

2019-2020 CIVIL SERVICE COUNCIL
Wednesday, January 8, 2020
Student Services Building Room 307
1:00 p.m.

I. **Call to Order** - the January meeting was called to order by Elizabeth Cheek, Vice President, Civil Service Council.

II. **Roll Call of Membership**

Members Present: Richel Biby, Jim Bigogno, Jeletta Brant, Lindsey Carter, Elizabeth Cheek, Beth Chester, Ann Gilliam, Cyndy Green, Deborah Harmon, Crystal Harris, Shannon Newman, Marianne Shields, Andrea Steen, Ira Tripp

Members Absent with proxy: Trinka Pape (Rhonda Radford)

Members Absent: Jason Phillips, Anthony Travelstead, Tammy Wieseman

Others Present: Jayme Frey-Figueroa

III. **Guest Speaker(s)** – None – Jennifer DeHaemers was scheduled but needed to reschedule.

IV. **Approval of the Minutes** – The minutes from the December 2019 meeting were approved as written.
Motion: J. Brant
Second: A. Steen

V. **Announcements** – A. Steen has asked to step down as chair of the Education Assistance Committee due to her own exam schedule and asked if she needed to present that to the Council or the committee. E. Cheek stated she only needed to speak to the committee.

VI. **Reports**

A. **Council President**

1. **Constituency Heads Meeting** – The committee has not met.
2. **Board of Trustees Meeting** – Committee met 12/4-12/5. Things concerning Carbondale campus include:
 - Approval and salary appointment for the following:
 - Director of Intercollegiate Athletics, Elizabeth Jarnigan, for \$221,000 effective 9/16/2019.
 - Provost and Vice Chancellor of Academic Affairs, Meera Komaraju, for \$275,000 effective 12/5/2019.
 - Interim Dean at College of Agricultural Sciences, William Banz, for \$170,000 effective 12/6/2019
 - Director of School of Accountancy, Marc Morris \$246,000 effective 1/1/2020.
 - Distinguished Service Award recommendations for Dr. Seymour L. Bryson and Dr. Carolyn F. Donow,
 - Honorary Degree Award Recommendations for Mr. Bob Odenkirk. Ms. Jacquelyn D. Spinner, Ms. Pamela J. Wilson
 - Approval of funding allocation methodology based on undergraduate and graduate costs at each campus which totaled 51.5% for SIU Carbondale and 48.5% for SIU Edwardsville.
 - Recognized Glen Poshard as President Emeritus.
 - Appointed Dan Mahoney as System President with a salary of \$435,000 effective 3/1/2020.

The next meeting will be held 2/13/2020 in Edwardsville. Both Tony and Elizabeth will attend.

B. **School of Medicine Civil Service Council** – No report. S. Newman noted that she had been in contact with Jo Turley who had intended to call in for this Council meeting but was unable to call in. She did express their desire to be involved in future discussions regarding the employee morale survey as they

had recently completed one of their own.

C. **Annuity Association** – C. Harvey – No report.

D. **Human Resources** – J. Watson – No report.

E. **Council Committees**

1. **Executive/Budget** – E. Cheek – Met and set the agenda.

2. **Bylaws** - I. Tripp – No report

3. **Civil Service Benefits** – T. Pape – No report

4. **Education Assistance** – A. Steen – No report

5. **Elections** – S. Newman – No report but S. Newman noted she was currently on vacation but would reach out to HR to acquire employee lists.

6. **Public Information** – C. Green – No report

7. **Range** – J. Bigogno – No report. J. Bigogno asked S. Newman to coordinate a meeting schedule to go over the survey to identify the top issues. S. Newman noted that the survey was comprised of union and range employees and it was her opinion that the Range Committee did not make up an accurate representation of Council members. She suggested a special committee be assembled to include both union and range employees. E. Cheek suggested the entire Council conduct a special meeting for the purpose of examining the survey responses.

8. **Staff Excellence** – C. Green – The first meeting will be January 29th, at 10:00am in Anthony Hall.

F. **Constituency Committees**

1. **Advisory Committee, Director of Public Safety** – J. Bigogno - No report

2. **Computing Advisory** – S. Newman/C. Woodruff - No report

3. **Honorary Degrees** – S. Garnett – No report

4. **Intercollegiate Athletics Advisory** – L. Carter – Met 12/2/2019. Athletics' new initiatives include plans to roll out a payroll deduction program to allow employees to donate to Athletics and allows the donor to designate which sport or program the funding would be applied. Another initiative is the Woman Initiative which is a new fund that provides money to female athletes/athletic programs. The reason for the need stems from Title IX and equal opportunity for men and women athletes. The example provided was a donor who funds a charter bus for a men's team. This would mean a women's team would also charter a bus to travel to a game but without direct donor contribution, the Woman Initiative would help fund the expenses. Announced the 100th SIU Academic All American. SIUC has the most Academic All-American athletes out of all MVC schools.

J. Bigogno suggested following Athletics in creating a "Just One" campaign to raise funds for the Education Assistance fund and it was suggested possibly coordinating that with the upcoming Day of Giving. M. Shields stated the point person for Day of Giving is Matt McCoy. Rebecca Renshaw would be a backup contact at SIU Foundation. E. Cheek agreed to follow up on that initiative.

5. **Naming University Facilities** – I. Tripp - No report

6. **Parking and Traffic Appeals** – E. Cheek – No report

7. **Recreational Sports and Services Advisory** – E. Cheek – No report

8. **Student Center Advisory** – J. Brant – No report
9. **Traffic and Parking** – K. Morgan – No report
10. **University Joint Benefits** – E. Cheek – No Report

G. **Special/Other**

1. **Employee Advisory Committee to the Merit Board** – S. Garnett – No report
2. **Legislative Advisory** – J. Brant – Cannabis legalization is effective as of 1/1/2020. University policy does not change; it will not be allowed on campus. J. Bigogno inquired about drug testing for marijuana. M. Shields stated SIU has a drug and alcohol use by employee policy.
3. **Diversity Committee** – C. Harris – No report
4. **University Accreditation Committee** – M. Shields – Met 12/9/2019. They continue to review the arguments. The HLC visit is scheduled for February 17th-18th. J. Bigogno asked if we should bring the employee survey results to the attention of the accreditors as a suggested area of concern. M. Shields explained that it was her opinion that the Council refrain from involving the survey with the accreditation committee. She stated that there is a website where personal concerns could be raised but the remaining members at this meeting agreed that the Council refrain from involvement with the HLC visit, which includes survey results.
5. **Chancellors Planning and Budget** – No report
6. **NEW Committee** – J. Bigogno/T. Wieseman – Next meeting is next Tuesday. They are still seeking recommendations for emerging leadership awards.
7. **Chancellor Search Committee** – R. Biby – First meeting will be 2/12/2020.

VII. **Old Business** – Civil Service Employee Survey – A future special meeting will be scheduled to discuss the survey and the direction of the Council's response to the results. A. Steen inquired about feedback to J. Bigogno's article in the D.E. to the Board and J. Bigogno said there had been no response from the Board but he planned to publish future articles. E. Cheek reminded J. Bigogno that the survey is tied to the Council and use of its contents must be approved by the Council. J. Bigogno explained that he understood that point.

VIII. **New Business** – None

IX. **Non-Agenda Items** – C. Harris stated the Dean of Graduate School asked her to announce the news of the passing of Susan Babbitt on 12/18/2019. There will be a celebration of life on 1/18/2020 at Shryock Auditorium from 9am to 6pm. S. Newman noted the Council webpage has been updated and asked for the group to review it for any changes needed. M. Shields noted HireTouch is back in use for Faculty, AP and Civil Service positions but not for graduate assistants or student employees. C. Harris stated all testing will be scheduled through HireTouch as well. She also notes step-by-step guides are in the making.

X. **Adjournment** –
 Motion: J. Bigogno
 Second: S. Newman