

**2023-2024 Administrative & Professional Staff Council**  
**Wednesday, April 17, 2024**  
**1:30 P.M.**  
**Teams meeting**

**I. Call to Order**

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

**II. Roll Call and Announcement of Proxies**

Members Present: Todd Bryson, Amy Eaton, Jeff Franklin, Rachel Frazier, Tarnisha Green, Caleb Hale, Carly Holtkamp, Peter Lucas, Laura Morgan, Layla Murphy, Josi Rawls, Elyse Weller, Jasmine Winters, Lilia Angel-Post

Members Absent with Proxy: Amy Eaton (Proxy Elyse Weller), Rita Medina (Proxy Jasmine Winters)

Guest: Melissa Laake

**III. Adoption of Meeting Minutes**

Motion: J. Rawls

Second: L. Morgan

The minutes from 3/27/24 were approved as presented.

**IV. Adoption of Meeting Agenda**

Motion: E. Weller

Second: C. Hale

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

**An addendum to the agenda was made by T. Bryson during Section VI to include Board of Trustee meeting, ADEI Leadership Award, and Lindell Sturgis Award.**

Motion: J. Winters

Second: E. Weller

The addendum to the agenda was approved as presented.

**V. Guest: Melissa Laake**

T. Bryson announced that Josh Frick is no longer at the university, and M. Laake is his replacement.

**VI. Reports**

A. Chair- Meeting with Chancellor Lane on 4/17/24.

T. Bryson stated that AVC Nick Wortman and Chancellor Lane will meet with the company (CBIZ) on Monday to discuss salary compression. Chancellor Lane said, "Yes," when T. Bryson asked if the Fair Labor Standards Act will be considered. Anyone who makes less than \$55,068 is subject to receive overtime (they're not exempt & work over 40 hrs.). Salaries may have to be increased for people who are not making that amount. It was supposed to start April 1, 2024, but it didn't. SIU is meeting with the House of Representatives tomorrow in Springfield to discuss the budget (over \$1 million).

P. Lucas stated that the positions that would be affected by the raise in base salary for overtime were identified. Edwardsville already raised their admissions coordinators' starting salary, but with the election everything changed/paused. Your average person who works 37.5 hours is not going to be affected by this. T. Bennett stated that it's all going to be based on people who have overtime. People will probably be changed from exempt to nonexempt

and get compensated for overtime. T. Bennett will meet with Nick and Kelly next week to discuss this.

Board of Trustees' (BOT) meeting was last Thursday in Carbondale. Housing was approved for a 6% increase and Touch of Nature received their increase. It's based on credit hours. There was discussion from the GPSC (Graduate and Professional Student Council) and a student trustee about charging people from housing for international students who live in Evergreen Terrace. They didn't think that was right, even though it passed. The recipients of the Lindell Sturgis Awards were honored (Tracy Lake & Mike Ruiz). The Diversity Advisory Council for the system gave the McNeese Award to employees from SIUE. The ADEI Leadership retreat is August 1-2, 2024 in Carbondale. The Illinois Higher Education Equity Symposium will be October 3-4, 2024 at the Carbondale campus. During the BOT, Chancellor Lane spoke about how well the Eclipse event went. There will be a finance impact study to determine how much was made. University housing had 140 rooms booked and Touch of Nature had about 350 rooms booked. Sarah Vanvooren and Bob Baer were acknowledged at the BOT meeting.

P. Lucas stated there were 30,000 people on campus during the day of the Eclipse. In terms of media reach, either news reporting from Saluki Stadium or live feeds from Saluki Stadium were viewed 1.5 billion times worldwide. Everyone did an amazing job.

T. Bryson talked about commencement and encouraged people to volunteer.

B. Representatives to University Committees – (no report)

T. Bryson asked everyone to state what committee they are on that is hiring or if they are on a search committee. L. Morgan is on the search committee for the Associate Provost for Student Success position. J. Rawls is on the search committee for the four new positions in admissions and new positions in the Registrar's Office. P. Lucas stated he will be on a search committee for one new position that will be posted today (Marketing & Communications). C. Holtkamp stated she is on the Athletics Committee (IAAC). There was discussion about the NIL, the transfer portal, and how to compete with that. Right now, there's a football collective and a basketball collective. They're looking into having one collective for all sports. Massey Arnold is the compliance contact and is looking at how to support the students (financial aid & NIL). H. Caleb stated Banterra is currently working with a new deal with Athletics to address NIL. E. Weller stated she has not signed any men's basketball player yet for this year (any scholarship for any athlete gets signed in her office). C. Holtkamp also stated that Athletics gets charged by credit hour for the student classes they take (at other universities it's not by credit hour). Athletics is having to pay when students drop classes after the drop date. Athletics' bottom line is punished, not the students. They are looking at updating the policy to where students who drop a class would have to pay for it. The coach can pay for it out of their foundation account or the student has to pay for it.

C. Standing Committees

1. Executive Committee – (did not meet)

2. Committee on Committees – (no report)

3. Constituency Relations – J. Winters stated the spring AP luncheon will be May 1, 2024 at Old Main from 11:30-1:00 p.m. She tentatively has Crystals' Catering scheduled for the event (soup, salad, fresh fruit). Kathy Elson will be recognized at the luncheon. T. Bryson will ask Coach Nagy if he can join as the guest speaker.

4. Operating Paper – (no report)

5. Staff Benefits & Welfare – (no report)

L. Morgan stated they will meet Friday morning. She asked for all to review the link she provided from the last meeting. She is looking over policies on compensation, seeing if anything is lacking or confusing, if anything should be added, etc. All suggestions are welcome.

**VII. Old Business – (none)**

**VIII. New Business –** T. Bryson stated there is 3.5 weeks left and wanted to check on everyone. He insisted that if anyone needs assistance, take some time, talk to someone, and to please take care of yourself and family. He asked if there were any problems that needed to be discussed. L. Morgan mentioned that it's the same issue – we need staff (people are being overworked). E. Weller stated the Department of Education made another fatal error. Some of the student aid indexes, which is taking the place of the EFC (expected family contribution), are not correct. We haven't received any FAFSAs since Saturday. Six duplicate files were received and those automatically loaded into their system which affected their expense report. They're working with IT to help get the financial aid packages out (May 1, 2024). T. Bryson asked if training will be available to discuss the FAFSA changes. E. Weller said there is a video to explain the whole new process and will send it to the group.

T. Bryson asked about the academic calendar for next year (mental health day). R. Frazier stated it is on the calendar for the Friday before Homecoming, but it may be move up to the Friday of Family Weekend. It is not set, yet (they're waiting on legislation on the mental health days). Tonight, Mae Smith is having a cornhole tournament through the College of Health and Human Sciences. Students can play against Chancellor Lane and Dean Morgan. L. Morgan stated there will be a \$250, \$500, and \$1000 prizes.

T. Bryson stated the band will be practicing on Rinella Field which is the location people park during move in day. We have to figure out where people can park. Volunteers are needed for move in (Freshman move in Monday, Wednesday is move in day for Seniors).

T. Bryson said that if you have students in crisis, please refer them to CAPS or Saluki Cares. This weekend is the Cardboard Boat Regatta, new member presentations, staff/student appreciation, and Chicago gala. Civil Service Flea Market is April 27, 2024, 8-3pm. Athletic Dept. yard sale is May 4, 2024, 10-6pm at Saluki Stadium.

**IX. Adjournment**

Motion: - T. Bennett

Second: - J. Rawls