

**Civil Service Council Minutes**  
**November 14, 2017**  
**7<sup>th</sup> Street Underground, University Union**  
**8:30 am**

Members Present: Chris Bartlett, Bryan Callaway, Angie Campbell, Melissa Gordon, Anne Lewis, Michelle Morgan, Rhonda Nichols, Donna Noffke, Lori Rothrock, Lionel Sanders and JoAnne Thill

Members absent: Jenny Stout

Guests Present: Paul McCann, Interim Vice President of Business Affairs

- I. The meeting was called to order at 8:31 am by President Angie Campbell.
- II. Minutes from October 10th, meeting were approved (Gordon motion and Nofke 2<sup>nd</sup> approved with changes) and posted on the website.
- III. Treasurer Report
  - A. Scholarship balance is 17,472.94
- IV. EAC Representative- McCann gave update. EAC Merit Board met and discussed definitions of A&P. Prompted by a case with U of I where employees are defined as A&P but questioned whether they should be considered civil service. The EAC Merit board is committed to resolving this issue. EIU is conservative in keeping employees classified as civil service. A&P positions should be decision makers for the University. Proposed rules would allow an assistant for each administrator. Campbell asked if Merit Board is asking for a definition they can apply to everyone? Yes. In addition the Merit Board is still working on a furlough rule. There are still concerns that furloughs will be used in appropriately.
  - A. Election Committee – No Report
  - B. Personnel Committee – No report
  - C. Public Relations Committee – No report
- V. Old Business
  - A. Scholarship Fundraiser- 76 Items were sold. Total profit at this point will be \$906 Items should be in the week after Thanksgiving. Members are to pick up wreaths and deliver to buyers. Thill will see if wreaths can initially be delivered to her warehouse. Nichols discussed that Woodland Hills likes to purchase all of their wreaths from one vendor so they are all the same. Nichols will approach Woodland Hills next year for sales.
- VI. New business
  - A. Staff Senate Update- Campbell reported discussion of the new marketing group Thorburn and the advertising on 109 billboards and 40 theatre screens near high target high schools. Question of salary increases was discussed. While it is certainly on administrations radar, McCann reported that money is still an important issue. There is reluctance to move forward with no budget in place. Callaway discussed that Health Service has been decimated due to no raises or market adjustments.
  - B. Vitalization Project- Groups 8 & 9 still working. McCann discussed that the appointment of Josh Awalt was the beginning of some restructuring although the CIO position was not ready to be implemented due to budgetary reasons. McCann went on to discuss Athletics and the number of full scholarship athletes in the larger EIU sports. Non-revenue generating sports are usually made up of full paying students. Dilemma is smaller schools have more of the unique sports

to draw in more students. This same argument can be made for art or band. All looking for something to attract students.

- C. VPBA update-Budget, Enrollment, CUPB-
  - a. Hope to see numbers in the budgets soon.
  - b. Enrollment is critical and should take care of us going forward.
  - c. Increasing the enrollment funnel. Josh Norman is busy identifying students willing to come to EIU
  - d. Housing applications up 127%
  - e. Bottom line is positivity on campus.

VII. **Other**-Nichols asked about several office being closed during the holidays. McCann offered that after looking at activity in the past some previously open office are going to be closed. Nichols also brought up the idea of paying employees the 3 days in between the holidays. Gordon discussed that this would go a long way with employees that haven't had any raises in a long time. McCann explained concerns over impressions in Springfield of giving paid time-off just after receiving a budget. Discussion was had and Campbell will work toward helping bring this idea to the President.

(Nichols/Sanders moved to adjourn at 9:24 AM)

**Upcoming Meetings:**

**December 12, 2017** - 7th Street Underground (Rathskeller) Loft, MLK Jr. Union at 8:30 am

**January 9, 2018**- TBD at 8:30 am

**February 13, 2018**- TBD at 8:30 am

**March 13, 2018**- TBD at 8:30 am

**April 10, 2018**- TBD at 8:30 am

**May 8, 2018**- TBD at 8:30 am

**June 12, 2018**- TBD at 8:30 am

**July 10, 2018**- TBD at 8:30 am

All non-negotiated Civil Service employees are welcome and encouraged to attend.