

2025-2026 CIVIL SERVICE COUNCIL
Wednesday, October 1, 2025
Student Services Building Room 307
1:00 PM

I. Call to Order

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

II. Roll Call of Membership

Present: Thomas Becker, Elizabeth Cheek, Odessa Colombo, Mickel Cordes, Ann Coward, Liz Franklin, Cyndy Green, Amelia Ketzle, Kristen Matthews, Diane McIntyre, Jason Phillips, Terry Richardson, Marianne Schoonover, Jamie Schrader, Dina Timmons, Anthony Travelstead, and Christopher Vick.

Absent: Rick Pierson

Guest: Melissa Laake

III. Guest Speaker: (none)

IV. Public Comments – (none)

V. Approval of the Minutes for September 3, 2025

Motion: T. Richardson

Second: K. Matthews

A vote commenced: 0 Nays, 0 Abstentions; The minutes from September 3, 2025, were approved as presented.

VI. Announcements – (none)

VII. Reports

A. Council President

1. Chancellor's Meeting – E. Cheek stated the Council President Chancellor's meeting that took place on September 12th included the Chancellor and AVC Nick Wortman. It's my understanding this is the makeup of our future meetings. We discussed the equity compensation study, the open forums, and communication with staff. During that time there was also an issue going on with the flag not being at half-staff; that issue was quickly resolved. CMS sends out email notices to DPS when the flag is to be lowered, and there was a delayed communication from CMS on September 12th. We discussed shared governance regarding prior meetings with all constituency heads. Chancellor Lane did not remember the meetings taking place since his arrival; however, he agrees they can be done several times a year, preferably with no set agenda. E. Cheek reiterated that SUCCS titles need to be included in job postings when work titles are used. Extended Sick Leave was discussed and there has been no procedural change at this time. The next meeting is scheduled for October 10th.

2. Board of Trustees' Meeting – E. Cheek stated I was unable to attend that meeting. A. Coward stated I would just like to applaud Terry Richardson for his public comments. E. Cheek stated the next Board of Trustees meeting is December 4, 2025, at SIU Carbondale, and I encourage everyone to attend since it is here on our campus.

3. Chancellor's Leadership Council – (no report)

B. School of Medicine Civil Service Council – Dawn Hattey – (no report)

C. Annuitants Association – Carolin Harvey – (no report)

D. Human Resources – Nicholas Wortman, Associate Vice Chancellor of Human Resources
(no report from AVC Wortman)

E. Cheek stated Nick was asked to attend. I did provide him with some topics that we had received from our constituents as concerns. Nick is not at the meeting today, however, a lot of the issues were taken up this morning at the Steering Committee meeting, which will allow me to be able to answer some questions. Equity compensation communication letters came out later than they hoped on that Friday. It was due to a mail merge issue and they had to get IT to assist. Nick apologized for the delay in getting that communication out as late in the day - was not their intention. Fiscal officers received their reports the following week. There were some issues with staff that were paid off different accounts. The dollar amount was correct on the letter, but the percentage was incorrect. That's now all been corrected in new communication to affected staff. HR is working through emails and appeal forms that have been submitted. They have 60 days to respond on appeals. As of this morning, there were 42 appeals submitted to HR. HR acknowledges many have valid points and HR needs time to research information prior to responding to appellants. Please let staff know HR is working through appeals in the order they receive them. HR will be responding to each appellant. The Steering Committee discussed a FAQ, to assist with answering questions, be added to the Compensation 2030 website. We also added two open forums, now that range staff have received their letters. The deadline to submit appeals will be extended until the open forums conclude. The new desk audit form has been delayed, but will be coming out soon. Staff have reached out who didn't complete the JAQ, because they were overwhelmed with the amount of work that they were doing – the work of more than one person. Their job descriptions are inaccurate, so if they were evaluated on those job descriptions, what's been looked at is inaccurate for what they're doing. These staff need to complete the desk audit process. The new desk audit form is still being finalized. The old desk audit process on paper is still in place until the new automated form is shared. Some of the concerns expressed were when staff are switched to new classifications, is there a new exam required? How does that affect seniority? How does that affect a probationary period? Another concern is subordinates making more than their supervisors. Staff brought up to the minimum further compress other staff in their classifications. **A. Coward** stated do you have any answers about things like probation periods? **E. Cheek** stated I have no answers at this time as HR is communicating with SUCSS and will get back to us. **A. Travelstead** stated the 60 days to review, is that 60 days from the end of the close of appeals for reconsideration or is that 60 days from the time that you apply for reconsideration, and if they're going to extend reconsideration, is it going to be a shorter period than 60 days? And who is doing this review? Is it going to be our people here in HR or are they going to get you back to CBIZ? **E. Cheek** stated I believe it is the combination of both, because CBIZ is continuing on these meetings with the Steering Committee. **A. Coward** stated can we have reassurance that the time limit on the appeals or reconsiderations won't affect the time limit for the SUCSS appeals or whatever we could do through them if necessary? **T. Becker** stated there's an appeal and the person's department is in favor of like, yeah, this was incorrect - will their supervisor have anything to do with the appeal to advocate? **E. Cheek** stated when the appeals form was set up, it was solely for the employee to appeal. When the fiscal officers received their report, some of the fiscal officers have questions regarding their process as well. HR wants employees to appeal as that gets them in the queue. If the supervisor sends an email to HR as well, they're going to match those up with staff appeals. **A. Coward** stated can employees be informed about their rights, SUCSS appeal as well? Most people might not know about it. **E. Cheek** stated that is a desk audit appeal you are referring to. **D. McIntyre** stated you have to respond to the reconsideration and have completed that first and then you can apply for the appeals through SUCSS. I think it's really important to figure out when they talk about reclassification in a working title what the obligations are in each one of those, because there is this change in your work that applies to one of those, but if you go based off of the SUCSS information, you're either reclassified or you're getting a working title. They have obligations that they have to meet with those, and some of those are a change in your job description itself. **A. Coward** stated they can't actually just passively reclassify somebody; they actually have to have reason, and it's supposed to go through the process with SUCSS. **A. Ketzle** stated where did they

come up with some of the classifications for certain people? It seems like they just picked, if that's true, if that's consistent, it seems like they just said everybody that has this title is now doing this. **A. Coward** stated but actually there are still program coordinators. **A. Ketzle** stated I don't know if that was an appropriate title for the person in my department, because it's not. There is no program. **D. McIntyre** stated to E. Cheek one of the things that I think it's important to ask for in this is I don't think that you can completely give validation or consideration of filling out a reconsideration form if you do not have all the data necessary including every title and what those titles consist of all the way down to a pay range, because if I say that I belong in glorified secretary, and then I found out there's an executive secretary glorified that I deserve to be in, later after I've submitted it, I've shortchanged myself on where I need to be. So, without them producing what they are using in every title, and they know what every title they're using, and there's no reason to withhold that data from us as far as that goes and what salary ranges - we should be able to look at that first and be able to determine if any of those apply to us before we do a reconsideration form, because that reconsideration form specifically asks you what classification do you feel you belong in. What family do you feel like you belong in? What function do you feel like you belong in? So, without complete data, it is putting the cart before the horse to take that step. **A. Travelstead** stated do we know if there was anybody that was moved from AP to Civil Service and Civil Service to AP? E. Cheek stated I do not know the answer to that yet. **A. Coward** stated actually, they can't change or implement new classifications without going through SUCCS. So, you're in a working title. **D. McIntyre** stated they changed the pay ranges (which further suppresses staff). Nick sat here and said your longevity - the fact that you worked through and earned that title that 19 years to get to that pay and that classification is built into that - they strip that all the way by lowering that classification pay base. So, there's absolutely discrimination, targeting - there's lots of issues that are going on there that need to be pointed out. They owe it to us to get it right. They owe it to us to get us the information that we need, and they need to be held accountable for it. **A. Coward** stated they did promise us transparency, but I can't find anything I can see through. **E. Cheek** stated let's circle back to human resources. I'm asking for the full council to allow the Executive Committee to take a hold of this situation, meaning I don't want anyone doing anything outside of the Executive Committee until we have time to address it. Yesterday there was a notification from Nick that he had talked with the Chancellor and had collectively decided that the two of them would only attend one council meeting a year. Further discussion on this topic will take place at the next meeting. In the meantime, the Executive Committee will put together a letter expressing the importance of HR attendance at monthly meetings. **A. Travelstead** stated as the liaison between the administration and HR and the Civil Service employees, it is our responsibility to know what's going on to be able to share that information with staff. If they don't attend our meetings and share information, that makes our job impossible. If they want false information shared, we can do that all they want, as long as you know, they're not here to confirm or deny. **A. Ketzle** stated it also is absolution from whatever false information comes up out there, because it's being forced through a game of telephone instead of coming straight from the administration. **A. Travelstead** stated my argument with this is our bylaws are approved by the university's administration and in our bylaws it says that the HR director or their representative is a member of the council as an ex officio non-voting member, which means they're not going to have a choice - not to cancel/not to come. They're supposed to pass that on to somebody. That's the argument that we're going to make, because it's clear in our bylaws, approved by the Chancellor's Office. When Jennifer Watson was here, we had Renee and Stacy a lot; they would come and share information with us. It doesn't necessarily have to be Nick, but somebody from HR is supposed to come and update us, because otherwise we're not going to know what's going on. **A. Coward** stated I guess the argument would be that when you meet with Nick and Chancellor, that they're going to inform you to pass on to us, however, that doesn't give the Council opportunities to ask questions. **A. Coward** stated but also any commitments that are made, they won't be there anymore. **M. Cordes** stated it's kind of hard not just - something is recorded - not to say it's not a record. **E. Cheek** stated I did tell him in my

message back to him last night that I have been a part of the council for 23 years, and during that entire time someone from HR has always attended monthly. **M. Schoonover** stated I would say Nick has been the best since I have been on council about transparency with keeping us updated, and you're able to ask questions that you're not going to find out otherwise. Yeah, just me asking contract updates - you don't get that information anywhere else unless you have a direct connection to somebody that may be negotiating on the contract that can't give you that. So, it's good just to go, hey, where's this at right now? **A. Coward** stated that's a lot on the Executive Committee because we might have that question. We couldn't ask it here. We ask the Executive Committee and they go and ask them. Elizabeth might tell you because she sees you first and then it's -. **E. Cheek** stated I'd rather people ask a question and get an answer. **A. Ketzie** stated I agree 100%. **D. McIntyre** stated well, you know, they made some pretty derogatory comments in this space in front of a lot of people. **A. Ketzie** stated - and that we shouldn't even be asking questions was the implication almost. **M. Cordes** stated nobody in power likes to be questioned, and that's including those two. **A. Coward** stated when you get to that position, you're the one that's supposed to have all the answers. **M. Schoonover** stated maybe moving forward, if they do come, then we make a conscious effort to have specific types of questions to ask that are general or not confrontational. **A. Ketzie** stated I understand the reason for it and you're right that it's probably what we should do, but we have to couch our words so you don't -? **M. Schoonover** stated let's not get off track. **A. Travelstead** stated some people look at it as being ganged up on. **D. McIntyre** stated there's got to be accountability for the decisions that you're making. **A. Ketzie** stated a lot of people interpret directness as confrontational, and I don't think that's fair, but that's true. **D. McIntyre** stated I don't even know that it's direct. I would say that he's probably taking some heat for his reaction to the comments that he made and probably hiding in the shadows of that. That's what I would say because his comments are very disrespectful and very derogatory. **A. Ketzie** stated I would say the fact that he resorted to that response maybe makes it not an ideal response. **E. Cheek** stated I just want to continue to encourage open communication instead of building silos. **A. Ketzie** stated combined with what they're doing, dissatisfaction about so many other things just is not helping overall the morale or the dynamic between administration and employees. **A. Coward** stated are they doing the same with AP Council? **E. Cheek** stated I haven't had a chance to talk with Todd. **D. McIntyre** stated so, they just out of the blue notified you that they would be meeting but once a year. **E. Cheek** stated I always communicate with Nick on topics that arise and reach out when we have a lot going on to make sure he or his representative will be attending the next meeting. **M. Cordes** stated that's actually a little bit more concerning, because they weren't even going to tell us that they are not coming. Is that correct? **E. Cheek** stated no, I was notified yesterday and there is always communication about attendance. **C. Green** stated since he's only attending one a year, does that mean he's already attended the one thing for the year? **A. Ketzie** stated I was just wondering if that's the reason that he's not here, or is that considered letting you know that he's not going to be here? **E. Cheek** stated that was a discussion with Nick and the Chancellor, and after I sent some information back, we left it at we would discuss it further. **A. Ketzie** stated I'm just surprised; it seems like this meeting of all meetings it's the one where we would need that representation and it's very clear that there's no one here for that. The Chancellor is a guest, so he only comes once a year. He's a little bit different there. **E. Cheek** stated I'm disappointed. Give us some time to discuss this further. **A. Travelstead** stated this is going to be addressed. **M. Cordes** stated can we ask why you don't want to come, exactly? I'm trying to put myself in Nick's position and as much as I hate to say it, but maybe coming here having 20 people throwing questions might seem a little hostile from his point. I realize he is a director, and as a director he should be able to answer questions. **A. Coward** stated so, in another way, as he is in charge of human resources, and human resources if it was doing what it was supposed to be doing, he would actually be able to come to these meetings and give positive information which would encourage the people, which is actually what should be happening. The fact that he's being questioned about so many things shows that something's not right. **A. Ketzie** stated he knew what he was taking on when he took out his job. I mean, it was no secret that

there were long standing and varied HR issues and staffing issues. I'm sure he knew that coming into the job. **D. McIntyre** stated and nobody's holding him accountable for the past mistakes, but everybody is holding him accountable for the steps that he's taking to make it right. **A. Ketzle** stated exactly, well said. **A. Coward** stated I think the Chancellor and he admitted the past have been done so incorrectly, and things are going to change.

E. **SURS Member Advisory – Elizabeth Cheek** – The committee has not met.

F. **Council Committees**

1. **Executive/Budget – Tony Travelstead**

A. Travelstead stated the committee met twice and set the agenda. We had a discussion about drafting a letter to AVC Nick Wortman and the Chancellor regarding HR attendance at Council meetings.

2. **Bylaws – Marianne Schoonover**

M. Schoonover stated the reading of the bylaws will be tabled for clarification.

3. **Civil Service Benefits – Odessa Colombo/Amelia Ketzle** - Committee has not met.

4. **Education Assistance – Tony Travelstead**

A. Travelstead distributed luncheon and raffle tickets. Lunch tickets are \$20. The luncheon is on December 10th. It will be in the Faculty Staff Lounge of the Student Center. We are having Pat's BBQ cater. Raffle tickets are \$5 a piece or three for \$10. We make all of our money from the raffle. Push raffle and ticket sales. I have a quote for over 100 people. As far as the raffle itself, I do have a few things that have been turned in to me. We would like to ask all Council members to help get items for the raffle. It could be gift baskets, gift cards, swag, anything from community vendors that they would like to donate. On the Education Assistance Teams page in the files under the holiday luncheon, there is a sign-up sheet to volunteer to work that day. There is a spreadsheet of past donors so you have an idea of the kinds of things that we've gotten, and if you get something or you ask somebody, please write it down there so that we're not going to these people more than once. There's also a Foundation Gift-In-Kind Form. If you go to an outside entity outside of the university, anything they donate is tax deductible. They can fill out this form, and it'll go back to the Foundation. Foundation will send them a tax-deductible letter at the end of the year on their donation; they could use to write it off of their taxes. For those of you that are online, I will get you your packets in the mail, and you should get it on Friday. Liz has been working with the owners of Sergio's. We're looking to have Sergio's day. We're looking at either having a dine in at their three restaurants (Murphysboro, Carbondale, & Herrin) or get gift certificates. We're looking at Quatro's again. I will try to go by Quatro's again this afternoon. I will probably have another Mods Pizza fundraiser later in the fall. Our big fundraiser is the raffle and the luncheon, so sell, sell, sell. If you sell your five tickets, you can eat for free. Otherwise, it's kind of prorated down a little bit from there. Everybody got five luncheon tickets and five additional raffle sets, so if you can sell more, sell more, please. **M. Schoonover** stated do you have a PDF in case we need more raffle tickets? **A. Travelstead** stated I do, yes. I can post the raffle PDF on there. I can post both of them if need be. I do have extra tickets printed out. Just let me know if you run out with the tickets. There is a place on the backside of the lunch ticket for the name, department, and phone number. Please have them fill that out, rip that part off, keep that with your money and turn it in. That's the raffle ticket that comes with the dinner. They do get one free raffle ticket with the dinner. The raffle tickets themselves are three on a page. Again, it's name, department, phone number, and those come to us. The person buying the ticket can keep the big part of the stub. We just have the information on the backside - the date, location, and what we're having. They do not need that to get in as long as you turn in your stubs and I get them on the spreadsheet for the attendee list. I'll probably start collecting at the next Council meeting. So, you can start selling now, and we'll sell all the way up until the day of. **T. Becker** stated I was looking at the Teams Excel sheet, and it is not being used for the fall luncheon and donation tracker. We can't really have a raffle if we don't have prizes. So, if you're going to places, put it down there. And then please, if you haven't signed up, sign up too. **A.**

Travelstead stated if you have something for the raffle, you can bring it to my office. I'll hold onto it or you can get it to the Constituency Office and I'll pick it up from Melissa. **T. Becker** stated and I'll do it for Banterra. **M. Schoonover** stated I can do Student Center. **A. Travelstead** stated I have closed out awards for fall 2025. I reviewed with financial aid the applicants that didn't initially qualify. Three of them still do not. Two of them did; I submitted their Award applications to Foundation last week, week before. So those two individuals will be receiving their awards. We will be moving forward with spring. I'm going to be contacting athletics about our Flea Market and getting the parking lot so that we can start getting that word out as well. That's our big fundraiser for the spring. **A. Ketzle** stated did you get any more feedback last year about the pros or cons of having it on the same day as the regatta and stuff? I kind of remember like some mixed commentary from the first time we did that. Some people appreciate it; they can do both. Some other people were like, I can't go to this other thing. **A. Travelstead** stated usually we have good comments about that. They'll stop by either on the way to the regatta or on the way out to the regatta to go through the market. Usually, the more events the better draw we have. **A. Ketzle** stated last year I set up the event and I accidentally set it up as my own event instead of as through the page. I would be happy to do that correctly this year, but I'm not sure I've ever done that through a group. Is there a trick to it? I don't think I'm an admin or anything for that page. **E. Cheek** stated we did receive a check from Silkworm. **A. Travelstead** stated yes, we did. We are currently doing yard signs, and that is through next weekend. We'll push that out on Facebook if you want to share it about getting the yard sign.

5. **Elections – Tony Travelstead** - Committee has not met.
6. **Public Information – Thomas Becker** - The committee met and the newsletter was sent. We discussed bringing back a HR/Chancellor forum. **T. Richardson** stated I emailed Nick to ask about one/try to set one up for November - a public information meeting, talk with him and Renee. Next Thursday some time, we are supposed to meet with Nick and Renee to go over that. If you have topics you want HR to cover, send it to T. Becker. **T. Becker** stated we are looking at having the open forum the week of November 17, 18 or 19th. We don't want it later because that would be Thursday or Friday before break, but we want to make sure there was enough time for them to get it on their schedule. It would be during the lunch hour 11-1 p.m. in the Student Services Building, which I started the process of reserving.
7. **Range – Tony Travelstead/Ann Coward**
 A. Travelstead stated the committee has met a couple of times over the last two weeks. A. Travelstead stated most of the people in here attended those meetings, because most of us are range. We discussed this CBIZ study a lot. The first time we met was right before the letters came out, so we wanted to get back together and have a little more discussion after the letters came out. Once the letters came out on Friday, -we met again. We also talked about writing a letter of support for more funding for the university, along the lines of what our guest speaker, John Charles, talked about last month. **E. Cheek** stated that letter will come out of the Range Committee, but will be approved by the full Council. **A. Travelstead** stated yes, and will be relayed to them by the President. I have made a request from HR for information from the equity compensation study and I have yet to get any information from HR. Either they're dragging their feet or they're really busy. I'm kind of tired of waiting, so we are going to look at doing a FOIA. We're going to share it with the Range Committee to get their thoughts to see if we missed anything that we want to know. And then we're going to submit. I was really kind of hoping to hear from them and get the information we want. We want to know a lot about this CBIZ, but it's pretty much the standard information that we've asked for in the past about where salaries lay for our range employees compared to representative employees, compared to AP employees and years of service, because we do still want to address the longevity for range more and more of the represented unions are including that in their contracts. We

don't think it's equitable for them to get that and us not to. We're going to follow up with HR. **A. Coward** stated we're also going to ask some more unusual questions that we are entitled to ask. We're going to ask for details like dates and documentation of all of the market surveys that have been done over the last 10 years. **A. Travelstead** stated I believe according to statute they have to do it every three. **A. Coward** stated they absolutely do every three. **D. McIntrye** stated were you also going to get specific into which titles for (A. Coward - yes) and what regions (A. Coward – yes), you're going to do? **A. Coward** stated also asking for dates and documentation - all of these job description reviews that have been done over the past. They're supposed to be done every three years. **D. McIntrye** stated can we add in all new titles, all new working titles into that? **A. Coward** stated yeah. **A. Travelstead** stated years in service total, years in job, level of education, seniority - how that is going to go into a regional or national review, how often job reviews are conducted, when the last one was conducted. We want to get a list of Civil Service Range employees, current job classifications and their proposed classifications, and we want to see the proposed salary ranges for those to compare it to what it is now. I believe in some cases these salary ranges actually went down from what they're posted on the SUCSS site. **D. McIntrye** stated there is an area where you can actually type in like that working title and it will pull you to whatever title that is. **T. Richardson** stated one thing I do want to give a warning for because you're going to ask about your service, your classification - prepare for that to be wrong. The information that HR gives you - the spreadsheet they gave us 5 1/2 weeks ago, we're still waiting for a corrected one, because they had placeholder dates on a bunch of them. I'd say probably 25-30% of the dates and classification were incorrect. **A. Travelstead** stated they should have a grasp on this, because my fiscal officer report for this CBIZ study has those dates on it for my office. **A. Coward** stated that's why we get all that information to look at.

G. Constituency Committees

1. **Academic Calendar Committee – Todd Duermyer – (no report)**
2. **Advisory Committee to the Director of Public Safety – Andy Hawkins**
A. Travelstead stated the committee has not met.
3. **Technology Advisory Committee – Ann Coward**
A. Ketzle stated we have a full committee now. We have Olinda from OIT who is doing a really good job of getting the committee structured and getting expectations set and launching us off into a productive opportunity. Wil Clark revamped the old CAC, so now, it's TAC. He really wants this to be a customer engagement committee with regard to technological needs on campus. So, Ann and I are supposed to be making sure that we carry any of your concerns, desires, or frustrations as it as it pertains to that stuff back to this committee so we can make sure that IT hears that and knows about that stuff. And it may go the other direction too, if I understand correctly, which is that when IT is looking for a specific solution or trying to make a decision about something, there might be situations where we come and ask everyone's feedback or we put together committees to do some testing and make sure stuff seems like it's going to meet the needs of the customer. So, it's supposed to be a very customer-centric committee is what we're hearing. That's about as far as we got, I think 2-3 meetings, but a lot of that was just to settle the things like the charter and the formal documents so that that's all in place before we get started as committee trying to actually do this. **A. Coward** stated the reason it's being so structured actually is because it's auditable; it has to have that structure.
4. **Honorary Degrees – Todd Duermyer**
A. Travelstead stated I thought I saw in SIU Today that they are still taking applications for this.
5. **Intercollegiate Athletics Advisory – A. Travelstead** - Committee has not met.
6. **Naming University Facilities – Marianne Schoonover** - Committee has not met.

7. **Parking and Traffic Appeals – Mickel Cordes** - Committee has not met.
8. **Recreational Sports and Services Advisory – Shari Garnett**
M. Schoonover stated she sent me a message on Teams. They met on September 18, 2025, and she will provide a report at the next meeting.
9. **Student Center Advisory – Todd Duermyer**
M. Schoonover stated the committee has not met.
10. **Traffic and Parking – Stacia Werner** - (no report)
11. **University Joint Benefits –Dina Timmons/Elizabeth Cheek** – Committee has not met.

H. Special/Other

1. **Chancellor's Planning and Budget – Elizabeth Cheek/Marianne Schoonover**
M. Schoonover stated the meeting was canceled.
2. **Employee Advisory Committee to the Merit Board – Elizabeth Cheek**
Next meeting will be held October 22-23, 2025, at Governors State University. Council of Councils will follow on October 24, 2025.
3. **Legislative Advisory – Ann Coward** – Committee has not met.
4. **Network Empowering Women Committee – Diane McIntyre**
D. McIntyre stated I extended an invitation to Dr. Frazier who said I was welcome to come and get caught up with him, and I have yet to make it upstairs to this office.
5. **System Staff Advisory – Elizabeth Cheek** – Committee has not met.
A. Travelstead stated there is a final round of training in the fall set for, I believe it's two weeks from now, here in October - emails going out a few different times. There are still spaces available. It'll probably go out one more time.
6. **Assistant Vice Chancellor for Administration and Finance – Thomas Becker**
Someone was hired (Richard Swann), but no one told the search committee. It took over a year.

VIII. Old Business

- **Future Guests** – E. Cheek will follow up with confirmation for Susan Simmers (VC of Administration and Finance) for November. A. Ketzle suggested the School of Education Dean for a guest speaker.
- **Council of Councils Attendance (Cheek, Colombo, Green, and Travelstead)**
A. Travelstead stated the itinerary went out. The car reservation was made.

IX. New Business

E. Cheek stated prior minutes for discussion. **T. Becker** stated we talked about it in the Executive Committee. **A. Travelstead** stated it was it was brought to the committee's attention that looking at some of our past minutes it didn't go into some detail on some of our arguments and the hard questions that we were asking. It kind of looked like we were just willy-nilly going through our meetings and not really representing our constituents to a certain point. So, we're looking at an option to go back and amend past minutes that have already been approved. **E. Cheek** stated this was the meeting where the Chancellor spoke. Do we want to listen to that recording and add more information to the minutes, or do we just want to be more detailed going forward? **A. Ketzle** stated what kind of fallout is possible from there not being an accurate like record of us asking him those questions and not getting answers? If there's a reason down the road where we want to be able to point to that and say we had this opportunity, we asked - this is what we were told, this is what was not answered. That would be the argument for it in my mind. **T. Richardson** stated well, for me, we talk a lot about transparency. So, I think we owe it to at least make the attempt. **T. Becker** stated honestly you have the means to record us and have more of an accurate collection of the recording. **A. Ketzle** stated I thought ever since I've been on council that by far the number one issue we deal with that we probably are expected to represent for our constituents is pay, and that was a pretty meaty conversation about where we were asking serious questions/detailed questions of the Chancellor about pay on behalf of our constituents.

So, I think it's, yeah, I think we should show, demonstrate the work we were doing for our constituents, because sometimes we have meetings and a lot of the time that we spend is just going through the agenda or talking about the fundraisers or whatever. But you know, in a meeting where we were really talking detailed about that, I do think that's probably one of the most important meetings we've had since I've been on Council. **A. Coward** stated - and the answers that we were getting, we can still be sensitive to the thing (A. Ketzle – right), but he said we can't share. E. Cheek stated so before we vote to go back and open up that section of those minutes, do you still have the recording from those minutes? **M. Laake** stated I can check. I need to know exactly what you guys need because this to me is so detailed. I've actually had other people say who reads them and why is this so detailed? **A. Ketzle** stated well, I mean, nobody might ever read them, but if we ever needed to be able to point back to what we said, I mean, whether anyone reads them or not, I think I can say that we need them in case there's a question or in case something. **M. Laake** stated I agree. I purposely have put so much effort in every constituency. I need to know going forward exactly what you need so that I meet expectations, because to me this is very detailed. **A. Coward** stated it's very detailed of what the Chancellor said, and it sort of makes him look like he was just talking and saying all these very positive things. **A. Ketzle** stated and that's probably hard to capture in the transcript because we all look like one person on your end, right? You know, looking at the transcript. **M. Laake** stated I will tell you in an hour and a half of the Chancellor speaking - so I copied it into Word – it was 22, if not 22 1/2 pages of text, just in that one portion. **A. Coward** stated I think that was such an important meeting and he was such a very important speaker; it was a good turnout. **E. Cheek** stated if we do open the minutes back up and add to them, is anyone additional going to go back and read or do you think everyone has already looked at them? **M. Schoonover** stated so, in my opinion, I would say that we all were given the opportunity to review the minutes at the time - those comments were not made at the time to make those amendments, so my suggestion or solution is from here on out that we all, including myself, make a better effort of reviewing the minutes and if we want anything additional included, we do it at that time. **E. Cheek** stated she's making a motion. K. Matthews stated I'll second.

Motion: M. Schoonover

Second: K. Matthews

A vote commenced: All approved, except two opposed. The council agreed to make a better effort to review the minutes and amend if necessary, at the time of approving the meeting minutes.

E. Cheek stated any other news? **C. Green** asked about the recordings of the meetings. **A. Travelstead** stated the recordings stay on there for so many days. **A. Ketzle** stated I think that is something we need to address in the bylaws. **E. Cheek** stated no, we do not want to save it, because our official record is our minutes.

X. Non-Agenda Items

M. Schoonover stated Council of Councils, has anybody ever heard about Eastern Illinois University? I was told this morning that there's discussion of layoffs up there, and they are now talking about a severance package deal where they will give you 20 weeks of pay if you leave the university. With you guys going up there, it would be good to hear if that is Civil Service/AP, that is if they are moving forward with it. **A. Travelstead** stated Eastern has been struggling for a long time. I think they are supposed to host next year and then we'll host the year after – so, 2028. **M. Cordes** stated we might want to start thinking about that as well.

XI. Adjournment

Motion: T. Richardson

Second: A. Ketzle