



Members Present: Megan Baxter, Kate Boutilier, Amelia Noël-Elkins, Derek O’Connell, Mike Regilio, Amy Secretan, Kara Snyder, Derek Story, Heidi Verticchio

Members Excused: Melissa Ramirez-Osorio

Members Joining via Zoom: Wilma Bates, Trevor Rogneby, Katy Strzepek, Kate Weiser

Guests Present:

Speakers:

1) Approval of Agenda

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

2) Approval of Minutes

A motion to approve the minutes was made by Amelia, seconded by Heidi.

3) New business

- **Homecoming 2022 (All)**

Programming Committee will be charged with brainstorming ideas for our participation.

- **Brainstorming Topics List for 2022-2023**

The following is a high-level list of future topics/areas of interest for Council work

- 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 (example: having Fridays off in summer)
- Staff survey results
- AP/CS Council Merger

Things to consider:

- How can we be part of discussions concerning staff satisfaction? How do we see our role as Council?
- Amy to ask President Kinzy during next meeting about review of staff salaries
- The need for clearer and more timely communication pertaining to staff survey results – here’s what we are doing, here’s where we are at currently
- Invite someone to present staff survey results; Amy can reach out to PRPA to see if we can obtain results/analysis
- Posting detailed minutes/discussions of these items to Council website for increased transparency
- Encouraging APs to get involved through service-based events (partner with Katy as resource)
- Encourage departments/units to submit documentation pertaining to flex scheduling; will allow this to be supported as an added benefit of employment
- Will be helpful to learn how flex and remote work policies are being used, with clear definitions about the reasoning behind these decisions (can be an issue of equity)

- Developing general best practices for flex or remote work, build an institutional sense; seek recommendations about how units should approach these policies
- Frequent communication amongst higher-level employees, but also top-down communication
- Identifying venues for APs to share successes and concerns; collaborate with CS Council as needed
- Develop a survey as needed to gauge additional feedback
- Ensure that programming events allow for productive conversation and not resulting in frustration
- Consider opportunity for Deliberative Dialogue around this area
- Develop and facilitate topic-oriented programming; Amy suggested an informational panel surrounding flex and remote work policies – invite units to participate that are currently utilizing these policies – here's why we are using it, here's what we needed to think about prior to implementation, here's why we implemented it the way we did

4) Old business

Brainstorming Topics List (On-going)

5) **Chair Remarks** – Amy Secretan – No Report

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

7) **Human Resources Report** – Derek Story – No Report

The announcement about Campus Wage Program went out and that the Budget Office will be connecting with "salary managers" for training and implementation.

8) Representative Reports

- **Awards** – Wilma Bates
Wilma recently met with Chelley and will be working with UMC to send out information on awards to campus community.
- **Academic Senate** – Amelia Noël-Elkins – No Report
- **Campus Communications Committee** – Melissa Ramirez-Osorio – No Report
- **Foundation** – Heidi Verticchio – No Report
- **ISU Annuitants Association** – TBD (appointed internally, will do a call for people who are interested)
Amy announced a call for this position. Heidi will notify Amy if she is interested in filling this position.

9) Committee Reports

- **Elections** – TBD
Megan volunteered to chair this committee.
- **Programming** – TBD
Kara volunteered to serve on this committee. Will need at least one more volunteer to support our programming efforts.
- **Communication** – Kara Snyder
The next newsletter will go out Monday, August 29. Please let Kara know of any content ideas for September newsletter, or any ideas for future Member Spotlights.
- **Scholarship** – Derek O'Connell – No Report
- **Equity, Diversity, and Inclusion Initiatives** – Amy Secretan – No Report
Katy volunteered to serve on this committee. Amy is looking for committee members. Will set meeting date.

10) University Updates

11) Adjournment

A motion to adjourn the meeting was made by Megan, seconded by Kara. The motion was unanimously approved.

Next Meeting: Thursday, September 8, 2022 / 1:15 pm – 3:00 pm / DEG 551 and Zoom

Respectfully Submitted:

Kate Boutilier
8/26/22