 2025. Bev Bevineau is retiring. HR is in the process of realigning positions.

FUTURE AGENDA ITEMS:

- a) Follow-up on Wellness Fair Idea Board Items

PUBLIC COMMENT:

Shane Kessinger would like Staff Senate to inquire with the Chancellor as to why there are no mechanics. How are we saving money by outsourcing and paying mechanics \$100.00 an hour to service university vehicles. We used to have 3 mechanics. At one time the university wanted to offer new mechanics \$20.00 an hour which is way under what a starting mechanic would be paid. We have a mechanic shop sitting there empty, fully ready and functional. Outsourcing is not saving us money, vehicles are not being serviced on a timely basis. Hiring Ford to bring out a service van to complete such tasks as oil changes. How is this saving the university money?

ADJOURNMENT:

The meeting adjourned at 10:55 am.

Submitted by Angie White, Secretary, SIUE Staff Senate