

2025-2026 Administrative & Professional Staff Council
Wednesday, February 25, 2026
1:30 P.M.
Teams meeting

I. Call to Order

The February meeting was called to order by Elyse Weller.

II. Roll Call and Announcement of Proxies

Members Present: Caleb Hale, Laura Morgan, Layla Murphy, Elyse Weller

Members Absent: Tena Bennett, Todd Bryson, Amy Eaton, Rachel Frazier (Proxy is Elyse Weller), Josi Rawls

Guest: Melissa Laake

III. Adoption of Meeting Minutes

Motion: L. Murphy

Second: C. Hale

The minutes from 1/21/26 were approved as presented.

IV. Adoption of Meeting Agenda

Motion: L. Murphy

Second: L. Morgan

The agenda was approved as presented.

V. Guest Speakers - (none)

VI. Reports

A. Chair – System Staff Advisory Committee meeting is February 3, 2026, and Leadership trainings will continue in 2026-2027.

E. Weller stated T. Bryson informed her that there was really nothing to discuss from the Board of Trustees meeting.

B. Representatives to University Committees – Lindell Sturgis meeting is March 4, 2026.

C. Committee Appointments

1. Committee on Committees – (no report)

2. Constituency Relations – Happy Hour should be around Spring Break.

3. Operating Paper – M. Laake asked when is the operating paper going to be updated? A meeting took place (last December) and the questions did not get addressed. E. Weller stated she will reach out to T. Bryson to see if he has heard back from Jeff Franklin (retired). E. Weller requested an email of questions about the operating paper to be sent to her and L. Murphy for them to address. E. Weller stated she would schedule a meeting before next month with L. Murphy to fix the operating paper.

4. Staff Benefits & Welfare – L. Morgan stated we met, but we're stuck on what to work on now. We were seeing if there would be more information with a lot of the staff concerns with the HR meeting for this week, but it got canceled. We are on hold with things right now.

VII. Old Business

- Elections

E. Weller stated it's February and I don't know if having an election this year would change anything. My term ends and so does L. Murphy. C. Hale, L. Morgan, T. Bryson, and J. Rawls are the ones that don't have terms that end. So, we need to form an Elections Committee with those four people to get the ballots out. An email template has been used in the past. We need to work on a plan for the elections next month. T. Bryson normally get a list of AP Staff from Human Resources by Sectors. Then, each sector receives an email asking people if they want to nominate someone.

Once we get the nominations, then we do the elections. **L. Morgan** stated we need to get the information by our March meeting so we can finalize that and get communications out by April. **E. Weller** stated I'm not supposed to be on the Elections Committee because my term ends. M. Laake read from the February 3, 2022, version of the operating paper, and stated I don't have records of this operating paper being approved. April - notify the constituency of the election and circulate a call for nomination. May - establish a slate of candidates of each sector and circulate ballots. June - the Elections Committee shall validate the election results and report to the Council. **E. Weller** stated and then seat them in July? M. Laake stated that is where it (the text) ended. I requested a revised Sector list from T. Bryson, but has not received anything. Who will be Chair of the Elections Committee? **E. Weller** stated I will let T. Bryson decide that. E. Weller found in her files the 2022-2023 election information and stated she will share this with C. Hale, L. Morgan, and M. Laake. This could be used for the call of nominations, but it would have to be re-worded. The Sectors don't match with what it says.

VIII. New Business

- Provost Search:

L. Murphy stated have we heard anything about the Provost search getting started? **E. Weller** stated I have not heard anything. We all received the email stating that the Provost was leaving. **L. Morgan** stated that the Faculty Senate met, and I can forward what APSS Gehrke sent to the chiefs, just more of an FYI, but they had some questions and concerns about being involved in the search and trying to clarify if an interim could also apply for the position. **E. Weller** asked if they had announced an interim. **L. Morgan** stated the Chancellor plans on an interim but is still moving forward quickly with the permanent search.

- Reconsideration Form/CBIZ Study:

C. Hale stated I know since we last met, everyone who has filed reconsiderations for that CBIZ Compensation (Study), is there any additional feedback that's been gained from the second round of those? **E. Weller** stated a couple people that I know that filed didn't get approved. **L. Morgan** stated same over here, and I think several were going to try to be on that HR meeting on Thursday which got canceled. **E. Weller** stated I don't know what the HR meeting was. I don't know if I saw that. **L. Morgan** stated it's a standing monthly meeting. I think they either meet every two weeks or every month. I can forward you all that meeting link as well, but they just discuss typical things or have room for questions from people. So, it had been brought up a few times at first with the deadline and going past the deadline on hearing back from the appeal. People are just not really knowing what to do. I don't know what to do for my staff at this point. I mean now, I have staff here for 20 years that are labeled as "entry level." **C. Hale** stated that's kind of the boat we're in. We still have a position that was a big problem for us and that did not get addressed with this last round of reconsideration. So, it stayed the same essentially. **E. Weller** stated would it be helpful to invite HR to answer questions? **C. Hale** stated I would imagine so. From what I gather, maybe a few more people are happy this time, but I don't know that it moved the needle for a majority of people. **E. Weller** stated I will see if we can invite HR to our March meeting if you think that would be helpful. Maybe we could get insight on the process for the reconsiderations. **L. Morgan** stated there's a third party that did this. And so, it was basically up to them on how this was determined was in part how the letter read to one of my staff. I don't know that anything would change. **C. Hale** stated I think a lot of people got a sheet with their description. It's essentially the same thing they got the first time with it, and it either changed or it didn't. But it didn't necessarily address any direct questions you probably had about why you were categorized in a certain way. Like I said, it just looks like another reroll of the dice on the whole thing. And you know, whatever you got is whatever you got. **L. Morgan** stated is there an appeal beyond HR? **C. Hale** stated I think it mentioned about a desk audit is the next step.

- Fill Positions:

E. Weller stated have you had any problems with being able to fill your open positions? Have you still been able to get those approved? **L. Morgan** stated ours was initially approved in May during

the chill, and then we were putting names for interviews and they said it was too late. So, they nixed it. And now the word is that advisors, even if they leave, won't be replaced. So, I don't know what their plan is. As of right now, with the exception of one or two, none are being replaced in our area. **L. Murphy** stated I just had a position approved. We had it advertised for a week. **C. Hale** stated we have one position that we are hiring for at the moment. They are about to send us our first slate of candidates.

- **Student Registration & Math Placement Challenges:**

- Early registrants (often high-achieving students) frequently need overrides for math and chemistry because placement data (AP/dual credit) doesn't appear in the system until summer.
- Math placement tests will now be free only if taken in person on campus. Students taking them online or at local proctoring centers will need to pay about \$30.
- This change introduces additional barriers, especially for:
 - Online students
 - Students attending orientation who may not want to spend time testing
- Advisors are dealing with:
 - Students stuck in partial registration because math placement or overrides aren't complete
 - Chemistry classes requiring math placement first, which delays schedules
 - Difficulty promoting correct course sections (English, speech) since communication to freshmen must now be approved

- **Operational Concerns:**

- Advisors feel the push for student self-registration conflicts with late AP score posting and restricted communication channels.
- These issues may lead to problems with credit-hour requirements, refunds, and scheduling accuracy once the semester begins.

IX. Adjournment

Motion: C. Hale

Second: L. Murphy