



**CLOSED MINUTES OF THE TWO-HUNDRED-AND-SEVENTEENTH
MEETING OF THE UNIVERSITY CIVIL SERVICE MERIT BOARD –**

December 9, 2021

***State Universities Civil Service System (University System) Office
1717 Philo Road, Suite 24
Urbana, Illinois 61802***

***Chicago State University
Cook Administration Building
9501 South King Drive
ADM Room 202
Chicago, IL***

***Eastern Illinois University
600 Lincoln Avenue
Union Building, Room 1895
Charles, IL***

***Governors State University
Room B2201
1 University Parkway
103 University Park, IL***

***Northeastern Illinois University
5500 North St. Louis Avenue
Student Union Building, Room
(Golden Eagles Room)
Chicago, IL***

***Northern Illinois University
1120 East Diehl Road, Room 119
Naperville, IL***

***Southern Illinois University
Edwardsville
Office of Human Resources
Rendleman Hall, Room 3234
#6 Hairpin Drive
Edwardsville, IL***

***&
(WebEx)***

Members present via WebEx were: Chair Julie Jones, representing Illinois State University; John R. Butler, representing Northern Illinois University; Joseph Dively, representing Eastern Illinois University; Sherry Eagle, representing Northeastern Illinois University; Naomi Jakobsson, representing the University of Illinois; Kisha Lang, representing Western Illinois University; and John Simmons, representing Southern Illinois University.



Members absent were: Pedro Cevallos-Candau, representing Governors State University; Stuart King, representing the University of Illinois; and Andrea Zopp, representing Chicago State University.

Also present were: Gail Schiesser, Interim Executive Director; Teresa Rademacher, Secretary for the Merit Board.

Chair Jones called the closed session to order at 3:00 pm.

Ms. Jones stated that the purpose of the Executive Session was to discuss personnel issues regarding the Executive Director vacancy. Ms. Jones informed the Merit Board that the board had several options on how to fill this position. One option was to conduct a search, and another option was to consider Gail Schiesser to fill the position of Executive Director. Chair Jones asked Ms. Schiesser to stay for this portion of the Closed Meeting to speak about her desire to be considered for the position.

Ms. Schiesser stated it was her desire to be considered for the Executive Director position.

Ms. Schiesser was asked to expand on her thoughts on the system going forward and the priorities for the system. Ms. Schiesser stated that she was passionate about continuing the agency's work and that philosophy. The goals of the employers can be achieved by holding to this central idea. Whether the goal is talent or robust diversity, she was confident the goals could be achieved by working together for solutions that work for everyone. She further stated she relishes the opportunity to work collaboratively to solve problems of the 21st century, new ways of working, new ways of relating, and the pandemic. In addition to practicing law, she has spent most of her earlier career serving as a mediator. She stated that she found small agreements and built on them, actively seek out objections, because incorporating objections make solutions more durable. She stated that she stood on the shoulders of extraordinary Executive Director Jeff Brownfield and an extraordinary staff. She would continue to work for solutions cooperatively, collaboratively in ways that will honor and respect the ACT and our continuance groups.

Chair Jones ask Ms. Schiesser to advise on the need for Legal Counsel for the University System Office. Ms. Schiesser stated that if she was given the opportunity to assume the Executive Director then after the beginning of the year, she would look for new Legal Counsel. She stated that she had a good idea of what to look for in candidates applying for the position. The number of applications received and salary will determine on how quickly we can fill this position.

Chair Jones asked Ms. Schiesser to step out of the room so the board could continue discussions in regard to the Executive Director position.

Chair Jones, reminded members that if a vote is taken today it will be done after the board goes back into open session.

The board discussed in detail several issues in regards to conducting a search or hiring Ms. Schiesser.

Mr. Dively stated he was having some technical issues and might drop from the meeting.

Chair Jones asked the board members if they were prepared to vote today. Mr. Dively stated he was prepared to vote today. Dr. Butler stated he was prepared to vote today, but would like the board to think about the idea he brought forward today. Dr. Eagle stated she was ready to vote. Ms. Jakobsson commented she was ready to vote; along with Dr. Butler's comments that it is always appropriate to ask an Executive Director to prepare a list of goals. Chair Jones commented she was also prepared to vote. Ms. Lang stated she like the idea of giving everyone a heads up, but is ready to vote today. Mr. Simmons said he was prepared to vote today.

The board discussed the proposed salary if Ms. Schiesser was hired. Chair Jones asked if any members were thinking of proposing a higher salary. Chair Jones would not, the bump from the Legal Counsel salary to the intern position and to the \$125,000 seems like a reasonable bump. Dr. Eagle agreed with the \$125,000 with the idea of doing a review in six months. Especially with the fact that she will be doing a dual role for some time.

Ms. Schiesser was asked to return to Closed Session. Dr. Butler asked Ms. Schiesser if there was anything she needed from the board in relation to this personnel action or if there was a preference if this action was setup in some way that be helpful to her in her leadership. Ms. Schiesser stated that the action speaks for itself and to the extent that there is additional support from the board other than hiring her, she was content with the board to remain silent on that question.

Mr. Simmons made a motion that the Merit Board go back into Open Session. Ms. Lang seconded Mr. Simmons' motion. In accordance with the Merit Board Bylaws, a roll call vote was taken and the motion was approved with the following vote:

Mr. Simmons.....Aye
Ms. Zopp.....Absent
Dr. Butler.....Aye
Dr. Cevallos-Candau.....Absent
Mr. Dively.....Absent due to video issues
Dr. Eagle.....Aye
Ms. Jakobsson.....Aye
Chair Jones.....Aye
Dr. King.....Absent
Ms. Lang.....Aye

The Merit Board went into Open Session at 3:50 pm.

Respectfully submitted,

/s/ Teresa Rademacher

Teresa Rademacher
Secretary for the Merit Board

APPROVED:

/s/ Julie Jones

Julie Jones, Chair
University Civil Service Merit Board

April 7, 2022

Date