



**Members Present:** Kate Boutilier, Shannon Darling, Jeff Helms, Derek O'Connell, Melissa Ramirez-Osorio, Mike Regilio, Marci Rocky, Amy Secretan, Kara Snyder, Derek Story, Heidi Verticchio

**Members Excused:** Kate Weiser

**Members Joining via Zoom:** Wilma Bates, Nikki Brauer, Amke De Boes, Katy Strzepek, Mandy Webster

**Guests Present:** Andy Newton, Redbird Athletics

**Speakers:**

**1) Approval of Agenda**

A motion to approve the agenda was made by Mike Regilio, seconded by Derek O'Connell.

**2) Approval of Minutes**

A motion to approve the minutes was made by Melissa Ramirez-Osorio, seconded by Shannon Darling. The minutes were unanimously approved.

**3) New business**

- **Agenda items for AP and CS Chairs Meeting with President Tarhule (standing item)**
  - Support for undocumented student on campus, in light of the recent ruling about DACA
  - Please send Amy any questions, thoughts, or suggestions for what she can bring to these meetings. President Tarhule begins each meeting by asking Amy what she is hearing from APs on campus and what our concerns are.
- **Welcome New Council Member (Amy)**
  - Welcome, Marci! Marci is filling the vacant position from Sheri. She is the assistant coordinator of and academic advisor for College Student Personnel Administration graduate program.
- **Update on AP/CS Staff Council Merger (Amy)**
  - A working group and representatives from both AP and CS Councils have met twice since our last Council meeting. During the first meeting, there was uncertainty from CS Council in moving forward with the merger. It was decided to pause our efforts and return to respective Councils for further discussion. The group met a second time and ultimately decided to continue pausing our efforts as CS Council did not feel comfortable moving forward with the merger and would like to collect feedback from their constituents.
  - Jeff and Quanisha, Chair of CS Council, spoke with Martha Horst, Academic Senate, about our plans. The conversation went well. She would like to keep this idea in play for Senate. The proposal is currently with the Executive Committee and will remain there while we contemplate next steps.
  - AP Council will need to consult with CS to determine if they would like to partner together to prepare and facilitate these town halls, or if they wish to obtain feedback directly from their own constituents at this time. We could also consider facilitating our own town halls. Will need to then determine if the purpose is to present **here are our plans moving forward** or **what do you think of the idea?**
  - Discussed history of the merger discussion and APs resulting role in and discussion about this topic. This topic was first reflected in AP Council meeting minutes in August 2021. This topic appears to be reflected in CS Council meeting minutes beginning in February 2022.
  - PowerPoint presentation that was initially developed by working group was shared to Teams site. This outlines the **what, how, and when** – essentially logistics of this proposal. It does not focus on the why, however. Discussed logistics of developing a benefits summary document, but waiting to confirm with CS where they are before beginning our efforts. We want there to be joint support for the proposal, reflected in a single voice.

- **Need to answer at the next meeting – how does CS want us to be involved, if at all? How can we support the efforts?** Amy believes in proposal and believes it's in best interest of all staff. Provost mentioned during a recent coffee hour event the need for staff voices and having their representation on Senate.
- Amy is meeting with Quanisha next week to check-in and will discuss where CS is concerning the merger. Hopeful that we can hold another joint meeting. Amy will send invitations.

#### 4) **Old business (2023-2024 List)**

##### **Brainstorming Topics List (On-going)**

- University Strategic Planning
- Presidential Search
- AP/CS Council Merger
- Staff Survey results and coordination with CS Council
- Staff compensation/salary (salary compression, equity, and counteroffers)
- Review of Master Plan
- Faculty/staff release time policy for civic engagement
- Advanced planning and sharing of ideas across divisions for flexible work in summer months

#### 5) **Chair Remarks – Amy Secretan**

Amy met with President Tarhule in late August and will meet again with him in late September.

The university has initiated the search process for a new permanent President. It will be an open search. Amy will share more details about next steps and what our roles may be.

President Tarhule will present the State of the University address on September 21. He will be referencing staff survey results.

Council had previously reviewed policy information relating to Ombudsperson Council. The Council currently is comprised of two faculty and one staff member. Faculty members receive course releases to serve, but staff member does not receive compensation. They are hoping to hire a dedicated ombudsperson instead and dissolving the Council. This is going to the Academic Senate for approval.

The search for a new Athletic Director will begin in spring.

President Tarhule established a President's Forum, which held its first meeting earlier this week. There is lots of representation from across campus. The focus of the first session was enrollment, trends in enrollment, and the looming enrollment cliff. Participants were given scenarios to address/discuss, including: (1) maintain steady enrollment with slight increases moving forward; (2) enrollment cliff happening and targeting new markets (international students, adult learners, developing online programs, etc.). They are collecting suggestions for topics for future meetings. Suggestions from Council included: attracting and retaining employees; concerns about positions (student-facing and non) and having enough staff to adequately support the students that we do have; student needs (Do we have the staff we need? Can we train them? Do we need more staff?)

#### 6) **Treasurer's Report – Heidi Verticchio**

Current balance is \$2,000.

#### 7) **Human Resources Report – Derek Story**

**Learning** - September calendar distributed to Deans Directors and Dept Heads. The Leadership Development Certificate Program began, but we have some other optional learning opportunities available that complement these.

**Welcome Signs** - an artifact of some updates we are doing in HR to review processes and offerings more broadly.

**Remote/Flex** - We are still around 20% known AP participating on Flexible Work Agreements or Remote Work Agreements (or both).

## 8) Representative Reports

- **Awards** – Wilma Bates – No Report
- **Academic Senate** – Jeff Helms  
See attached minutes from Jeff.
- **Campus Communications Committee** – Melissa Ramirez-Osorio  
Committee will meet next on October 2 and 9 to prepare for the Board of Trustees meeting on October 13. Please send Melissa any ideas for topics for coffee hour programming.
- **Foundation** – Heidi Verticchio – No Report  
New platform for meetings, OnBoard. Next board meeting in October.
- **ISU Annuitants Association** – Nikki Brauer  
Met September 13. Passed annual audit. Presidents of the state annuitant associations met to discuss decreases in membership across board. Brainstorming ideas to generate interest and awareness and how we can inform ISU staff. Nikki suggested including an article in CS or AP newsletters. SURS is unable to lobby, so groups like State Annuitant Association are crucial to saving and preserving pensions. Groups are resurfacing to put pressure on changing how pensions are done and reducing state of Illinois pensions. There is concern about this.

Discussed their newsletter and how often to distribute. Many of their members enjoy the paper newsletter, but it was not mailed out in time for a recent event. Nikki suggested developing a marketing and communications role.

## 9) Committee Reports

- **Elections** – Kate Boutilier – No Report
- **Programming** – Katy Strzepek and Kara Snyder  
**September** (Tuesday, September 26). Holding a Donut & Coffee Hour in Fell Hall. More information to come via Teams and September newsletter. Considering ordering through Denny's.  
  
**November (TBD?):** Kara discussing with CS about hosting Cookie & Cocoa event this year. AP Council covered expenses for last year's event.  
  
**TBD:** Working on one more event for semester!
- **Communication** – Kara Snyder  
Please send to Kara any ideas or suggestions for upcoming newsletters. Beginning to plan for October issue. Sheri will be AP Spotlight for September. Confirmed Spotlights for remainder of semester.
- **Scholarship** – Derek O'Connell – No Report
- **Equity, Diversity, and Inclusion Initiatives** – Amy Secretan  
Amy, Katy, and Amke met to discuss goals. Would like to do another panel of some kind later in the fall, possibly a student & staff panel about belonging and what this means. They would like to invite Dr. Doris Houston to attend an upcoming Council meeting to discuss results from Campus Inclusion Survey. They are working on developing a master list of EDI programming across campus that we can share widely. Discussed adding EDI as a standing item in the newsletter.

## 10) University Updates

Congratulations to Kate Weiser and family on the birth of their twins!

**11) Adjournment**

A motion to adjourn the meeting was made by Heidi Verticchio, seconded by Derek O'Connell. The motion was unanimously approved.

**Next Meeting: Thursday, September 28, 2023 / Zoom or STV 140**