

2024-2025 Administrative & Professional Staff Council
Wednesday, November 20, 2024
1:30 P.M.
Teams meeting

I. Call to Order

The November meeting was called to order by Chair Todd Bryson.

II. Roll Call and Announcement of Proxies

Members Present: Lilia Angel-Post, Tena Bennett, Todd Bryson, Amy Eaton, Jeff Franklin, Rachel Frazier, Peter Lucas, Rita Medina, Laura Morgan, Layla Murphy, Josi Rawls, Jasmine Winters

Members Absent with Proxy: Elyse Weller (Proxy Rachel Frazier)

Members Absent: Caleb Hale, Carly Holtkamp

Guest: Melissa Laake

III. Adoption of Meeting Minutes

Motion: R. Frazier

Second: L. Murphy

The minutes from 10/23/24 were approved as presented.

IV. Adoption of Meeting Agenda

Motion: J. Winters

Second: J. Rawls

The agenda for today's meeting was approved as presented.

V. Guest Speaker: (none)

VI. Reports

A. Chair – (no report) Next meeting is December 2024.

**B. Representatives to University Committees – Compensation Report
System Diversity Advisory Council**

T. Bryson stated the DAC (Diversity Advisory Council) has people from all three campuses and constituencies. We have been meeting for the past 5-6 years. See the resources below.

a. **ADEI Commitment Statement:** <https://siusystem.edu/diversity/resources/adei-commitment-statement.shtml>

b. **ADEI Resources:** <https://siusystem.edu/diversity/resources/index.shtml>

c. **ADEI Climate Survey Executive Summaries (SIUC, SIUE, SIU SOM & SIU System):**
<https://siusystem.edu/campus-climate-report/index.html#/>

T. Bryson stated they based some of last's years Topics of Understanding off the results from this survey. Please share with your constituents.

T. Bennett stated we have had one meeting for the Assistant Vice Chancellor for Administration and Finance, which is a new position. Candidates are being recruited. Charlie Cox is retiring.

T. Bryson stated he attended the townhall meeting on Friday regarding the compensation study. The position descriptions are being analyzed; the hope is that it will be done in Jan./Feb. 2025. The position descriptions are not just based off of schools that are close to us (R1/R2) and statewide, but they are also doing a local comparison. Once that is done, they will look at salary compression. T. Bryson stated someone from the School of Medicine asked, during the meeting,

if a survey or position descriptions will be done for them? Their question didn't get answered. J. Franklin spoke about pay equity. He stated the same Coordinator positions that are in Carbondale versus Springfield have different pay.

C. Committee Appointments

- a. **Executive Committee** – Committee did not meet.
- b. **Committee on Committees** – (no report)
- c. **Constituency Relations** – J. Winters stated if there is going to be a holiday get together, then I will need to work with the committee to get something scheduled.
- d. **Operation Paper** – (no report)
- e. **Staff Benefit and Welfare** – L. Morgan stated they met recently and want to invite ACV Nick Wortman to the next meeting to get an update on the salary survey. However, since T. Bryson just provided an update, she may follow up with N. Wortman to see if there is anything the committee can assist with. L. Morgan stated the FLSA has another adjustment coming January 2025. T. Bryson stated it got denied last week by the federal government and this has already been brought up to CBIZ. CBIZ is aware of the 38 people who received raises. L. Angel-Post asked if they are keeping the consultants for several years so they can update the file as salaries change. T. Bryson stated he will ask. J. Winters asked if the yearly raises are going to be impacted with having to come up with additional funds to get people's salaries where they should be. T. Bryson stated it has not been discussed. Regarding the staff satisfaction survey, L. Morgan stated we are gathering questions. Please let us know what is important in your area (culture, compensation, benefits, etc.). After a draft of the survey is completed, it will be shared with this group. J. Winters asked about having the mandatory trainings spread throughout the year instead of having them all towards the end of the year, starting in October. P. Lucas stated that it is done by the state and every university has the exact same time scale.

VII. Old Business – (none)

VIII. New Business – (none)

IX. Adjournment

Motion: T. Bennett

Second: J. Franklin