Civil Service Council

Agenda

May 10, 2022

8:30 a.m.

The Loft in 7th Street Underground

Beth Gillespie / Crystal Brown / Libby Warner-Boyer / Mindy Hurst / Becky Shew / Josh Reinhart / Paul McCann / Angie Campbell / Carrie Gossett / Lindsay Partlow / Michelle Morgan / David Glassman / Jenny Stout / Linda Holloway / April Nance

1. Call to Order   
    At 8:30 a.m. Angie called the meeting to order.
2. Approval of March Minutes  
   Michelle motioned and Beth seconded the approval of the Mya minutes. They were approved unanimously.
3. Committee Assignments

***Election –*** Campbell, Gossett, Hurst, Morgan

***Personnel*** – Campbell, Gossett, Morgan, Thill, Gillespie

***Public Relations –*** Allison, Armstrong, Gossett, Reinhart, Shew, Partlow

***Scholarship*** – Established *June 22, 2007* – Campbell, Gossett, Morgan, Stout  
-- Treasurer’s Report ($28,280.88 in Endowment Fund as of 5/3/22)

1. President’s Updates (General)  
   President Glassman gave summary updates about a variety of topics, including: EIU’s upcoming graduation, the pleasant weather change, the State budget was passed with a 5% increase for higher ed institutions, MAP funding is up $122M more than last year, so more students in Illinois will have money for college, AIM HIGH money is also still budgeted in, buildings were reappropriated, Science Building drawings and designs are ongoing (the building will be in Andrews Parking Lot to preserve green space on campus). The June BOT meeting will include a Saturday retreat to review executive firm to discuss President search with search to start in August/September. Markets are going down which is impacting retirement decisions. Douglas Hall was renamed Powell-Norton Hall. Parking lot resurfacing is moving forward for campus aesthetics. Many new searches are going on, including new Union director, new counseling associate director, plus one additional full-time counselor. VPBA candidates were in last week. First senior diversity position candidates are in place. Other job candidates for other positions are all being brought in, several hires coming up in the future.   
   Angie read the latest “suggestion box” entry for boosting morale, higher pay, more personnel, etc. The President said the key to addressing all these issues is to increase enrollment. There is an awareness on administration’s part that the dynamics are changing, including the increased minimum wage trajectory. College presidents unanimously tried to carve out student workers from the minimum wage law, but it was not successful, so that’s a challenge all universities are facing. This will lead to less student workers, because the engagement of student-work hours aids in year-to-year retention. Administration is aware and wants to assist in salary adjustments. There is a plan but it takes time—Glassman estimated a 10-year window—and can be most quickly addressed through increased enrollments. It does look like at this time EIU’s FA2022 enrollment should see an increase. Overall, raises over the past negotiating cycles have increased expenditures by approximately $2 million. Insurance, retirement, holidays, gift days all still a draw for EIU. Dual-credit, and Danville Area Correctional Center enrollments are new additions. DACC commencement for one student took place yesterday.
2. VPBA Updates
   1. COVID Updates  
      EIU will continue testing and masking through end of June adopting a wait-and-see approach, we need future direction from Springfield to address future needs. Currently State-mandated tests are paid for by the State. No contact tracers on campus anymore, so positive cases should self-report to CCHD and especially IDPH. In accordance with Public Act 102-0697, Eastern Illinois University is administering a COVID-19 Paid Administrative Leave program. Provisions in part A of this policy will allow eligible faculty and staff to have returned to their leave benefit balances any sick, vacation, compensatory time, or personal days used during the 21/22 academic year for absences related to qualifying COVID-19 reasons. More information is available at <https://www.eiu.edu/humanres/benefits/COVIDPaidLeave.php>.
   2. Budget, Legislative Updates  
      President covered most of this. Paul added that we did go live with a new system for travel, work orders, Union etc. The process is tied to EIU IGPs and the State system. Library steps work also has started.
   3. CDB/Campus Projects Update  
      Covered in Agenda Item 4.
   4. Other
3. 2022 Scholarship Award  
    Angie said 17 applicants are being reviewed for eligibility. Selections are upcoming.
4. HR Updates
   1. Employment Search Updates  
      Linda introduced April Nance, Assistant HR manager. She is doing fantastic. Assistant payroll manager starts next week. HR rep starts next week. Payroll specialist accepted a position today.
   2. Open Enrollment  
      May is benefits choice open enrollment. Premiums have gone up slightly (about $14/month; dental up $1/month). Still very good rates for EIU employees. Sick Leave Bank is also open for enrollment, as is life insurance.
   3. Searches (VPBA; Diversity)  
      Discussed under Agenda Item 4.
   4. Years of Service  
      Linda said we’re not sure when we’ll get this done. The President would like to do it ASAP as it’s been foregone for 2 years, but there remain personnel/planning challenges.
5. Old Business  
   (Angie asked everyone introduce themselves to April, which the group did).
   1. Frame Sales   
      Four more frames were sold this morning, we sold 96 total. 13 left to sell overall. Flyers went to grads via Amber May for commencement. Social media “ads” also went out again.
   2. Election Updates  
      Angie discussed election cycles for different districts. This year’s election is for district 2. Article 5.E. was read (excessive absenteeism) for members (does not address alternate members).
   3. Remote Work Policy  
      The topic continues to be discussed at President’s Council and PC will update campus as to the progress of those discussions.
   4. HLC Reaccreditation/Systems Portfolio and Strategic Planning  
      Josh shared EIU’s Strategic Planning process. A committee has met twice and a subcommittee will meet over summer to begin the process of ongoing strategic planning. The goal is to create a strategic plan for EIU (approximately 5 year) that will ultimately support EIU’s future reaccreditation efforts through HLC.
6. New Business
   1. Loft Meeting Space booked through June 2023
   2. EAC Updates – N/A.

**Remaining AY2021-22 Meetings:** June 14