

**Civil Service Council (CSC) Meeting
March 16, 2004
APPROVED on May 18, 2004**

Present: Vicki Bryan, Martha Burk, Julie Caplinger, Paul Collins, Steve Lancaster, Christa Lawhun, Andy Monninger, John Moss, Melody Palm, Theresa Sanchez, Pat Schnitker, Doris Shaw, Elaine Thoennes, Jack Wylie, Tammy Carlson, Marcia Strum
Absent: Jan Jolynn Staley, Dave Turner, Pam Burress
Guests: Al Bowman

Martha Burk opened the meeting at Noon.

On-Going Issues

- **Renaming Building for Monninger** – Distributed final copy of the document for review.

Committee Reports

- **OpenLine** – Information on the Hoelting Award presented by Campus Dining/University Housing was included in the last issue. We will receive information on a regular basis for this award to include in the OpenLine.
- **Activities**
 - *Bus Trip-Cubs vs. Giants* – Wednesday, May 19, 6pm game – We have 26 paid reservations and additional 10-15 inquiries. We need 38 reservations to break even on the bus.
 - *Raffle* – Raffle tickets are here and can be signed out. We have received our two signs to display at Awards Ceremony for sale of tickets. Signs have a pouch that we can insert a date each year.
 - *Picnic* – Discussed offering picnic at an alternative time for second and third shift employees.
- **Amendment Proposal** – Discussed proposal to change Constitution for Council member term limit from two consecutive three years terms to no limit. It was noted the Academic Senate does not have a term limit. The AP Council is same as Civil Service Council. We can piggyback the vote with the upcoming member election or we can do a separate mailing. Motion passed unanimously. (Paul, Jack).

Martha introduced President Al Bowman. The Council had provided President Bowman with a list of questions prior to today's meeting.

1. What specific ideas or plans do you have for building communication lines with the larger (than Council) Civil Service population on campus? (A) What ideas does the Council have and be involved in Council meetings. Council suggested submitted articles for OpenLine to keep staff in information stream. President Bowman said to send specific questions to Martha that she can bring to her regular meetings with him.
2. Please talk about your vision of the future the ISU student, anticipated enrollment levels, and future residential student levels. (A) We are not at point of needing dramatic change. We are primarily an undergraduate school; maintain graduate level to draw faculty and build on undergraduate offerings. We don't want to become U of I but don't want to stop growing. There is a shortage of dentists – possibility of ISU dental school? Enrollment is right for the resources. New resources we could bring back staff. Mix of undergraduate and graduate is good. Strength is residential campus. Challenge is how to pay for reconstruction with \$58 million debt and a limit of \$74 million of debt. Long term Residence Hall plan is pretty clean. New residence halls are necessary. For short term, we can use less than 7,000 beds, such as now with Wilkins offline. We need to replace Cardinal Court but it is five years away. Need to find way to pay for improvements to keep ISU a residential campus through sophomore year. In 15-20 years, see ISU in the top 20 for students on campus in both security and structures.
3. What progress has been made with Domestic Partner benefits? (A) Committee is meeting and working on policies and procedures. Benefits are on track to implement July 1. University has alerted politicians. We are not worried about public outcry. President Bowman commented that State Farm does not offer. A press conference will be held.

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4. How does communication between the University and Springfield take place, in regards to funding and budget issues? Does the University get timely, accurate, information from Springfield? (A) Local legislators are in contact every couple days. Phil Adams, our legislative liaison, watches bills and is in daily contact. IBHE is headquartered in Springfield and has good contact with the Governor and legislature. We also have online resources with the Governor's Office, IBHE, and General Assembly. We initiate a lot of communication to let them know our concerns. President Bowman makes trips to Springfield or Chicago every month. President Bowman feels we receive accurate information. An example of communication regards the retention of the income fund. The income fund is revenue from tuition, fees, housing, etc that we keep locally-a checkbook balance for us. Springfield wanted to take to save them interest and have control of funds; however, this would cause a delay in paying our vendors. This was discussed last year, we built an alliance with other public universities, and the legislature listened.
5. Is there an end in sight for the hiring freeze? (A) Not for next fiscal year. If no cut in FY06 can pull off but will still have centralized hiring.
6. Do you foresee future layoffs? (A) No, as long as hands are not tied on tuition. Need to give small raise. Still limit equipment purchases. Staff is protected. President Bowman stated he believes all technology will be combined, but no timeline established.
7. Is there a possibility of employees paying more of the premium for insurance this year? (A) Not next year. State put bill to University in 02 but campus is not making plans for employees to pick up. AFSCME negotiates premiums. Benefits Choice is usually in May; however, it will probably be June due to contract negotiations. Bowman has no word on.
8. Please address your vision for the importance of maintaining and the future of graduate education at ISU? (A) Primarily undergraduate, research opportunities. The inclusion of graduate programs provides better education for undergraduates, attracts different faculty, attracts external funds through grants and contracts, and is important piece of University. We would add to graduate programming if it doesn't cost a fortune and melds with ISU, for example the College of Nursing.
9. Would you address the fact that some areas of ISU are funded by grants, and when the funds expire so do the positions? (A) Grants are soft money and we can't guarantee. Big grants we try to extend. Extended University did not get extended. We are asking for funding for IRS work force development program.
10. What are your thoughts on our facility issues: 1) improving the infrastructure, 2) constructing the academic and recreation facility, and 3) residence halls? (A) There is a \$54 million backlog in maintenance projects. His goal is for 3-4 projects to be completed. Strategizing on how to get FY05 funds in capital funds, he doesn't want us to be left out. Library is passion of his – planning funds in FY05; CVA, Centennial, and Williams Hall projects are needed – Library and Williams Hall are easier to sell. Academic/recreation facility is tough sell to legislature – it is seen as big Gold's Gym, even though it is academic. South Plant really needed. What is timeline on Parking Garage? (A) Normal just announced Hotel Marriott. Due to size of hotel, town will probably ask to do land swap. Need good offer, battle if not.
11. Plans for Bone Student Center? Surveys, discussions, etc. have been taking place for several years ... what are the vision or "plan" and timeline? (A) Bone Student Center is not a student center it is a conference center. Student Affairs is working on.
12. Job freezes...it is apparent that several offices cannot afford to hire and fund particular positions on their own; however, couldn't more job sharing be done? One person could be paid by 3-4 offices. It would take some coordination but isn't it worth the effort? Could this be a function of HR? (A) President Bowman likes idea of job sharing. It is an HR area and will discuss further.
13. How can the Civil Service Council, or the Civil Service personnel in general, help you during these difficult budget times? (A) Bowman stated you're doing a lot. Surprised morale is as high as is. Thank you for what you've done. Goal is to protect positions, cut elsewhere. University has very good employees and we need to protect this resource. Limit outsourcing. President Bowman has approved all extra help requests. Let Martha know of concerns in specific situations so she can bring to his attention.

Reminders

Deadline for next two OpenLines – April 6, May 4

Joint CS/AP Awards Ceremony – April 7, 2004, 1:00-3:00pm

The meeting adjourned at 1:10pm (Julie, Christa)

The next regular Civil Service Council meeting will be held Tuesday, April 6, at Noon, in the Bone Student Center Spotlight Room.