

ADMINISTRATIVE/PROFESSIONAL STAFF COUNCIL
2016-2017 Meeting Minutes
August 17, 2016

1. The meeting was called to order at 1:00 p.m. by Chair Rod Sievers.

2. ROLL CALL

Members Present: Shane Bennett, Todd Bryson, Jaime Conley-Holt, Brad Dillard, Wayne Glass, Elyse Hiller, Kathy Jones, Melanye Merrill, Cristina Pisoni, Rod Sievers, Matt Sronkoski, Kim Taylor, Kaila Tyner, Jasmine Winters, Melinda Yeomans

Members Absent with Proxy: Casey Loman (Melanye Merrill proxy), Cordy Love (Jaime Conley-Holt proxy), Jeff Reece (Joe Pineau proxy), Kim Sanders (Wayne Glass proxy)

Members Absent: Tamarah Cook

Visitors and Guests: Renee Colombo (Human Resources)

3. MINUTES

The minutes from the Council meeting on July 20, 2016 were presented. A motion to approve the minutes was made by T. Bryson, seconded by S. Bennett. Minutes approved unanimously by voice vote.

4. ADOPTION OF MEETING AGENDA

T. Bryson made a motion to adopt the agenda, seconded by K. Taylor. Agenda adopted unanimously by voice vote.

5. REPORTS

5.1 Chair

R. Sievers reported that the EPBC meeting was cancelled; the Constituency Heads meeting was on August 16; spoke mostly about the upcoming Diversity Council and diversity inclusion issues; the Diversity Council will be led by the Associate Chancellor for Diversity; that position is currently vacant and is expected to be fill with an interim within the next couple weeks; once the interim is in place, it is hoped that a permanent person will fill that position within a year. Sievers stated that he had received a call from an AP Staff person who had received a letter of notification that his contract is now Term; the letter stated that he may not necessarily be gone at the end of the contract, but there has to be some flexibility; Sievers asked the Chancellor about that notification; the Chancellor said that there may be more of these notices across the board in order to achieve some flexibility.

5.2 Board of Trustees

Next meeting September 8, 2016 at SIUE.

5.3 Human Resources

No report. T. Bryson asked if there were any updates regarding our cost of insurance going up. R. Colombo responded that at this time there have been no updates.

5.4 Representatives to University Committees

No reports

5.5 Standing Committees

5.5a Executive Committee

T. Bryson reported that the committee met and approved the agenda.

5.5b Committee on Committees

T. Bryson reported that the committee did not meet; notification of appointments to university committees have been distributed; names have been submitted for Traffic and Parking, Traffic and

Parking Appeals, and Intercollegiate Athletics Advisory; the Chancellor or his designee will choose who will be appointed.

5.5c Constituency Relations

E. Hiller reported that the committee has not met; the most recent Happy Hour was a success with more in attendance than in the past; Civil Service employees were included on the invitation and some attended.

5.5d Operating Paper

K. Jones reported that the committee has not met; the voting for the referendum closes this Friday, August 19; once that is complete, changes will be sent to the Chancellor's office for approval.

5.5e Staff Benefits

M. Merrill reported that the committee met last week and discussed contract terminology and understanding contracts; the committee also discussed the donation of sick time and will be discussing it with HR. Wage compression was discussed as well. M. Sronkoski explained that wage compression is basically the idea that when someone has been in a position for a long time then someone is hired in that same position and is making more than the person who has been there longer and has seniority. This happens a lot with faculty; generally faculty see it as time to move on; AP staff don't move on as quickly and stay with the University longer. Sronkoski stated that when something like this happens, it needs to be brought to the Council's attention; the more it is brought to light the more chances there are of a solution being found. Sronkoski stated that he had discussed wage compression with the Dean of COLA and the Provost and added that it appeared that they spoke about it as reality and not a problem. The committee is going to continue to address this. T. Bryson suggested that the committee look in to the salary gap and gave a recent example of a male leaving a position that was subsequently filled by a female with the same education and amount of experience and was paid \$5000 less for the same position. M. Merrill concluded by saying that the committee has also been discussing overtime pay. J. Conley-Holt shared a link with more information (<https://www.dol.gov/whd/overtime/final2016/>).

5.5f Staff Welfare

M. Yeomans reported that the Benjamin Handler, Spirit Committee member, and Naomi Tolbert, student trustee, have taken on this committee's idea about Saluki Rising; they are looking in to having banners used by the Spirit Committee hung in the outdoor concrete breezeway between Faner and Morris Library; the committee has checked on the wording for the Staff and Faculty Oasis and the pricing and it is very doable; the goal is to offer the Oasis once per semester for the very intention of raising campus culture and moral; recognizing places and resources, whether it's couches or gray space that could be used to benefit the campus; focus on things that don't cost as much but give back. K. Jones stated that it would be beneficial to know what units have surplus furniture so arrangements can be made to have it moved to areas that would benefit staff; B. Dillard stated that Loren Cook would be the person to contact about furniture and added that the area receiving the furniture would have to have a property control number for inventory purposes.

6. Old Business

K. Jones stated that in the past, statements have been made to the effect that SIUC is staffed as though there are 17,000 students when we really have less than that, This implies that we are over-staffed but AP staff continually struggle to manage current workloads. Where does the formula for determining this come from? Are they looking at faculty to student ratios or something else? Jones added that this Council needs to be involved with those discussions. R. Sievers stated that this discussion came up at the Constituency Heads meeting: It was pointed out that people are leaving, those positions aren't being filled, and there are instances where one person is doing the work of three. Jones asked if it is a true statement that there are currently the same amount of staff as there was when there were 17,000 students. How do we find out how many staff it takes to run certain departments regardless of how many students there are?

7. New Business

Happy Hour, Pinch Penny, September 13, 2016 at 4:30 p.m.

8. Announcements

T. Bryson announced that Grinnell Commons is having a special preview and open house for campus on Monday, August 22 from 4 p.m. – 6 p.m.

9. Adjournment

Motion was made by S. Bennett to adjourn the meeting. Seconded by T. Bryson. Meeting adjourned.