

Illinois State University

Civil Service Council (CSC) Meeting

December 4, 2007

Approved Minutes

Present: Barb Arbogast, David Bagnell, Vicki Bryan, Mark Buckley, Julie Caplinger, Tom Cotton, Ted Coussens, Sarita Cox, Melody Palm, Jan Jolynn Staley, Nancy Spangler

Absent: Jac Copes, Jeanette Harrison, Brian Huonker, Linda Klawitter, Theresa Sanchez, Pam Burress

Guests: Justin Jones, Comptroller's Office; Jan Murphy, Associate Provost; Debra Smitley, Assistant Vice President for Finance and Planning

Council Chair Melody called the meeting to order at 12:03 pm.

-Presentation: Educating Illinois Task Force members share draft of *Educating Illinois 2007-2014: Priorities for Illinois' First Public University*

Deb – this is the second group they had visited, many comments had come in online already regarding the draft (online) of the Educating Illinois Task Force Outline. This meeting with the CSC is a part of the 'continuing consultation' phase, a continuation of a similar discussion forum from last year's meetings, to get impressions on the status of the institution and how that can be reflected in the Educating Illinois document.

A few of the things the university is doing well: implementing Educating Illinois, success the university has had in attracting an academic profile of students, uniform pride in the projected image of the university, facilities enhancements, addressing of salary issues, to cite a few.

Most frequently cited internal concerns: additional money for salary competitiveness, facilities, technology, scholarships, and general operational costs; retention of a diverse faculty/staff and student body.

Studies have predicted there will be fewer high-school grads in the upcoming year, and those grads are expected to be more diversified/first-generation college-bound individuals. This is one of the reasons discussions regarding community and alumni involvement in the university, external environmental scans and discussion forums are taking place – to prepare the ISU and surrounding community for change.

Jan M. – it is an amazing process to go through the environmental scan (issues faced as faculty or academic affairs, etc. – 'putting on other hats'). Discussion followed regarding how changes in enrollment and demographics affects not just class composition but other parts of the university as well (changes in residence halls, campus activities, staff needed to operate and maintain the new facilities, training, etc.). The previous 2000 and 2003 Educating Illinois versions were seen as needing to be revised and greatly condensed, hence the 2007 draft. Strategic action items are specific issues that have come up since previous versions (personnel, compensation, facilities upkeep and renovation, among others) – much more focused and thoughtful in terms of employee groups, alumni, faculty, and all the subtle organizations within the university community. This all hopefully adds up to an 'umbrella' document where all the different campus communities and constituents can see themselves addressed in.

Deb – in recognition of all the other operational planning, attention is paid to keeping an eye on flexibility of the different units and divisions; they are familiar with their own internal workings and how best to implement changes and improvements, where shortcomings are prevalent.

Mark – Asked: in the document, what they meant by civic engagement, what that would entail. Jan M. - The "innovation" language was changed to "creative response to change", bringing that into the core values of the plan – no longer innovating in a vacuum but trying to integrate that with all the other goals of the plan and community.

Justin – Diversity and underrepresented students – knows personally of veterans returning from Iraqi and Afghan wars with a fear of not having qualifications and education beyond 'combat duties', asked how this is or can be addressed by the task force.

Jan M. – we broadly define 'diversity', and public service/outreach programs are and will be a part of the solution.

Vicki – other states have already passed into law that there is no charge for returning veterans' educations. Deb – different from a veterans grant? Vicki – yes, they are not charging any tuition, student still pay for books and housing out of pocket; current Illinois programs only address tuition and some fees, Federal programs address living expenses. Vicki to Jan M. – is there a subcommittee addressing the discussions from the most recent NCA reaccreditation and the resulting evaluation? Jan M. – most of the issues brought up were very specific academic issues, hesitate to address such curriculum-specific issues, but for a campus-wide strategic plan, yes, it will be returned in the document.

Julie – question regarding the drop in high-school grads, has been talking to a lot of parents of high school graduates, is enrollment down from grades, or is it a lack of interest in the 'traditional four-year school', much more interest in (for example) vocational schools? Deb – the data they looked at was demographic data, didn't reflect adjustments Julie asked about – mostly birth rates, preparation and completion rates (or lack thereof). Jan M. – deals with situations like this first-hand: there are situations where students, for various reasons, are simply not ready for a four-year university environment and experience at this time. There seems to be a lot of push, socially and from family, to go to college right out of high school; this is also a group (current/upcoming graduates) that has not worked jobs thru high school nearly as much as their predecessors. Discussion regarding similar situations followed – young people who simply do not find what they are looking for in taking classes they have no interest or aptitude in (general classes).

Jan M. – example, Heartland has provided a non-traditional student program and year after year have seen increases in enrollment and interest/desire in going to a school like that. Deb – there is a recognition in the goals of the plan that once students get here (both first-time freshmen and transfers) that there is a connection with the campus that needs to be fostered, that they feel welcome and wanted and want to stay.

Justin – discussed personal experience of coming to a university with an associates versus earning credit hours at another university/transfer students, often times one hears of cases where the student with the associates is better off. Jan M. – we are not as strong at the transfer experience than the first-year experience.

Vicki – in her CSC/group (financial aid) sees the focus of diversity and aid has been the lower-income student. It's fair to say those people are having a lot of help, but at the expense of the middle-class? Often times they have troubles. Any way to help them as well? Jan M. – we are at an extraordinarily expensive institution in an extraordinarily expensive state, very good point. Costs of higher education have been and are rising, it will be brought up in future discussions.

Deb – we will be taking comments thru January; send either thru email to the Task Force, send an anonymous letter if you like, telephone call, whatever ideas or questions anyone may have. The product will be better with the more feedback we receive. Dates for open forums are on the University Calendar [see below for dates/times/places], will be in the report, and in another January mailing. Jan M. – Melody has diligently reminded the task force about communicating

with and including staff on all shifts and those with limited electronic communication access.

Dave B. – what is this document going to mean for me/my group?

Jan M. – with all the manpower, organization, funds, etc. that goes into any part of the campus, a strategic plan becomes necessary. Deferred maintenance one of the largest expenses, to be sure – it is getting bigger and bigger. The campus as a whole has a greater understanding that deferred maintenance is greater than once perceived. Deb – you can see new activity in addressing deferred maintenance, for example the assessment fee for tuition, funds specifically targeted for technology and facilities maintenance. It's just so massive that neither the state nor the university has the resources to eradicate the deferment completely.

Dave T. – very appreciative of that assessment fee; as a continuation of the 'looking at things through other people's eyes' discussion – some might change their mind if they took a look at what is 'happening in the basement', people performing 'miracles' to fix things and keep people comfortable across this university. Concerns are coming up that Stevenson is being done, then Turner; frustrating to hear that it will need to be put off for another year due to taking too long to exit Stevenson; likes the addition of the south-east chilling plant, shows that university also concerned with adding to the community as well.

Deb – one of the things that has hampered the deferred maintenance issue is state funding, getting the money from Springfield. North-west chiller being funded by an alternative funding mechanism, hence the talk of financial flexibility in the document to address this as well. Dave B. – seeing fewer electricians, plumbers, carpenters, and there are more buildings, not fewer. Jan M. – it is being reviewed to see to it that the document address these issues.

Dave T. – most people would not believe us if we told them that 25% of ISU funding comes from the state – majority comes from other sources, perhaps educate people in that regard. There is an incorrect public perception that ISU is all state-funded. Jan M. – agrees, what hits the paper are the 16% tuition increases, communication another issue of the document.

Vicki – would like the task force to see how to address university community as a whole. Has been reading CS minutes from the past, 1960s – seemed to have a definite sense of being part of a community – 'engagement of the university community'. Jan M. – alumni are less involved and engaged that alumni from previous generations, same with younger faculty. Some of it is generational, some of it is that the university has gotten so much larger.

Nancy – indicated she had a discussion with Jac regarding Exempt/Non-Exempt CS employees, will update the council on the conversation at the next meeting.

-Approved minutes: Nov 20 2007 minutes – Julie/Vicki, motion carried, pending corrections.

Ongoing Discussion Topics: Due to time limits, discussion was limited and will take place next meeting.

- **EAC** – Dave T. - Circulating petition – forms requiring a social security number on accident reporting are still being used.

Mark/Julie motioned to adjourn, motion carried at 1:07 pm.

Task Force presentation of Draft to specific campus groups:

- Student Government Assoc, Weds Jan 16, 7pm, Circus Room, Bone Student Center
- A/P Council, Thurs Jan 24, 1:15pm, Room 314 Student Svcs Bldg; also Open Forum at 3:30-5pm, Old Main, Bone Student Center
- Open Forum, Weds Jan 30, 10am, Old Main, Bone Student Center
- Academic Senate, to-be-determined
- University Club, Fri Feb 8, 3:30-5:30 pm, Faculty/Staff Commons, Bone Student Center

Reminders:

- Deadline for next two OpenLines – Dec 4, Jan 8
- CSC Meetings – Dec 18, Jan 15

Web Sites of interest:

- State Univ CS System: <http://www.sucss.state.il.us>
- SUCSS Classification Status Notices: www.sucss.state.il.us/cpm.asp
- Annuitants: <http://www.annuitants.ilstu.edu>
- Civil Service Council: <http://www.cscouncil.ilstu.edu>
- A/P Council: <http://www.apcouncil.ilstu.edu>
- Academic Senate: <http://www.academicssenate.ilstu.edu>
- Human Resources: <http://www.hr.ilstu.edu>

The next regular Civil Service Council meeting will be held Tuesday, December 18, 2007 at Noon in the Bone Student Center Spotlight Room.