



June 12, 2025 Meeting Agenda 1:15pm on Zoom

Members Present: Amy Secretan, Mandy Webster, Derek O'Connell, Paisley Hartman, Heidi Verticchio, Daniel Freburg, Melissa Ramirez-Osorio

Members Excused: Amke De Boes, Katy Strzepek, Marci Rockey, Shannon Darling, Nikki Brauer, Stuart Palmer, Cindy Lotz

Guests Present:

Speakers:

- **Approval of Agenda**
 - **Motion:**
 - Mike Regilio
 - **Seconded:**
 - Derek O'Connell
- **Approval of Minutes 5/22/2025**
 - Approval of minutes will happen at a later time
- **New business**
 - Check in
 - Campus Climate & Morale
 - General mood across campus described as low.
 - Concerns raised about burnout, lack of compensation for additional duties, and delayed hiring approvals.
 - Staff feeling undervalued and overworked, with no clear resolution in sight.
 - Actions, or lack thereof, directly go against university Values and strategic plan Goals
 - Salary Disparities
 - Significant frustration over advisor and IT staff salary inequities.
 - Concerns about lack of standardized job descriptions and pay scales.
 - A previously initiated salary comparison project was paused due to budget constraints.
 - Lack of promotion paths for advisors and IT.
 - Col of Engineering Advisor salaries were posted as higher than many current advisors, also compared to Col of Ed recent advisor posting.
 - a. Very similar concerns apply to IT staff between VPAA and VPFP, also within VPAA between the colleges.
 - Staffing & Workload
 - Delays in hiring approvals are leading to increased workloads without additional compensation.

- “Other duties as assigned” clauses are being used to justify unpaid additional work.
- **Resources & Infrastructure**
 - Reports of inadequate tools and unclear technology systems, especially in advising and IT.
 - Structural issues in IT reporting and support were noted.
- **Old business (2023-2024 List)**
 - **Brainstorming Topics List (On-going)**
 - Staff compensation/salary (salary compression, equity, and counteroffers)
 - Review of Master Plan
 - Pedestrian safety
 - <https://news.illinoisstate.edu/2025/04/illinois-state-and-town-of-normal-launch-pedestrian-roadway-campus-safety-initiative-ask-for-feedback/>
 - 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
- **Chair Remarks – Amy Secretan**
 - **Updates from recent meeting with the President:**
 - Budget monitoring continues as fiscal year ends. Keeping a close eye on where we stand budgetarily specifically watching to see if our efforts so far put us in a better position next fiscal year.
 - Campus morale will be a topic at the upcoming Cabinet retreat. Amy will ask Pres if there are any specific outcomes that can be shared.
 - Discussion of a potential new staff survey to assess current climate. CS council questioned the value of those results due to their age, time to do the survey again.
 - Pres shared that this is some kind of assessment being planned for FY26 and we could possibly include some staff topics.
 - Ongoing need to clarify roles between the faculty union and Academic Senate. Prompt for Senate Rep to bring to Senate. Faculty at Northern and Eastern Illinois recently went through a similar situation, albeit more limited as those had a faculty senate only, not an academic senate with greater scope like ISU.
 - BoT retreat will be held on July 14.
- **Treasurer’s Report – Heidi Verticchio**
 - \$1,200, waiting on the bill for the ice cream social
- **Human Resources Report – Cindy Lotz**
 - None
- **Representative Reports**
 - **Awards – Melissa Ramirez-Osorio**
 - None
 - **Academic Senate – Stuart Palmer**
 - None

- **Campus Communications Committee** – Amy Secretan
 - None
- **Foundation** – Heidi Verticchio
 - Next meeting is on 6/20
- **ISU Annuitants Association** – Nikki Brauer
 - None
- **Committee Reports**
 - **Merger Working Group** – Amy Secretan & Derek O’Connell
 - Draft constitution and by-laws are available
 - What should our next steps be?
 - Proposals:
 - a. merger group discusses internally first, then reach out to people who volunteered to help with merger to review the draft.
 - b. merger group discusses internally first, then available to both councils members, then reach out to people who volunteered to help with merger to review the draft.
- **Elections** – Marci Rockey
- **Programming** – Katy Strzepek & Amke De Boes
 - Scoops of appreciation even was very well attended and seemed well received
- **Communication** – Mandy Webster
 - None
- **Scholarship** – Derek O’Connell
 - Applications are received and the committee is currently reviewing
- **Equity, Diversity, and Inclusion Initiatives** – Amy Secretan
 - None
- **Parking Advisory** – Mike Regilio
 - None
- **University Updates**
 - Hawk watch 2025
 - Look for the white fluff, there are chicks(?)
 - They are on schedule for a July evacuation 😊
- **Adjournment**
 - Motion:
 - Derek O’Connell
 - Second:
 - Heidi Verticchio

Next Meeting: July 10, 2025 on Zoom