

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

I. Call to Order

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

II. Roll Call of Membership

Present: Thomas Becker, William Becque, Elizabeth Cheek, Odessa Colombo, Ann Coward, Todd Duermyer, Cyndy Green, Diane McIntyre, Marianne Schoonover, and Anthony Travelstead.

Absent: Mickel Cordes, Shari Garnett, Victor Martin, Kristen Matthews, and Matthew Stottler.

Guests: Liz Franklin, Andy Hawkins, Amelia Ketzle, Melissa Laake, Alaina Mevert, Maria Narag, Rick Pierson, Jamie Schrader, Dina Timmons, Christopher Vick, and Nick Wortman.

III. Guest Speaker: Dr. Frazier, Vice Chancellor for Anti-Racism, Diversity, Equity and Inclusion

VC Frazier stated I can go through what's going on and how it affects SIU as far as Executive Orders go. The cabinet meets at 4:30 p.m. daily. DEI has had a minimal effect on what we do right now. We just recently found out that we're going to lose some NSF money (\$24k-\$25k). We were using that as a kind of seed money for STEM or for some of our students in STEM. Regarding DEI, it's really about are we creating spaces/communities for everyone to belong? If you get caught up in the letters, you get caught up with a whole lot of other things. Are we treating each other right? Are we being empathetic? Are we treating each other humanly? Are we doing right by each other? So, that will not change regardless of what the orders say. And it's good to be in Illinois right now. There are some things that are going on that haven't affected us that other universities are having to deal with. We just haven't had to deal with it yet, and if we do, we'll just pivot. No need to rebrand it; this is just how we treat Salukis. It's definitely not going to change what we do for students; that won't change.

E. Cheek asked what's one of the biggest challenges that you see here on our campus since you arrived? VC Frazier stated I have been in different institutions, and you have individuals that have been here a long time. And so, I get it. Change is difficult for everyone. And so, I had to change as well. So, I think one of the biggest challenges is being steadfast on the changes that you would like to see and understanding that there's some institutional history that you have to do and some traditions you have to ease.

D. McIntyre asked what are some of the goals your office is working on for SIU? VC Frazier stated now I work really closely with the constituency groups, and we have formed 3 new ones (Hispanic/LatinX, LGBTQ, & Asian and American Pacific Islander). N.E.W. (Network of Empowering Women) will become a constituency group. What we're doing in goals, I think for us, is really going to be focused on retention (students, faculty & staff). We have to do better on salaries. We have to think about equitable practices. Right now, we are digging out of the budget crisis.

A. Ketzle asked if there are recommendations or practices that you or your office would either help implement or share with departments as far as just trying to open up the culture? It can be hard to change the culture and make sure that everybody feels they're wanted as part of the team. VC Frazier stated I think one of the big problems and what's been different is that everyone has been on survival mode and that forces you to work in silence. I think part of that is we've had to operate in this box which stifles innovation and thought. If you have an idea and you only know it, that's not what makes us better, right? I'm a big fan of 360 evaluations. So, if you have ideas, things we need to try, I'm asking you for ideas. We will have another system wide survey in spring 2026. The first draft will be

shared with this group.

A. Travelstead asked VC Frazier if he was aware of the comments that were made by the Dean of the School of Medicine and some of his executive committee regarding some of the Executive Orders. There's a video that was picked up by Fox News about how he's telling his folks to resist following a lot of these Executive Orders. VC Frazier stated he has not heard about it; we are not going to go against Executive Orders.

IV. Public Comments – (none)

V. Approval of the Minutes for April 2, 2025

Motion: C. Green

Second: T. Duermyer

A vote commenced: 0 Nays, 0 Abstentions; The minutes from April 2, 2025, were approved as presented.

VI. Announcements – (none)

VII. Reports

A. Council President

1. **Chancellor Meeting** – The meeting on April 4, 2025, was cancelled. We met on May 2, 2025. E. Cheek stated some of the emails that I had received recently regarded Edwardsville's pay increases, the JAQs, raises for range - he let me know that he was meeting with his cabinet on May 2nd after our meeting to discuss raises for non-representative staff and hopes to have an update to share by June 1. We discussed the Equity Compensation Study. The open forum is May 7th, and the recording will be on the Human Resources website. We talked about desk audit freezes. Currently, those are being addressed by temporary upgrades, and we hope to be able to reinstate desk audits around the 1st of September. We talked about performance evaluations and the possibility of a performance management system for this campus that would promote ongoing communication between supervisors and staff and would assist in mentoring employees in areas of employee development and improvement. We also discussed possibly one annual due date similar to what AP does. Open and continuous testing - I spoke with Chancellor Lane and AVC Nick Wortman about the possibility of grading the tests as they come in/when they apply to try to speed up the hiring process instead of waiting until a position was posted. The budget - the Chancellor said we're trailing well for spending for 2024-2025. The goal is to balance the budget. If someone only spent 40% of their budget and now, they want to spend the remaining 60%, then they must develop a spending plan. Some areas that struggle financially are Athletics, Touch of Nature, however, Touch of Nature now has a fee to help with that, University Farms and WSIU. The budget allocation for SIU Carbondale looks like it is going to be \$2.6 million. Chancellor Lane is looking into the utilization of extra help on this campus. There is still \$9.4 million remaining of the payback, and they're hoping to put another \$1-1.5 million toward that this year. The four strategies and top priorities remain. #1 is to grow undergraduate and graduate and online enrollment. #2 is continuing to increase retention and persistence across campus. #3 is continue the hiring chill with strategic hiring practices and hold departments to their operating budgets. #4 the Deans will be acknowledging low performing programs in their report to IBHE, and then they will work with faculty to determine what is needed to strengthen the programs or eliminate the programs. Some faculty may need to be moved to other areas. A. Ketzle asked about desk audits and temporary upgrades. E. Cheek stated she can

ask AVC Nick Wortman.

2. **Board of Trustees Meeting** – The next meeting is July 10, 2025, at Southern Illinois University School of Medicine, Springfield.
 3. **Chancellor's Leadership Council** – No meeting in April. (*no report*)
- B. School of Medicine Civil Service Council – *Megan Matzat / Dawn Hattey* – (*no report*)**
- C. Annuitants Association – *Carolyn Harvey*** – A. Travelstead stated he reached out to C. Harvey. She was under the impression that they defaulted the local chapter. When I mentioned that the acting president came and spoke to us and gave out materials, she was unaware that it happened. She was going to reach out to him and try to get back to me, but she didn't. At this time, they are inactive (SUAA Chapter) here for the university and a lot of that has to do with their main members are up in age, they're having health issues, and they just haven't been able to get together and have a meeting.
- D. Human Resources – *Nicholas Wortman, Associate Vice Chancellor of Human Resources***
N. Wortman stated the open forums for the Compensation Study were today. Our Faculty and Staff Appreciation Committee has had a few meetings now. We met earlier this week and we're going to meet again in two weeks to follow up, but we've already made some decisions that we're going to start a few things in very short order; a lot more to come. The new annual Faculty and Staff Appreciation Day will be Thursday, May 14th, 2026. The day is really going to be about appreciation and fun, and in the words of the Chancellor, we want to pamper folks. So, we'll be looking at having some things like massage tables, maybe a couple places on campus. We're going to focus on having it in the Faner mall way area, probably bleeding over into the Student Center a little bit. We want to have different types of games and food trucks. So, all of the folks across campus can come and enjoy. The committee really felt strongly that we didn't want to necessarily make any of our folks from culinary manning grills or cooking that day. We really want to make this a time for our folks to relax - the end of the year, half a day, close down some offices, get some time off, just enjoy community interaction, and say thanks to people. We have a lot of detail to work out between now and then, and we'll probably be soliciting some help, particularly from your Employee Benefits Committee. Sarah Vanvooren worked at Purdue in the past and mentioned that they have an event out there called the Spring Fling. We're going to try to model some of this stuff after that. It's been a really cool event for them. She has shared a lot of information about it. In Student Affairs, there's an Attitude for Gratitude Program. When someone does something good, a card is filled out to say thanks, and it's dropped in campus mail. It is used as a token of appreciation. We felt this is something we can do really quickly across campus. We are going to bring back Leading the Pack, employee spotlights. We're going to look at doing at least a couple of employee spotlights in SIU Today every month to build community and let people know who each other are. Kelly Byrd, who's our Director of Labor and Employee Relations, made a comment that she has a subcommittee that she's leading as a part of this bigger picture committee (she and three other people). Those three people have all worked at SIU for 20 years, but none of them had ever met before. We have a lot of room to build community, get people engaged, and show appreciation. This committee has been great at coming up with good ideas. Continue to filter your ideas to me or Elizabeth.
- A. Coward asked if people will have to pay for the food. N. Wortman stated, "No."
- D. McIntyre asked where the funding is coming from for this event. N. Wortman stated the Chancellor has pledged we will find some funding for this.
- E. SURS Member Advisory – *Elizabeth Cheek*** – The committee has not met.
- F. Council Committees**
1. **Executive/Budget – *Tony Travelstead*** – The committee met, set the agenda, and dealt with the elections.

2. **Bylaws – Marianne Schoonover** - The committee has not met.
3. **Civil Service Benefits – Cyndy Green** - Committee has not met.
4. **Education Assistance – Tony Travelstead/Todd Duermyer**

A. Travelstead stated the committee met on May 1, 2025. The Flea Market fundraiser was April 26, 2025. We had 41 vendors registered and 36 showed up. We brought in \$965 in credit card payments, \$375 in checks, and \$250 in cash for a total of \$1,590. We rented a Porta Potty. There may or may not be a bill from FEM for the trash cans and barricades. There was a little postage cost of \$2.76 and some credit card transaction fees that'll come out of those credit card payments. So far, we have \$111.97 in expenses. Without FEM and without April's credit card transaction expenses, we'll probably end up with about \$1,200-\$1,300 in profit from that event, which is pretty good. We were looking at having a plant sale at McNitt's Farms, but we just didn't get time to get that in. We reached out to them a little too late, so we were not able to do the flower fundraiser. We may have a fall plant sale. We do have a Silkworm sale going on right now. It started yesterday. Quatro's day is May 13, 2025; we will get 30% of sales from people that bring in the coupon. Gift certificates are available. June 3, 2025 is Mod's Pizza Day. The last Quatro's Day for this semester is June 24th. We're going to start working on getting a location for the holiday lunch. If anyone has fundraising ideas, please share them with me or somebody on the committee.

5. **Elections – Tony Travelstead**

A. Travelstead stated the committee met April 30, 2025 to go over the election results. In the General Sector, we had three seats available. There were five people that were running; Liz Franklin, Thomas Becker and Amelia Ketzle got those three seats. In the Provost and Vice Chancellor sector, we had one seat available. Terry Richardson won that seat. In the Vice Chancellor for Administration & Finance, there's one seat available. We had no candidates running in that, so we had a number of write-ins and that's where the Executive Committee came into play. The Student Affairs Sector had two seats available; one person ran. We had write-in candidates for the Vice Chancellor of Administration & Finance, and we had write-in candidates for the Vice Chancellor of Student Affairs. I reached out to all those write-in candidates. Of the six in the Vice Chancellor Administration & Finance, three were interested in taking the seat, two turned it down and one I was not able to get hold of. In the Vice Chancellor of Student Affairs, I had four write-in candidates, three were interested, and one turned it down. Of those three, in each of those two sectors, we brought them together at the Executive Committee meeting and we did a drawing out of the hat to see who would win/fill those seats. In the Vice Chancellor of Administration & Finance Sector, Richard (Rick) Pearson was drawn and in the Student Affairs Sector, it was Jamie Schrader. The committee went over the results. We went over the results of the Executive Committee drawing of the two individuals to fill the write-in seats, and we want to put these results forward to the Council for approval.

Motion: A. Travelstead

Second: C. Green

A vote commenced: 0 Nays & 0 Abstentions. The election results were approved as presented.

A. Travelstead stated in the course of the election we had a Council member that submitted their resignation (Tammy Hopkins). And with that, it created a vacancy after the election in the Provost and Vice Chancellor sector. According to our bylaws,

we go back to the election results and go with the next person. Terry won a seat in the elections. The next highest vote getter was Christopher Vick. I reached out to Christopher, and he accepted. So, he will also be joining the Council.

6. **Public Information – *Thomas Becker*** - Committee has not met.
7. **Range – *Tony Travelstead*** – Committee has not met.

G. Constituency Committees

1. **Academic Calendar Committee – *Todd Duermyer*** - Committee has not met.
2. **Advisory Committee to the Director of Public Safety – *Andy Hawkins*** - Committee has not met.
3. **Computing Advisory – *Ann Coward***
A. Coward stated we had an e-mail from Linda Hubbs. She is actually being tasked by Will Clark to get going on this committee. She is actually doing that now.
4. **Honorary Degrees – *Todd Duermyer*** - Committee has not met.
5. **Intercollegiate Athletics Advisory – *Victor Martin*** – A. Travelstead stated Victor Martin is stepping down from this committee. I attended the meeting last Thursday. Most of the discussion revolved around the lawsuit that's going on with NIL and the changes that it's creating. A lot of it has to do with paying players to be in our sports programs. We will be able to pay stipends to players. They're going to try to get some donors in and take care of that. I heard that we may lose a few players because of this. They could go to spring training, participate with the team, get an offer from another school, and immediately go into the portal and transfer away. There's nothing that says they have to sit out a year anymore with the way things are working. With the settlement deal that's on the table, the judge didn't accept the terms of the settlement as she wanted some revisions. I think it was this week that there was another court date to go over the revisions, and if the judge doesn't like what is submitted, there's a chance the whole case will be thrown out and will start all over again. If you're unfamiliar, the NCAA pretty much got sued and we're having to pay \$500,000 to pay for this lawsuit. A big part of one of the terms of settlement is they're reducing the size of rosters. So, all of our sports are going to have fewer athletes in them on scholarships or to be paid. So, it hasn't taken effect yet, but we could lose some of our athletes because of that. They've been working with them. They don't want to just throw them out there into the transfer portal yet, because it hasn't actually been accepted. There was another portion of Director Tim Leonard's presentation that had to deal with years of eligibility. They're looking at having just a flat five years, no matter what, but that's five years at each level you do play. They're talking about paying some of these players anywhere from \$100k-\$500k a year. J. Schrader stated there are students at U of I that make \$2 million.
6. **Naming University Facilities – *Marianne Schoonover*** - Committee has not met.
7. **Parking and Traffic Appeals – *Mickel Cordes***
A. Travelstead stated the committee met last week. There were two appeals. One showed up and was approved, and the other one did not show up and was denied.
8. **Recreational Sports and Services Advisory – *Shari Garnett*** – M. Schoonover stated the committee has not met.
9. **Student Center Advisory – *Todd Duermyer*** - Committee has not met.
10. **Traffic and Parking – *Stacia Werner***
E. Cheek read her report which will be posted in Teams. The committee met May 2, 2025. A strobe crosswalk sign is being installed at Thompson Point. There are minor language updates to parking rules and regulations – mostly changing “meters” to “pay stations.” Decals are not required to park in pay station areas as long as the pay

station is paid. Visitors to campus that display an ADA placard are not required to pay the pay station. There is an opening for a parking agent. You can now pay for parking by text. New signs have been posted. We discussed adding non-visitor spaces to lot #12 and decided against. We discussed adding additional free patient parking spaces to lot #37 and decided against. At the last meeting, I had brought up adjusting the salary ranges for decals and was told that proposals would be developed. They were not. We were told that the Chancellor is against any price increases for decals and that changing the ranges would likely result in an increase for some people. The very next agenda item was a proposal for a 5% decal price increase. It passed and will be recommended to the Chancellor. The full Council expressed opposition to this proposal. E. Cheek will follow up with the Chancellor regarding this proposal.

11. **University Joint Benefits –Dina Timmons/Elizabeth Cheek** – Committee has not met.

H. **Special/Other**

1. **Chancellors Planning and Budget – Elizabeth Cheek/Marianne Schoonover**
Committee has not met.

2. **Chancellor’s Task Force on Diversity and Inclusion – Amelia Ketzle**
Committee has not met.

3. **Employee Advisory Committee to the Merit Board – Elizabeth Cheek**
We met April 15, 2025 at U of I in Champaign-Urbana. The next meeting is at Chicago State University on July 22-23, 2025. Then we will follow up October 22-23, 2025 with the Councils on Councils on Friday the 24th at Governors State University. (Information will be posted in Teams.) We approved the minutes and went through the reports of the executive, legislative, and election committees. We discussed the orientation and the Opening Meetings Act training. We started to work through developing constituent priorities, and as a result, each EAC member sent an email to their respective Council requesting questions to survey all the universities across the state of Illinois to not just to learn about what issues are important on our campus, but to be able to recognize what issues are the same across the state.

4. **Legislative Advisory – Ann Coward**

A. Coward stated to keep Title 4 you going to have to sign that you do not have anything that is involved with diversity, equity, and inclusion. You would have no scholarships that are to do with race, gender, or anything like that. FLSA is just starting to rear its head. It’s going to be coming back up and looked at again.

D. McIntyre stated regarding TRAIL, there were potential changes with Medicare. Once you retire with the new benefits (whether you have a dependent or yourself), hits at 65, you have to have an A, B, and now D. So, the insurance that we’ve all worked so hard to get free then becomes like a gap policy. Basically, our policy becomes really nothing, and we’re still paying out of pocket for the B and the D now. The state has worked to take away that free insurance or they’ve been trying that for a long time. Since they can’t do that, they basically deteriorated what our benefits are going to be because they have lessened what their payout is going to be by adding this to the front side. J. Schrader stated I think the “free insurance” has always been once you get Medicare age, it’s a secondary policy at that point. That’s not new.

5. **Network Empowering Women Committee – Diane McIntyre**

D. McIntyre stated as you heard from Dr. Frazier it sounds like it’s going under him, so I’ll be reaching out to him to find out what we’re going to be doing next.

6. **System Staff Advisory – Elizabeth Cheek** – Committee met and discussed future trainings.

7. **Assistant Vice Chancellor for Administration and Finance – Thomas Becker**

T. Becker stated two candidates were on campus. Some Council members were able to meet with them. As of today, at 10:00 a.m., the search is back open. They're looking to have resumes around June.

8. **Dean of Library Affairs – Victor Martin** - *(no report)*

T. Becker stated that this has already been publicly announced. The search is done.

9. **Director, University Honors Program – Odessa Colombo**

The committee met, and interviews are scheduled.

VIII. **Old Business**

- **Future Guests** – E. Cheek stated in June we will have Kendra Bumpus and July is tentative for VC Susan Simmers. Chancellor Lane will be the August guest.

IX. **New Business – (none)**

X. **Non-Agenda Items**

Recognition of Outgoing Council Members - Thank you for your service!

Todd Duermyer 2022-2025

Matthew Stottler 2021-2025

William Becque 2024-2025

Shari Garnett 2024-2025

Note: A. Travelstead stated May 20, 2025, is the Benefit Choice Forum. Health Alliance is dissolving their insurance program with the state.

XI. **Adjournment**

Motion: A. Travelstead

Second: T. Duermyer

2025-2026 CIVIL SERVICE COUNCIL
Wednesday, May 7, 2025
Student Services Building Room 307
2:00 PM

I. **Call to Order**

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

II. **Roll Call of Membership**

Present: Thomas Becker, Elizabeth Cheek, Odessa Colombo, Ann Coward, Liz Franklin, Cyndy Green, Amelia Ketzle, Diane McIntyre, Rick Pierson, Terry Richardson, Marianne Schoonover, Jaime Schrader, Dina Timmons, Anthony Travelstead, and Christopher Vick

Absent: Mickel Cordes, Victor Martin, and Kristen Matthews.

Guests: Melissa Laake and Alaina Mevert.

III. **Welcome and Introductions**

(Everyone at the meeting stated their name and where they work.)

E. Cheek stated the Teams folder will have the meeting files. A. Travelstead showed on the screen the location of files within Teams.

IV. Orientation

A. Council Membership / Meeting Schedule

E. Cheek stated there is a membership list showing all the Council members information. Please put the meeting dates on your calendar and then expect a meeting invite closer to the meeting time. (The meeting schedule was shared on the screen.)

B. Officers

- Appoint Officer Nomination Committee – Tony Travelstead

A. Travelstead stated there are four officers: President, Vice President, Treasurer, and Secretary. Every other year two of those are up for re-election. President and Treasurer are up for re-election this year. If anyone is interested, fill out the 2025-2026 Officer Candidacy Statement Form by June 4, 2025 and give it to A. Travelstead. To be Council President, you have to have been on the council for at least a year, but the Treasurer, there's no time limit on that one.

Officer Election Committee - People volunteered to be on this committee during the meeting (*Anthony Travelstead, Cyndy Green, Liz Franklin, Jamie Schrader, & Diane McIntyre*). This committee will meet to make sure those who are running for the positions are qualified. If no one runs for a specific officer seat, then the committee will approach members who they think would be good, qualified candidates for the election. The election will be held at the July meeting. (The new Officer Election Committee will elect a Chair right after today's meeting.)

C. Committees

- Council Committee Preference Sheet – Thomas Becker

A. Travelstead stated if your term is not up next year, you are automatically on the Elections Committee. If you are a range employee, you will automatically serve on the Range Committee. Please select your first, second, and third choice for the following committees: Bylaws, Civil Service Benefits, Education Assistance, Staff Excellence Awards, Public Information, and Legislative Advisory. Return your form to T. Becker by May 20, 2025. Committees will be approved at the June meeting. (E. Cheek stated the form has been updated to state that it is to be returned to Thomas Becker.)

V. Other Business:

A. Card and Flower Fund Guidelines – Mickel Cordes

A. Travelstead stated the donation increased to \$10. A \$50 gift/card will be given for those members who experience an illness or death in the family. Someone who works at Hallmark has donated a basket full of cards, and we have started using those.

B. Civil Service Council Bylaws – Marianne Schoonover

M. Schoonover stated the committee will need to get together to review again. We decided last meeting to wait until after the new committee was formed to get back on it. The bylaws are on the Civil Service Council website. We were actively working on making changes to the bylaws, changes were made, and the new committee will take over.

VI. Non-Agenda Items

A. Biographies and Headshot Photos for Website – Elizabeth Cheek

Photos can be taken on campus. Please give your photos and information to Melissa Laake.

B. Council Photo – T. Becker asked when the group photo will be taken. M. Schoonover stated it's in August. A. Travelstead stated it can be done in July.

VII. Adjournment

Motion: M. Schoonover

Second: D. McIntyre