



Staff Senate Minutes  
May 12, 2021 1:15 p.m.

**Senators Present:** Angie Campbell, Peggy Brown, Suzann Bennett, Jody Stone, Kim Turner, Maggie Burkhead, Tony Craven, Renee Kerz, Chris Childress, Melissa Coleman, Carrie Gossett, and Amber May.

**Guests:** Paul McCann, Director of Business Services

**Senators Absent:** Tina Jenkins, Leslie Ashley-McLean, Andrea Beals, Melissa Crouch-Carr, Sean Reeder, VPBA and Rick Wyninger.

1. **Call to Order at 1:15pm**

2. **Approval of Minutes-** Amber May made a motion to approve and Angie Campbell 2<sup>nd</sup> the motion. Minutes were approved 10-0.

3. **Executive Officer Reports**

A. Treasurer's Report-\$300 in appropriated; \$419.05 in gift.

B. Secretary's Report-No report

C. VP's Report-No report

D. President's Report –Talked to President Glassman yesterday and we discussed the following:

1. Has President's Council discussed increasing minimum wage for staff in September, same time as Graduate Students, instead of waiting until January? No final decision. PC believes this is not an apples to apples comparison. Part of it has to do with the educational component. Masters students we are trying to recruit and compete against other institutions. Undergrads and staff to get increases as they occur.
2. Are there any plans for fixing the disparity between students and staff pay caused by the minimum wage increase? The state is making these decisions and they are treating staff and students the same....we may see them differently but the state does not. The compression is very difficult for us to deal with. There is just no way we are going to be able to address that compression and move everyone up in the same way. We did increase tuition by 2% which helps but does not provide the overall additional revenue that we need on this campus. We need additional students and don't know if this year will produce additional students. President does want to continue non-negotiated pay increases. We are living in a balance budget with no margin right now.
3. Illinois is on track to hit the Phase IV bridge on May 14th and then Phase V on June 11th. Are there any plans to relax the restrictions on campus? Could start on May 13<sup>th</sup>. The Bridge changes the amount of people who can gather inside/outside. PC is talking about face masks and looking at this policy now. Nothing has changed yet. Not much interest in the state government mandating vaccination anywhere. Basically waiting on Phase 5 and IDHP recommendations.
4. How will covid testing work over the summer and are there any plans to mandate? Covid testing will continue in the summer on Wednesday's and there are no state or institution discussions on mandating vaccination.
5. Enrollment for fall? Right now there doesn't seem to be any increases....looking flat at this time.
6. Improving staff morale? President hopes that when covid restrictions lessen we can do more cookouts and get-togethers.

#### **4. Committee Reports**

##### **A. Personnel Policies, Benefits, and Welfare Committee**

- a. Parking Appeals Subcommittee N/R
- b. Parking Advisory Subcommittee N/R
- c. Environmental Health Safety Subcommittee N/R
- d. Sick Leave Bank Subcommittee N/R

##### **B. Budget and Planning Committee**

- a. CUPB –Athletics provided their budget. There will be a deficit mostly due to COVID. They also did not get their NCAA money.
- b. University Naming Subcommittee – Angie Campbell stated the recommendation is going to the President to change the name of Douglas Hall.

##### **C. Liaison Committee**

- a. University Union Advisory Subcommittee N/R
- b. Staff /Faculty Senate Relations Subcommittee N/R

D. Election Committee-nomination for officers to be done this month so elections can take place next month.

##### **E. Ad Hoc Committees**

Staff Recognition/Development- Still have 23 Shout Out Gift Cards left. May not make it through the summer.

Campus Master Plan Committee N/R-

Campus Recreation Board Committee N/R

ITAC Information Technology Advisory Committee N/R

VPAA Scholarship Review Committee (11/2018) Kim Turner stated they met last month and they selected 15 students for over \$13,000 in scholarships. Their work is now done for the year.

Booth Library Advisory Board (9/2019) N/R

##### **E. Constituent Reports**

- a. Administrative and Professional N/R
- b. Non-negotiated Civil Service Angie Campbell brought up that at Civil Service Council the question was brought up about the Years of Service Recognition. What is the plan since this has not happened for a few years? Paul McCann said the plan is to get this going again soon and mostly likely next year.
- c. Non-negotiated Trades N/R
- d. Negotiated Trades N/R
- e. AFSCME 981 - still in negotiations
- f. UPD N/R
- g. Contract Appointment or Grant Funded N/R
- h. Minority Staff Report- TRIO Leadership Camp in June will be virtual.
- i. EAC Report-Tony Cravens said they met this past month. Primary topic came from the U of I who wants concessions made with grant funded monies and how this works in Civil Service positions along with how this affects bumping. Tony will be talking to people at EIU about this to take our voice on this to the next meeting. Right now we feel that there should be no changes made to the Civil Service system.

##### **F. Liaison Reports**

- a. Student Senate- N/R
- b. Faculty Senate- N/R

c. VPBA Report- Paul McCann provided this month's report since VP Reeder was unavailable.

Money from Springfield for next year looks to remain flat. No increases.

Community Colleges gaining traction on offering four year degrees for Early Education. State Universities are against this. There is a strong push to allow this to go through.

Life Science construction will start in June/July. Asbestos removal will be the first stage.

The New Science Building is in progress. Should identify a construction manager soon and start the planning for this.

The boiler/tunnel project is moving forward. Working now on designing and engineering to begin initial planning.

The Library steps are getting some push back. We need to find \$250,000 to get this going.

McAfee Clock Tower work is about to get going.

Amber May did a great job coordinating graduation at O'Brien Stadium. Everyone had positive comments to share in regards to commencement.

## G. Unfinished Business

a. Review of the constitution led by Suzann Bennett was discussed. We discussed restricting and reducing the number of people on Staff Senate. Below is the table to compare. Currently we have 15 and this would reduce Staff Senate to 10. Concerns were brought up about maybe needing to reduce the eboard from 4 to 3. Also, discussion over who is elected and appointed is a concern. Some areas would have more people appointed than elected and not sure we want that. Maybe only one appointment from each area and the others elected? Concern was also shared that if we drop the number of senators might it be more difficult to achieve quorum. There was also discussion that perhaps all of this should wait another year after we get back to a more typical year. Some people cannot attend our meetings currently with it being on Zoom for example. No voting took place today and more discussion will take place and we will come back to this topic. We feel like we have until next November (November to share, December to table and discuss, and January to adopt/decline) to address this if we want any changes before next February to begin the next cycle. This does require a campus wide vote so we may need to get this done sooner if we want changes for Summer 2022.

| *COMBINE: Groups - Non-Negotiated & Non-Negotiated Trades   |          |                                 |                         |                   |          |           |
|---|----------|---------------------------------|-------------------------|-------------------|----------|-----------|
| <u>Names</u>  | A/P      | Non-Negotiated Civil Service    | Union 981               | Negotiated Trades | Minority | Total     |
| Count   | 128      | 248                             | 232                     | 51-52             |          |           |
| Count (another)   | 133      | 233                             | 208                     |                   |          |           |
| <b>Current Senators</b>   | <b>2</b> | <b>4</b>                        | <b>6</b>                | <b>1</b>          | <b>2</b> | <b>15</b> |
| Base - 1 Senator  | 1        | President Civil Service Council | President Union 981     | 1                 | 1        |           |
| IF over 100/1 addtl. Senator  | 1        | VP Civil Service Council        | Chapter Chair Union 981 |                   |          |           |
| IF over 200/1 addtl. Senator  |          | 1                               | 1                       |                   |          |           |
| <b>New Total</b>  | <b>2</b> | <b>3</b>                        | <b>3</b>                | <b>1</b>          | <b>1</b> | <b>10</b> |
| While speaking with President Glassman regarding the numbers of senators, he suggested we might want to think about apportioning the numbers in a different manner. |          |                                 |                         |                   |          |           |
| It might be easier to meet quorum and have better attendance if the total number of senators was reduced.   |          |                                 |                         |                   |          |           |
| We have experienced challenges getting individuals to run for positions; many seats uncontested.  |          |                                 |                         |                   |          |           |
| The apportionment might make the Senate look more like the campus constituencies since the budget impasse and lay-offs.   |          |                                 |                         |                   |          |           |
| The number will be able to grow and shrink with each constituent group.   |          |                                 |                         |                   |          |           |
| Populations will be assessed annually to determine the count in each group.   |          |                                 |                         |                   |          |           |
| Contract Appointment/grant employees will become part of the employment group they belong with (Union 981, AP, non-negotiated civil service)                        |          |                                 |                         |                   |          |           |
| Non-Negotiated Trades will be part of the Non-Negotiated Civil Service group.   |          |                                 |                         |                   |          |           |
| UPD will become part of the employment group they belong with (A/P, non-negotiated civil service)   |          |                                 |                         |                   |          |           |

## H. **New Business**

Staff Senate Executive Board nomination process now officially begins. Please nominate fellow senators with the form that has been sent out. This nomination form is due to Suzann Bennett on Monday, May 24<sup>th</sup> for an election to be conducted on June 9<sup>th</sup>. These new officers will begin their term in July.

**Next meeting:** June Staff Senate meeting along with election of next year's officers will be conducted on 6/09/2021-ZOOM

Meeting adjourned at 2:25pm.

Respectfully submitted,

Jody Stone  
Staff Senate Secretary