

2024-2025 CIVIL SERVICE COUNCIL  
Wednesday, August 7, 2024  
Student Services Building Rm 307  
1:00 PM

I. Call to Order

The August meeting was called to order by President Elizabeth Cheek.

II. Roll Call of Membership

Members Present: Thomas Becker, William Becque, Elizabeth Cheek, Mickel Cordes, Ann Coward, John Donoghue, Todd Duermyer, Shari Garnett, Cyndy Green, Tammy Hopkins, Victor Martin, Diane McIntyre, Marianne Schoonover, Anthony Travelstead, and Melissa Yancey.

Members Absent: Anthony Fobs and Matthew Stottler.

Guest: Leslie Bellock, Jodi Boese, Melissa Laake, Austin Lane, Nick Wortman, and Dina Timmons.

III. Guest: Austin Lane, Chancellor

Chancellor Lane stated that he always like having these discussions and wanted to stress that we're still in the process of budget planning. The budget will get approved at the Board of Trustees' meeting in September. He brought information to share and stated that it's public information, however it is still in draft format. Chancellor Lane stated in 2015 there were 17,000 students, then in fall 2023, there were 11,359 students. That is about 6,000 fewer students. Take 6k times \$29k/yr.; you're looking at about \$172 million of loss. From 2015 to now, we've waived \$363 million. That's tuition revenue we don't get in. There were a number of years with zero raises. As the result of the budget impasse in 2015, we got further and further behind. It's the tuition revenue and state appropriations that will help us. Luckily, in 2021, we started to erase the double-digit enrollment declines. Last fall, we were up 2.3%. This spring and summer we were up. We had 5k this summer and expect about 7,500 next summer. We're at \$1.7 million for our state appropriation this year compared to our \$5.5 million we received last year. We're up about \$3 million for tuition revenue from last year.

There has been 2% here and there for raises, but there's a problem with equity. Employees could be bumped up, but in some cases, it would further compress employees that are here. Someone coming in could make \$5k more than someone who has worked here for 20 years. There have been no checks and balances. There were no controls on the offers, and we never looked at other similar positions across campus. We've had about three of those equity studies that have resulted in some adjustments at all levels of staffing. Close to 200 have been adjusted. CBIZ equity study is what is being done now. Equity adjustments for faculty have not been done in the last four years. The Faculty Association just got a new contract. We will look at the CBIZ data, and if we find there's some areas that need to adjust (employees), we will. We're looking at employees who didn't get any increase and try to calculate possibly a 1% increase across the board for non-represented.

Out of the \$38 million payback, we're down to about \$9 million. We had to slow spending down. We are going to focus on everyone, not just those who are represented. Chancellor Lane stated everyone, including the president, is underpaid compared to the market.

The Saluki Commitment has changed from a combined household income of \$63,575 to now \$103,040, which allows for tuition and fees to be covered. This applies to employees, too. We're looking at possibly expanding legacy adjustments. There's a Saluki Transfer Commitment offered, too.

IV. Public Comments

E. Cheek stated when she and the Chancellor spoke last week, she understood there was not going to be an increase across the board or a one-time payment for range. E. Cheek asked when the 1% increase would be effective. Chancellor Lane stated we're still in the budget and planning mode.

Next Monday we meet with our Budgeting Planning Committee, and there we will talk about some of these scenarios. He stated he will have a meeting with VC Susan Simmers and Julie McReynolds after the Budget Planning Committee meeting. Closer to the end of next week, we're going to be doing more proposing to the board.

D. McIntyre stated we have no guarantee or anything in writing. People are frustrated. We've missed people who are playing critical roles. Longevity matters. AVC Nick Wortman wanted to make it clear that he's not stating longevity doesn't matter. Nick Wortman stated longevity and equity are very connected. We have limited funds; that's the reality. Chancellor Lane stated we're trying to help everybody. We're looking at step layers within positions. D. McIntyre said if we can't offer money now, then how will we be able to after the equity study? Chancellor Lane shared his PowerPoint presentation of Civil Service and AP Staff Non-Represented Classified Employee Equity Adjustments FY2023-2025 slide. Total adjustments over 3 years are over a half a million dollars. Chancellor Lane stated the strategy is to look at the most egregious cases and set aside money or look at money we may have and let's try and help. We can't afford to help everyone all at the same time once the study is done. We will have to strategically prioritize who will get the bumps (in pay).

A. Coward stated the problem comes when you see inequities happening in how things are doled out. When are custom classifications going to be looked at, because they're always left out? A. Coward stated if we don't have the money, how can you commit to \$1.2 million that is being dedicated to the decompression for faculty? Chancellor Lane spoke about the unions on campus and their contract obligations. We're lucky we haven't had to lose employees. We did have to slow down hires. Represented or not, I know what you are doing here and the difference you are making. We promise you our commitment to not forget about you. Chancellor Lane shared a slide titled, "Civil Service and AP Staff Non-Represented Classified Desk Audits Resulting in Promotional Increase." From fiscal year 17 to fiscal year 25, it totaled 175. Nick stated 21% of staff have finished JAQ's. We need people to finish them so we can make sure they are classified the right way.

V. Martin asked if people are required to complete the JAQ's (Job Analysis Questionnaire). Nick stated no one will have a negative consequence as a result of this project. There are going to be no downgrades, no retribution, no salary decreases, and no punishments for not completing it.

A. Travelstead referenced the non-represented staff pay increases PowerPoint slide from the last 15 years and stated these were not non-represented staff increases overall, because a lot of the unions had "me too clauses." They received the exact same increases that we did all of those years. And there's at least one or more unions on campus that got increases every year of that, even when it says, "0." A. Travelstead stated the average starting salary for an assistant professor is \$72k. For the range employees, it's \$28k. Chancellor Lane mentioned that faculty have stated we need to take care of our staff. Jodi Boese stated she has been here in civil service for 24 years and now she's works with Chancellor Lane. She said I was in the same boat with everyone else with not getting raises for years. I have always had the blessing of having the benefit of furthering my education here. So, that's a decision that everybody can make on this campus. If I wanted to get my PhD and be an instructor here and make that higher level salary, I would have done it. It's an option; it's a great benefit. It's hard to complain about those things and people making more than us because we have this free education system. A. Coward stated there are people at this table who have master's degrees, JD, etc., but they're not being rewarded for the qualification that they have. Not everyone wants to be or have the capability to be an instructor.

T. Duermyer asked about the Saluki Commitment. Chancellor Lane clarified that the packaging strategy is to front load with all of what students are eligible for first, and then come in on the back end. It's basically the last amount. Every school that has a promise is doing it that way.

M. Schoonover asked for clarification. She heard that longevity is going to be looked at based on time in one's position, not time at the university as a whole. Nick stated we still need to work through that. Time in a position is the typical driving factor when you're looking at job placement.

We have not figured out the exact calculation. M. Schoonover stated in civil service you don't get merit increases or adjustments. The only way to get increases would be to move around.

Jodi Boese stated we are all recruiters for this university. We all win when we help promote the university.

V. Approval of the Minutes for July 10, 2024

Motion: M. Schoonover

Second: A. Travelstead

A vote commenced: 0 Nays, 0 Abstentions; The minutes from July 10, 2024 were approved as presented.

VI. Announcements

A. Change of Membership – Shari Garnett, Student Affairs

Motion: M. Schoonover

Second: V. Martin

A vote commenced: 0 Nays, 0 Abstentions; Shari Garnett as a Civil Service Council Member was approved.

B. Change of Membership – Anthony Fobs, FEM (VCAF)

Civil Service Executive Council removed him from the council due to attendance. There was one abstention from the Executive Council. This will leave a vacancy for the VCAF area.

VII. Reports

A. Council President

1. Chancellor Meeting

E. Cheek stated they met August 2, 2024. The possible 1% raise mentioned in today's meeting with Chancellor Lane was good news.

2. Board of Trustees' Meeting – The next meeting is September 12, 2024 at SIUE School of Medicine, Alton. No details have been posted on the website yet.

3. Chancellor's Leadership Council - No meeting in July. No Report.

B. School of Medicine Civil Service Council – Megan Matzat / Dawn Hattey No report.

C. Annuitants Association – Carolin Harvey No report.

D. Human Resources – Nicholas Wortman, Assistant Vice Chancellor of Human Resources (Nick spoke with Chancellor Lane – see section IV.)

E. SURS Member Advisory – Elizabeth Cheek Committee has not met. No report.

F. Council Committees

1. Executive/Budget – Tony Travelstead

A. Travelstead stated the agenda was set on July 24, 2024, and there was an absence meeting for Anthony Fobs, but he did not attend. According to bylaws article 2, point 7-A4 and after his warning letter that he was to meet with executive committee, it was the majority vote that he was removed from the council.

2. Bylaws – Marianne Schoonover

M. Schoonover stated they did not have a quorum at the July 29<sup>th</sup> meeting. Once there's a replacement for Anthony Fobs, another meeting will be called. A. Travelstead stated we would like to put out another call for membership for this committee. V. Martin and M. Cordes volunteered to be added to the committee.

3. Civil Service Benefits – Amelia Ketzle No report.

E. Cheek stated the Benefits Committee will need to meet again. Amelia cannot be Chair as she is not a council member.

4. Education Assistance – Tony Travelstead

A. Travelstead stated we met on July 26, 2024 and discussed fundraising ideas. At a second meeting, we discussed how much money we raised over the past semester and the recommendations to move forward with the Education Assistance Scholarships. We had 46 applicants this year. Of those 46, five had initial issues. Two of them have been resolved and three of them we are still working on. We raised \$6,500 from our fundraising and our interest off our endowment. It's the Education Assistance Committee's recommendation that we approve the 46 applicants with an award of \$150 (approve at least 43 applicants with a possible 3 additional pending they pick up their hours.) One didn't have a FAFSA on file and the two that were under hours have a deadline of August 14, 2024.

Motion: M. Cordes

Second: A. Coward

A voted commenced: 0 Nays, 2 Abstentions; The motion to approve up to 46 applicants with \$150 Education Assistance award was approved as presented.

A. Travelstead spoke about the holiday luncheon. He has been in contact with Events and Outreach who oversee scheduling for the faculty/staff lounge at the Student Center. That location is available through November. If the luncheon is held on Dec. 11<sup>th</sup>, there will be a reservation fee. Nov. 20 or Nov 27 is an option at no cost. There was no objection with the luncheon being moved to November. There are usually 100 people who attend. Council members will be asked to go out and solicit donations (gift cards, swag, etc.) for which to sell raffle tickets. A. Travelstead stated the Silkworm apparel store is starting up next week on the 15<sup>th</sup>. There will be flyers available for social media and your departments.

5. Elections – Cyndy Green

C. Green will call initial meeting.

6. Public Information – Thomas Becker Committee has not met. No report.

7. Range – Anthony Travelstead

A. Travelstead stated they met three times (July 25, Aug. 2 & 7<sup>th</sup>). On July 25<sup>th</sup> we met and had Terry Richardson (ACSE's Union President), Jeff Erwin and the business manager for AFSCME to discuss the possibility of looking at unionizing as many range employees as we can. They gave us the steps of what we need to do and the benefits of it. Not everyone can unionize, depending on the confidentiality of the office they're working in. This morning we discussed the faculty contract and raises they're getting over the next 4 years. Chancellor Lane said to E. Cheek a few days before that there were no plans on salary increases or one-time bonuses. The longevity study was going to be put on hold until the CBIZ study was done. Today, Chancellor Lane said the news of the possibility of a 1% increase for those who have not seen any salary bumps over the last year.

A. Travelstead stated we're not going to let the longevity study die. According to the faculty contract, they're looking at not receiving the CBIZ information for a year and a half. Then it's going to be evaluated by the university. It will probably take two years. I don't want to wait two years for a longevity increase. D. McIntyre stated it should be based on years of service, not years in a position.

As committee chair, A. Travelstead made the recommendation to add Amelia Ketzle to the Range Committee.

Motion: A. Travelstead

Second: M. Cordes

A vote commenced: 0 Nays, 0 Abstentions; Adding Amelia Ketzle to the Range Committee was approved as presented.

## G. Constituency Committees

1. Academic Calendar Committee – Todd Duermyer  
Committee has not met.  
A. Travelstead stated there is a new holiday calendar. SIU will now be closed on December 23, 2024.
2. Advisory Committee to the Director of Public Safety – Andy Hawkins  
Committee has not met. No report.
3. Affirmative Action Committee – Amelia Ketzle No report.
4. Computing Advisory – Ann Coward Committee has not met.
5. Honorary Degrees – Todd Duermyer Committee has not met.
6. Intercollegiate Athletics Advisory – Victor Martin Committee has not met.
7. Naming University Facilities – Marianne Schoonover Committee has not met.
8. Parking and Traffic Appeals – Leslie Bellock  
L. Bellock stated we haven't met, but we're going to be sending the date for both August later this month and in November.
9. Recreational Sports and Services Advisory – Shari Garnett Committee has not met.
10. Student Center Advisory – Todd Duermyer Committee has not met.
11. Traffic and Parking – Stacia Werner No report.
10. University Joint Benefits –Dina Timmons/Elizabeth Cheek Committee has not met.

## H. Special/Other

1. Chancellor's Planning and Budget – Elizabeth Cheek/Marianne Schoonover  
Committee has not met. Next meeting is August 12, 2024 at 11:00 a.m.
2. Chancellor's Task Force on Diversity and Inclusion – Crystal Harris No report.
3. Employee Advisory Committee to the Merit Board – Elizabeth Cheek  
E. Cheek stated we met July 18 & 19 at SIUC. The next meeting is October 23 & 24 at UIC. The agenda was uploaded. There were no action items that passed. The uploaded legislative report has a few House bills and Senate bills. AVC Nick Wortman was the guest at the meeting. He spoke about CBIZ and what's happening on this campus. They were all very interested to learn that we are going to be the front runner across the state in this process. They're looking forward to transparency to see where this goes.
4. Legislative Advisory – Ann Coward  
A. Coward stated there are some things happening with Tier 2 pension benefits which are beneficial. The legislation passed the Committee for Tier 2. There are a lot of regulations that are coming down the pipeline that are going to greatly affect distance education and Title 4. The Chevron Rule is no longer, and now the courts don't have to give deference to the agency. If something is not statutory in the regulations, it can now be questioned.
5. Network Empowering Women Committee – Crystal Harris No report.
6. System Staff Advisory – Elizabeth Cheek  
Committee has not met. There is a change management in practice training on September 23, 2024. A. Travelstead said there will be an email sent at the end of August and it will be uploaded to Teams.

7. CALPS Dean Search – Marianne Schoonover

Committee has not met. M. Schoonover stated she received an email this morning stating they're planning on extending the deadline.

8. SOE Dean Search – Victor Martin

Committee met and discussed the process of the executive search. They are waiting on applicants.

VIII. Old Business

Council of Councils – October 25, 2024 at UIC (Chicago)

E. Cheek, J. Donoghue, Cyndy Green, A. Travelstead and M. Yancey plan to attend.

A. Travelstead stated the Chancellor's Office is providing some funding for the trip.

Card and Flower Fund – M. Cordes is collecting money.

Bylaws Volunteers – (see Section VII, F, No. 2)

V. Martin and M. Cordes volunteered to be added to the committee.

IX. New Business

School of Law Dean Search - E. Cheek stated according to the School of Law bylaws, they're able to select a person within the school, so they have selected Michele Tourville as the civil service representative for the search committee.

X. Non-Agenda Items

E. Cheek asked for the executive committee to stay after today's meeting. Headshots are still needed from T. Becker, J. Donoghue, M. Cordes, W. Becque, S. Garnett, M. Yancey, and D. McIntyre. T. Duermyer stated he can provide a link to schedule headshots.

XI. Adjournment

Motion: M. Cordes

Second: V. Martin