

2024-2025 Administrative & Professional Staff Council
Wednesday, March 19, 2025
1:30 P.M.
Teams meeting

I. Call to Order

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

II. Roll Call and Announcement of Proxies

Members Present: Todd Bryson, Amy Eaton, Rachel Frazier, Caleb Hale, Carly Holtkamp, Rita Medina, Laura Morgan, Layla Murphy, Josi Rawls, Elyse Weller, Jasmine Winters

Members Absent: Jeff Franklin, Peter Lucas, Tena Bennett (Proxy T. Bryson)

Guest: Elaine Conrad, Melissa Laake, Tina Sickinger

III. Adoption of Meeting Minutes

Motion: J. Winters

Second: R. Frazier

The minutes from 1/22/25 were approved as presented.

Note: The meeting in February was canceled due to weather.

IV. Adoption of Meeting Agenda

Motion: J. Rawls

Second: L. Morgan

The agenda was approved as presented.

V. Guest Speakers: Dr. Elaine Conrad & Tina Sickinger – Center for International Education

T. Sickinger, Director of International Student Scholar Services, stated there's concerns across the board with changes happening and what the climate looks like - kind of uncertainty at this point. We know there's a travel ban coming. It's been talked about for days, weeks, even a couple months. We know it's probably coming this week. Basically, the announcement how it's been put out is that after March 21 it's expected. My own personal opinion is it will likely come at 4:00 PM on Friday when you know they don't want people paying attention to these changes. I think from a standpoint of a constituency group and what we can do, that's something that we can monitor. What are those travel bans? What do they mean? How do they impact our students, faculty, and staff, and what kind of support services can the campus provide for them? The travel ban is a hot button issue right now, in addition, its uncertainty around whether students can express their views. We're seeing this with the deportation conversation around the students from Columbia, the heightened scrutiny around protesting, what that means for students, and whether they're continuing to be protected under the Constitution. International students are supposed to continue to be protected under the Constitution, just like anyone else in the United States, while they're in the United States. In terms of perception, there's a lot of things that are discussed in the media and with the presidential administration that are put out there, put on X or whatever platform and talked about - but in terms of actionable steps that they're taking, it's not always actionable. Some of these executive orders don't actually come with implementation instructions yet. Those are things that I think we have to keep monitoring. We have to see how they play out and how these different government departments do or don't implement change. There are concerns that students are at a heightened level of tension. There's tension around being profiled. There's lots of conversation around how welcoming the U.S. is. And so, in addition, I think that we all can keep that in mind too as people visit campus, new students arrive, and we continue our daily work. Because now more than ever, letting students know that they're welcome here is needed. The environment for study is competitive. We're seeing it play out where students are choosing to stay closer to home, maybe for financial

reasons, but then add in our political uncertainty, and it makes it a little bit more difficult to say, yes, I want to go to the U.S. to study. So, I think in our day-to-day really thinking about cultural humility (how much of what we see and hear), that we're kind of predisposed to how that is interpreted with other people and other places. And how can we make sure that we're communicating the environment and the belonging or the access to the institution that SIU traditionally has prided itself on being?

E. Conrad, Coordinator of Community and Educational Programs, stated people tend to think of us at the Center for International Education as the place that students go for immigration issues, however, we're more than that. That's something I do want to emphasize. If you encounter a student who's having challenges, please refer them to us. We have quite a few resources that we tap into. We work very closely with CAPS. We have an international women's friendship group and a support group. Our students meet every week at coffee hour, and so they can tap into each other and hopefully some of you. For those of you who have never been to coffee hour, we have usually between 80-100 people on any given Friday, and it's free. It's an opportunity to come and chat with the students and catch up with them. See how they're doing and interact with them. I think that's really important right now. We are here for them.

C. Hale asked about compliance and executive orders. T. Sickinger stated President Mahony actually put something in one of his emails specifically around the conversation around DEI. Basically, until they tell us we have to and what it means, we're going to continue as normal. That's my impression of the situation. Otherwise, some things are no different than they have been. If ICE were to come to campus, that's another question that everybody has. Actually, having designated public private spaces on campus - that is also something that we could consider. If a student needed to take refuge on campus, essentially, in a private space, what does that mean? That's one question. But in addition to that, you know there's a number of different reasons that ICE could be on campus. Actually, my office being a designated school official, we have a direct reporting line to ICE for documented international students. We have had some open forums so students can come in and talk about what they're experiencing. We're hoping to do the next one after this travel ban announcement, because we know that students will be concerned about it. That's something that faculty and staff are always welcome to join as well. We had some faculty and staff at the last one, and it was a really great conversation.

VI. Reports

A. Chair – The next Board meeting is April 17, 2025 at SIUC.

Fall Break Survey - T. Bryson shared his screen to show the letter that was sent out by R. Frazier, Chair of the Academic Calendar Committee. (A survey will be sent out to the AP Listserv to get their feedback about Fall Break.) The proposal of the split break originated from SIUE. The Provost at SIUE received a proposal from their Registrar's office staff as well as their constituencies, then that proposal was sent to our Provost at SIUC. After talking with Chancellor Lane, Provost Tucker asked R. Frazier to present it to the committee. The committee met in February and decided to get feedback from the constituency groups. R. Frazier stated she will have a summarized proposal to report to the Provost and Chancellor. Concerns about travel arrangements, the cost of travel and students not showing for class were discussed if a split break took place. T. Bryson stated having the whole week off would be best for mental health. J. Winters stated in the past students would take two weeks off (one for break and one for Thanksgiving). R. Frazier stated if students took off for two weeks and faculty canceled classes, then they're trying to cram in and make up those sessions they lost, which causes more stress and strain on the students. C. Hale suggested to contact Amtrak to let them know if there's a change in the schedule. During the meeting, six people agreed with keeping the schedule as it is. R. Frazier stated that Fall Break Day (taken for mental health purposes) will not go away if the schedule changes.

Name submitted for Sturgis Award – T. Bryson stated he is on the Lindell Sturgis Committee.

A name was submitted to the Chancellor last week. The announcement will be made at the Board of Trustees' meeting on April 17, 2025.

March 26, 2025 System Wide Retention Meeting in Springfield – T. Bryson will be attending. All three schools will be meeting at the Abraham Lincoln Museum.

Campus Master Plan – T. Bryson stated I was put on to represent AP on the campus master plan. We were invited back in February, and they said we'll be in touch. It's a month later, and I don't know what they're doing, when the next meeting is, and I'm supposed to be on this A Committee or subcommittee; I don't know. R. Frazier stated I was also asked to be on that and some subcommittee, and I also have not had a follow up on that.

B. Representatives to University Committees – (no report)

C. Committee Appointments

1. Committee on Committees – (no report)

T. Bryson stated no one was nominated two days before the deadline for the Staff Excellence Award.

2. Constituency Relations – J. Winters stated the luncheon is April 30, 2025 from 11:30 a.m. – 1:00 p.m. T. Bryson stated the budget is about \$1,500. There is a Happy Hour tonight at Buckwater Brew Works.

3. Operating Paper – (no report)

4. Staff Benefits & Welfare – L. Morgan stated our committee came up with monetary and non-monetary staff appreciation ideas. Other schools have websites dedicated to staff appreciation. I don't know if we want to develop that in the future. For fundraising, we've looked at working concessions, maybe something similar to Civil Service with restaurant specials. Having apparel, laptop sleeves or bags was discussed. We were going to leave this with Todd to maybe reach out to some of these areas, especially for the monetary ones, just to see what can be done. For instance, parking and transportation, wouldn't it be great after 10 years that they could discount the parking stickers at 50%? A reduced membership at the Rec. Center was discussed. T. Bryson stated I think with our budget we can afford \$1,000 to do a raffle at the beginning of the year to raffle off three free parking stickers. T. Bryson suggested buying four game tickets for a raffle. J. Rawls suggested the Chancellor's Office pay for the game tickets for Staff Appreciation.

VII. Old Business

T. Bryson asked for possible future guest speakers. R. Medina wanted to hear from AVC Nick Wortman (update). T. Bryson stated the Compensation Steering Committee will meet April 1, 2025.

L. Murphy and E. Weller asked about the elections. E. Weller stated every single person except for maybe one has a term that ends in 2025. According to the bylaws, I don't know how we're going to have anybody on the Election Committee. T. Bryson stated we are going to just pick it, and I'm working with Jeff. We're going to meet next week, and then I'll work with Carly. We will be the ones doing it, and then we'll send it out. We'll have the election hopefully by May, and then we'll seat them over the summer. It's going to be hard to get people from Administration and Finance. We have nobody now, and we just lost Lilia.

VIII. New Business

T. Bryson stated Lilia Angel-Post is no longer on the AP Staff Council as of last Friday (due to work commitments).

IX. Adjournment

Motion: J. Rawls

Second: L. Murphy