



Members Present: Kate Boutilier, Amelia Noël-Elkins, Melissa Ramirez-Osorio, Mike Regilio, Trevor Rogneby, Amy Secretan, Derek Story, Katy Strzepek, Kate Weiser

Members Excused: Wilma Bates, Kara Snyder

Members Joining via Zoom: Derek O'Connell, Heidi Verticchio

Guests Present:

Speakers:

1) Approval of Agenda

A motion to approve the agenda was made by Trevor, seconded by Katy. The agenda was unanimously approved

2) Approval of Minutes

A motion to approve the minutes was made by Mike, seconded by Melissa.

3) New business

• **Programming for 2022-2023 (All)**

- Programming brainstorming list (is also shared on Teams)
 - October: Uplifting and supporting Latinx Heritage Month events (see notes in Teams); Katy reached out to Dr. Toro-Morn and will let us know what she hears back.
 - **Will need to research the funding process and/or purchasing of books for Latinx Heritage Month community talk (*A Ballad of Love and Glory*)**
 - November: Volunteer at Midwest Food Bank, and help distribute baskets for Thanksgiving; Katy will clarify number of volunteers needed (maybe 10-12)
 - December: Coffee hour and/or combine with service (cookies, cocoa, and community service, and deliver Holiday Helper gifts with Center for Civic Engagement); Katy will look into this opportunity further
 - January: Virtual/wellness welcome to New Year event (we have a 90-minute/week Wellness Allowance)
- October: Those volunteering for Homecoming Parade will meet on Saturday, October 15th at 9a at Bone Student Center; Amy will bring AP Council-branded bags
- Could we include information in the bags about AP Council? If we have a volunteer to develop/draft something, Amy can print them and place them into the bags
- Can promote programming in newsletter and the university Events calendar; items on Events calendar will feed directly to Council website; can facilitate event registration from website as well

• **Vote on Appointment of Academic Senate Representative (All)**

- Jeff Helms, Biological Sciences, was nominated and is willing to serve
- Council voted by acclamation to appoint Jeff
- Amy will contact Jeff and connect him with Amelia to shadow upcoming Academic Senate meetings

• **State of the University Address Debrief (All)**

- Thoughts/reactions/comments? Amy will finish watching
- Mike, happy to hear focus on employees and work-life balance being addressed; retaining good staff; would have liked to hear more substance about actions that were taken
- Katy, happy to hear mention about civic engagement, and encouraging others to vote; mentioned gubernatorial debate (October 6th at 7:00 p.m.), hoping that President's Office will allocate tickets to

students; there will also be a watch party 6:00 – 9:00 p.m.); School of Communication facilitating a student panel; WGLT and WGN News will stream it live

- Happy to hear committee/timeline for EDI committee; hiring a search firm, national-level search, encouraging internal candidates to apply
- Would like clarification about UNITE, partner more meaningfully with community partners; what does this money mean? Previously have been told we cannot accept donations. If companies are donating things, how does that work with College of Engineering (and naming rights)? Questions about what is the end goal - are they looking for more direct support to the university, rather than fundraising? Where is the funding going to go? How much are we paying UNITE to make those connections?
- Staff survey results will be shared in coming weeks; COACHE data that is currently ready is available on Provost website; Amy will speak with President Kinzy about the staff survey at their next meeting

- **AP Council Website**

- AP Council website has been updated, <https://apcouncil.illinoisstate.edu/>

4) Old business (2022-2023 List)

Brainstorming Topics List (On-going)

- Staff compensation/salary (salary compression, equity, and counteroffers)
- Review of Master Plan
- Pedestrian safety
- Town/Gown assessment
- Faculty/staff release time policy for civic engagement
- Connected issues relating to visibility, communication, programming
- Develop systemic process for programming events
- Advanced planning and sharing of ideas across divisions for flexible work in summer months
- Staff Survey results
- AP/CS Council Merger

5) Chair Remarks – Amy Secretan

- The Merger Working Group met recently, will discuss in greater detail at next meeting. Confident that we will be able to move forward with approval from both Councils.

6) Treasurer's Report – Trevor Rogneby – No Report

7) Human Resources Report – Derek Story

- **Merit-based increase program** - Salary adjustments will be made for eligible employees retroactively to 9/1/22 as soon as the process is complete. Expectations are that adjustments will be realized/seen in pay advices in October.
- **LinkedIn Learning extended** to 22/23 - available in My.illinoisstate.edu
- **Flex and Remote** - staff numbers are up to about 20-25% of staff using these available offerings

8) Representative Reports

- **Awards** – Wilma Bates – No Report
- **Academic Senate** – Amelia Noël-Elkins
See attached notes from Amelia.
- **Campus Communications Committee** – Melissa Ramirez-Osorio
Committee brainstorming meetings are scheduled for Monday, October 3rd and Monday, October 10th, for the next Board of Trustees meeting on Friday, October 14th.
- **Foundation** – Heidi Verticchio
See attached notes from Heidi. Maybe host AP Council meeting at Ewing in future, and include tour.
- **ISU Annuity Association** – TBD

Heidi will connect with Tal.

9) Committee Reports

- **Elections** – Kate Boutilier – No Report
- **Programming** – TBD
Kara and Katy will let Council know what they need from rest of Council.
- **Communication** – Kara Snyder
AP newsletter is complete and will be distributed on Monday, September 26th. Please send me any story/content requests for the October newsletter.
- **Scholarship** – Derek O'Connell – No Report
- **Equity, Diversity, and Inclusion Initiatives** – Amy Secretan
Katy and Amy met recently and discussed opportunities to collaborate with Programming Committee. Goal is to take intentional time to discuss issues that help us develop professionally, allocate time in meetings to talk about what each area is doing in relation to EDI.

Discussed sharing highlights from across campus – heritage months, inclusive practices, invite representatives from affinity groups to attend AP Council, having space in newsletter and/or at meetings to discuss EDI issues, idea for book club. Discussed looking at salary equity – advocate for/get information on. Derek S., some requests for data may need to go through Office of Equal Access and Opportunity; Derek will send contact information to Amy.

Brainstormed guest speaker ideas:

- Lisa Mason, Search Advocate Program
- International Engagement office: How we can support international faculty and staff; how immigration issues impact faculty and staff
- Wellness benefits
- Affinity Groups and/or panels
- Dr. Doris Houston
- Mayuko, EDI Leader's Circle
- Other ideas include:
 - Angell Howard; resources on HR website (Community and Cultural Resources section); Derek will post web links to Teams
 - Review policies for inclusive language and practices
 - Scholarship verbiage has been modified to reflect **students whose parents are APs**, and will be updated on the Scholarship section of the Council website
 - Asked about extending award opportunities to include non-biological children (nieces, nephews, grandchildren); Derek O. will look into this
 - Supporting and promoting groups/representatives that attend AP Council meetings; increase support for the great things going on, ask the representatives if there are things/events we can elevate?

10) University Updates

11) Adjournment

A motion to adjourn the meeting was made by Trevor, seconded by Melissa. The motion was unanimously approved.

Next Meeting: Thursday, October 13, 2022 / 1:15 pm – 3:00 pm / DEG 551 and Zoom

Respectfully Submitted:

Kate Boutlier
9/23/22