



Members Present: Kate Boutilier, Shannon Darling, Amke De Boes, Jeff Helms, Derek O'Connell, Mike Regilio, Marci Rockey, Amy Secretan, Kara Snyder

Members Excused: Kate Weiser

Members Joining via Zoom: Wilma Bates, Nikki Brauer, Melissa Ramirez-Osorio, Derek Story, Katy Strzepek, Heidi Verticchio, Mandy Webster

Guests Present: Andy Newton, Redbird Athletics

Speakers:

1) Approval of Agenda

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

2) Approval of Minutes

A motion to approve amended minutes was made by Mike Regilio, seconded by Amke De Boes. The minutes were unanimously approved. (Mike/Amke)

3) New business

- **Agenda items for AP and CS Chairs Meeting with President Tarhule (standing item)**
 - Hiring more counselors (Student Counseling Services) or case managers, social workers, to address mental health needs. Consider contracting with telehealth services and/or building connections locally or state-wide.
 - Discussed Mental Health First Aid training versus counseling competencies (how to listen, how to ask open-ended questions, etc.). Student Counseling Services is rolling out red folder initiative. There are national standards of risk assessment that will also be important to share. On-call staff in Student Affairs are currently using them.
 - Will be important to coordinate efforts. Social workers or case managers are embedded in different units or areas on campus. Will need to develop unified approach so we know where to direct students for which needs or concerns.
 - Should focus on promoting understanding of resources; providing support for those working with students with mental health concerns; and ensuring there are sufficient numbers of staff who are fully trained, qualified and legally credentialed to perform this work.
 - Faculty and staff have access to (6) free sessions through Employee Assistance Program. Health Alliance offering On Track program, focusing on mental health.
 - The resulting burden on staff in Housing, Dining, and advising communities should remain on radar.
 - Redbird Well site pulling in mental health resources through Student Affairs. Centralized location and can be shared with students.
 - Suggested to incorporate information about these resources during next President's address with staff and/or through newsletters.
 - Recognition and thanks for Personal Plus Time policy and how it is being rolled out
- **Vote on Esprit de Corps Award (All)**
 - No valid submissions at this time. Received one nomination, but nominee was a previous winner and is not eligible.
 - We are not required to submit a nomination. Council is ok with moving forward with no nominations.

4) Old business (2023-2024 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

Amy recently discussed the following with Interim President Tarhule. She will meet with him again in early January 2024:

- Retirements and changes in positions
 - Finance & Planning losing two staff members
 - Search in spring for new Comptroller
 - Dr. Byron Craig has been appointed Interim Chief Equity and Inclusion Officer
- Differential tuition
- Staff Survey results (Amy will follow up)
- Projects and investments for university (new STEM building and residence hall)
 - Connection between mental health concerns and Housing/Dining needs/capacity
 - Adjust on-campus residency requirement to one year; limited apartment space
 - Creative solutions for Housing may be needed
- Element of FAFSA being replaced by SAI (Student Aid Index)

6) Treasurer's Report – Heidi Verticchio

Balance of \$1,941.80. Paid \$58.20 for donuts for AP Social event.

7) Human Resources Report – Derek Story

PLFAW Act and Personal Plus Time - Policy on Personal Plus Time - HR has rolled out communication to eligible employees and supervisors on this new benefit. Expecting this to be viewable at the end of the first week we return from break (after 1/4) <https://hr.illinoisstate.edu/benefits/time-off/personal-plus/>

8) Representative Reports

- **Awards** – Wilma Bates
Winners have been selected for AP and Emerging Leader Awards. Names have been submitted to HR and Julie Barnhill. Wilma will notify Colette that we do not have a nomination this year for Esprit de Corps.
- **Academic Senate** – Jeff Helms
See attached notes from Jeff.
- **Campus Communications Committee** – Melissa Ramirez-Osorio – No Report
- **Foundation** – Heidi Verticchio – No Report
- **ISU Annuitants Association** – Nikki Brauer
Last meeting was holiday luncheon. Fairly well attended. Next meeting is Wednesday, January 10.

9) Committee Reports

- **Elections** – Marci Rockey – No Report
- **Programming** – Katy Strzepek and Kara Snyder
Please share ideas and topics with Katy, Kara or Amke.
- **Communication** – Kara Snyder

Spotlights covered through March/April. Will resume Newsletter in January 2024.

- **Scholarship** – Derek O’Connell
Call for committee members coming in January 2024. Committee work will take place in summer. May need to consider changes due to AI, as scholarship decisions are made largely on application essay. Shannon is interested in joining committee.
- **Equity, Diversity, and Inclusion Initiatives** – Amy Secretan – No Report

10) University Updates **(provided for internal use only; wanted to capture discussion on merger, specifically)**

Secretary Vacancy: Open call for anyone who is interested in filling Secretary role on Council next year. Elections for Executive Board will place in fall, but Kate would like to use spring semester to transition the role. If anyone is interested in shadowing during the spring semester or has any questions, please contact Kate.

Update on Council Merger: Survey was sent to AP staff to solicit feedback, but the same was not done for CS staff until recently. Concern about their constituents not having enough time to review and provide feedback that allows us to move forward. Based on our understanding, we would have needed to get proposal in front of Rules Committee by last meeting in 2023 in order for proposal to be reviewed during this Senate cycle.

The feedback we have received has been mostly positive, with good and thoughtful responses. Feedback from CS staff and the Council has been mixed. Unclear how much support is enough to move forward. Views of AP staff seem to be clear, but CS is a much larger group and it is important we have a sense of where CS staff and the Council stand. Some of the feedback we have received speaks to concerns that one group (AP, CS) is superior to the other; could take over; could have all the power; could make all the decisions; that AP staff will be reduced. The problems may be systemic across university in terms of roles, what they are, what they do. Another concern is that it seems based on the responses that there is confusion about the Council as a whole versus the existence of AP and CS employees. We are discussing merging into one Staff Council, not merging AP and CS job classifications.

Amy would like to host joint meetings in spring with CS Council so we can discuss further, consider logistics, and determine how we want to use this additional time. We may not have definitive answers to questions but should have more than what is noted in the initial proposal. One example is the Scholarship Committee and how to conceptualize this when different funding sources are used.

Discussed using AP and CS Newsletters to highlight specific components of proposal as needed. Will want to partner with CS Council on these communications.

Survey responses & feedback will be shared via Teams site, along with the Academic Senate notes and meeting minutes.

Will need to determine “point of no return” with Academic Senate. Can proposal remain in committee on Senate or will we need to reinstate this process with Senate when we are ready to move forward? Jeff will confirm.

Presidential Search: Derek O. serves as AP representative on Presidential Search committee. Meetings currently are open to the public, with opportunities to provide public comment. Discussion of candidates will be part of closed session. Next meeting will be in late January 2024.

11) Adjournment

A motion to adjourn the meeting was made by Jeff Helms, seconded by Mike Regilio. The motion was unanimously approved.

Next Meeting: Thursday, January 11, 2024 / Zoom or STV 140

Happy Holidays!