

**2021-2022 CIVIL SERVICE COUNCIL**  
**Wednesday, April 6, 2022**  
**Microsoft Teams Meeting**  
**1:00 P.M.**

**I. Call to Order**

The April Meeting was called to order by President Anthony Travelstead.

**II. Roll Call of Membership**

Members Present: Kofoworola Badejo, Elizabeth Cheek, Deborah Harmon, Crystal Harris, Cynthia Green, Shannon Newman, Jason Phillips, Terry Richardson, Dana Roland, Andrea Steen, Matthew Stottler, Anthony Travelstead, Tammy Wieseman, Christopher Woodruff  
Members Absent: Anthony Fobs,  
Guests: Wil Clark, Renee Colombo, Josh Frick, Dawn Hattey, Victor Martin, Gail ODaniell, Abby Razor

**III. Guest Speaker: Wil Clark, Interim CIO**

Wil Clark was named Interim Chief Information Officer (CIO) in December. Wil has worked in IT and higher education for 30 years, with the last 10 years focused on service management. He's been at SIU for 4.5 years and came from the University of North Texas. He gave a brief introduction of service management and the charges he and his team have been given by the Chancellor. Wil then shared his screen and spoke on service transformation and OIT's strategic planning. M. Stottler asked for more clarity about input and if that's more Saluki Tech. W. Clark provided an example on better communication and staying connected. A. Travelstead asked what direction Wil has been given for remote access, and if it's increasing or decreasing. W. Clark said he's not been given a direction but has heard openness to the possibility, if appropriate. Clark summarized and provided examples for remote work and how that can and can not work. T. Wieseman asked if Wil could share his offices remote work policy. W. Clark agreed he would. K. Badejo asked what role IT will play in recruiting students, especially high school students. Clark said they are working with local principals and schools to connect with their students and encourage them to work as student employees while attending SIUC.

**IV. Approval of the Minutes for the March 2022 Meeting**

Motion: S. Newman

Second: C. Green

A vote commenced: 14 Yeas, 0 Nays, 0 Abstentions; The minutes from February 2022 meeting were approved as presented on Teams.

**V. Announcements**

None

**VI. Reports**

**A. Council President**

1. Chancellor Meeting – Not met. Next scheduled meeting is April 8<sup>th</sup>.
2. Board of Trustees Meeting – Next scheduled meeting is April 28<sup>th</sup> in Carbondale. The Executive Committee met March 15<sup>th</sup> to approve hire Jason Jordan as Associate General Counsel of Healthcare. Next meeting is April 28<sup>th</sup> in Carbondale.

3. Chancellors Leadership Council – Met March 18<sup>th</sup>. Next scheduled meeting is April 15<sup>th</sup>. A. Travelstead asked S. Newman to speak on the Chancellor’s retreat. Newman said it covered enrollment management and their unit effectiveness plan. They were broken up into groups and discussed enrollment management initiatives. A. Travelstead said he will upload the PowerPoint Presentation from that event. Travelstead said Harvey Henson gave a presentation at the Leadership Council on STEM Education Research and that PowerPoint has been uploaded to the Teams file. Administration gave an update on enrollment and VC Jeffrey Burgin gave an update on student housing.
- B. School of Medicine Civil Service Council – Dawn Hattey – Reported that their plant sale has started and ends April 15<sup>th</sup>. Starting a sick bank for employees was also discussed.
- C. Annuitants Association – Carolin Harvey – No report. C. Harvey stated she is now in HR working with non-compliant COVID employees.
- D. Human Resources – Renee Colombo – Reminded everyone of Benefits Choice in May and to be looking for more information. R. Colombo has received the draft response from State University Civil Service System from the audit in January 2021. The main focus is AP positions that need converted to CS. S. Newman asked if positions will be converted while filled or vacant. R. Colombo stated the conversion will take place vacant or not but should be a positive, not a negative change. Colombo added they are working with IT on supervisor maintenance in AIS on updating supervisors and subordinates. The goal is to have timekeepers keep this information updated. A. Travelstead asked if Renee has seen an increase in retirements with the percentage increase in actuary. R. Colombo said yes, she believes an increase is coming. M. Stottler commented he believes that legislation is still held up in committee due to added details. A. Travelstead added that a bill was proposed to increase the minimum wage for higher education employees to \$20 an hour. M. Stottler asked for stipend updates. R. Colombo said she believes the Chancellor is referring to temporary upgrades and that goes through the department, to the VC area, then HR.
- E. SURS Member Advisory – Elizabeth Cheek – Has not met, next meeting is April 14<sup>th</sup>.
- F. Council Committees
  1. Executive/Budget – Elizabeth Cheek – Met and set the agenda. A. Travelstead asked for the Council’s opinion on meeting in person. The council discussed having a hybrid and amending the bylaws due to the language stated. Executive Committee recommended meeting in person due to better participation. The May 4<sup>th</sup> meeting will be in person.
  2. Bylaws – Shannon Newman – No report, but will address the bylaws to make hybrid optional but in person preferred as the meeting style.
  3. Civil Service Benefits – Anthony Travelstead – Has not met, need to elect chair but will wait after elections.
  4. Education Assistance – Anthony Fobs/Anthony Travelstead – Has not met, apparel sale with Silkworm is running online until April 10<sup>th</sup>. 16 vendors have signed up for the Flea Market and a volunteer signup form can be found in the Teams file for a shift on April 30<sup>th</sup>. Will need to start promoting fall awards.
  5. Elections – Anthony Travelstead – Met on March 25<sup>th</sup> to verify candidates. Provost Sector has 3 seats and 1 candidate, VCAF has 3 seats with 3 candidates, General has 3 seats with 5 candidates, Students Affairs has 4 seats with 3 candidates. Ballots went out March 30<sup>th</sup> and a reminder went out this morning and looking at sending a third reminder ending April 13<sup>th</sup>. Next meeting is April 14<sup>th</sup>.

6. Public Information – Shannon Newman/Tammy Wieseman – No report.
7. Range – Shannon Newman – No report.

#### **G. Constituency Committees**

1. Advisory Committee, Director of Public Safety – Andy Hawkins – No report.
2. Affirmative Action Advisory – Dawn Legier – Has not met. Travelstead will follow-up.
3. Computing Advisory – Shannon Newman – Has not met, looking at reforming the committee after the CIO's presentation to the Chancellor's Cabinet.
4. Honorary Degrees – Shari Garnett – Has not met.
5. Intercollegiate Athletics Advisory – Victor Martin – Unable to attend, met March 16<sup>th</sup>. A. Travelstead reported an update on the Athletic Director, 13 tutors hired, FY2023 budget is \$21m, hiring 25 new positions, and plans to upgrade 8 athletics facilities on campus. Current year deficit is \$4.9m, next year's projection is \$4.46m, and \$3.5m for FY24. Looking at a women's weekend scheduled for 09/09-09/11 celebrating women in athletics. Craig Roberts is the new soccer coach.
6. Naming University Facilities – Anthony Fobs – No report.
7. Parking and Traffic Appeals – April Imhoff – Had 19 appeals; 7 no shows, denied 10 appeals, granted 4, and reduced 1 citation.
8. Recreational Sports and Services Advisory – Elizabeth Cheek – Committee met on March 17<sup>th</sup>, unable to attend. Next meeting is April 21<sup>st</sup>.
9. Student Center Advisory – Shannon Newman – Not met, no report.
10. Traffic and Parking – Marianne Schoonover – S. Newman has uploaded report to the Teams file with agenda. Minutes were also uploaded from the meeting before.
11. Commencement Advisory Committee – Cyndy Green – Not met, no report.
12. Staff Excellence – Cyndy Green – Not met, waiting on final verdict for awards.

#### **H. Special/Other**

1. Chancellor's Planning and Budget – Elizabeth Cheek – Has not met, meeting later this month.
2. Chancellor Search Advisory – Elizabeth Cheek – Has not met.
3. Diversity Committee – Crystal Harris – Met March 23<sup>rd</sup>, minutes submitted. Followed up on professional development, and are planning diversity week. It will be the week before Labor Day, and discussed a central location where everyone could advertise, opposed to listservs. Next meeting is April 27<sup>th</sup>. M. Stottler mentioned outlook calendar. C. Harris said that was discussed. S. Newman mentioned Teams. Harris said that was mentioned and favored. A. Travelstead asked about Salukis Women's Weekend and if the committee will help sponsor events due to sharing that weekend date. C. Harris said it's not been decided but will ask at the next meeting.
4. Employee Advisory Committee to the Merit Board – Elizabeth Cheek – Special meeting was called on March 28<sup>th</sup> to discuss House Bill 72. A. Travelstead shared his screen and the council read through and discussed the 3 amendments made to the bill. E. Cheek shared concerns on moving testing to campus, and changing into a credential assessment. Cheek's main concern was Extra Help and removing maximum hours worked. This could affect filling CS positions and increase layoffs. She sees no consistency with testing across the state if shifted to each individual campus. E. Cheek also mentioned covered travel cost for out of state applicants and available testing online by 2025. Cheek has spoken to the HR Interim Director

(Renee Colombo) and would like to know other's thoughts. R. Colombo discussed meeting with state HR directors and shared concerns. Colombo discussed the specific verbiage with legal and shared staffing concerns for the Carbondale campus. She mentioned forming a committee in joint with the School of Medicine, to be able to stay on top of the information. E. Cheek would like feedback from constituents and said to email that to her. She will compile and discuss with R. Colombo. Colombo said each university has their own unique situations and the wording should put the responsibility on the designated employee representative. M. Stottler asked what R. Colombo would like to see from her HR perspective. Colombo answered more flexibility, updating exams, looser guidelines to the situation for Extra Help, not unlimited. C. Harvey mentioned relaxing guidelines with Extra Help similar to retired teachers going back to teach due to that shortage. M. Stottler gave an example of concern in his position and how Extra Help would cost more. C. Harvey asked when the bill will be out of committee. R. Colombo said probably over summer session. S. Newman suggested sending a survey for constituent's feedback.

5. Legislative Advisory – Matthew Stottler – Read the verbiage for the SURS change in retirement and mentioned changes for survivor benefits. A. Travelstead read Bill HB5315 and how it will pay for faculty parking, which could increase parking fees.
6. NEW Committee – Crystal Harris – No report, and no meeting scheduled.
7. System Staff Advisory – Anthony Travelstead – Has not met, next meeting is April 8<sup>th</sup>. A letter of support when out to state legislators to support FY22 and 23 budget requests.
8. Search Committee for VC Research & Graduate Studies – Terry Richardson – Weeks of 3/14 and 3/21 met 8 semifinalists via Zoom to interview. It was narrowed down to three with two alternates and plan to bring them to campus for interviews.
9. Search Committee for CIO – Shannon Newman – No report.
10. Search Committee for VC Administration & Finance – Anthony Fobs – No report.
11. Search Committee for Director of Human Resources – Elizabeth Cheek – Met March 9<sup>th</sup> and narrowed the pool. Started the interview process yesterday and looking to bring three candidates to campus soon.
12. Search Committee for Dean of College of Liberal Arts – Met March 17<sup>th</sup>, checked references, and submitted top four for the position.
13. Search Committee for Dean of College of Art & Media – Crystal Harris – It was narrowed down to five, two withdrew due to other offers. Reevaluated and have interviewed five, checking references, putting those names forward and plan to interview candidate on campus.

**VII. Old Business**

None

**VIII. New Business**

A. Travelstead mentioned the search for Provost and Vice Chancellor for Academic Affairs. E. Cheek and M. Stottler have shown interest. Travelstead asked for any other names to be submitted for this search committee. C. Green volunteered. Travelstead said the EC will meet with the search firm charged on Friday via Zoom. Submit questions or comments to EC. S. Newman stated the CSC email address goes to all 4 members on EC.

**IX. Non-Agenda Items**

None

- X. Adjournment**  
Motion: S. Newman  
Second: M. Stottler