

Monday, January 27, 2019 1:00-2:30PM – SB 176

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## COUNCIL MEETING MINUTES

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Members present: Crystal Milton, Doug Hess, James Cashdollar, Julie Creek, Karla Yauchler, Larry Temenoff, LV McAllister, Maureen Linvill, Ranada Clark, Regina Gordon, Sharon Wight, Kristine Frye

HR Representative: Rachel Gibson (for Melissa Helmsing)

Consulting group members present: Karen Burtnette

Guests: Chancellor Elsenbaumer, Jeff Malanson, Ken Christmon, Shubitha Kever

1. Call to order: 1:06 pm
2. Approval of Previous Month's Minutes: motion by James, Larry second
3. APSAC Consultants Group: nothing to report
4. Treasurer's Report: Peg is absent
5. HR Updates: nothing to report
6. New Business:
  - Melinda Haines Resignation from PFW & Julie Creek's Retirement  
Melinda has left the university and Julie is retiring effective Jan 31. The APSAC Executive group met last week to discuss moving forward and want to recommend that Larry be the new WL rep for Melinda and act as the primary point person. Larry is agreeable. Vote taken; unanimous approval. Regina will contact WL.  
Julie was the president elect and LV has declined to serve another year as president, so we have no one to step into the president position when LV's term ends at the end of June. Discussion ensued regarding how to move forward. Julie Creek suggested Doug Hess assume the role. Doug expressed interest. Motion made to have Doug as the president elect: Kris. Second: Larry & Sharon. Unanimous vote confirmed Doug as the new President Elect. The web site will be changed to reflect this new representation.
  - Summerfest  
Summerfest will be coordinated separately for the first time in 3 years. CSSAC will take primary responsibility for the event and will receive all profits. When APSAC runs it next year, we will take primary responsibility and all profits. Expectation is the other council will assist, but profits go to the leading group.
  - Chancellor's Presentation  
The Strategic Planning group is engaging in action planning for the next year/year & half. One focus is Diversity, Equity, and Inclusion (DEI) on campus and the new DEI position created to spearhead that focus on campus. Jeff Malanson, Shubbutha Kever, Ken Christmon, and the Chancellor are in attendance to speak with APSAC and listen to our recommendations for how we move forward. The DEI group is also looking for input and perspective from the campus as a whole. There was an open forum last week, and there will be focus groups this week (faculty senate, APSAC, CSSAC, SGA) to solicit feedback, which will be compiled into a report and given to the Chancellor and the Vice Chancellors who will then determine how we move forward. The following are notes from APSAC member comments:

- We are lacking a campus-wide dialog about what DEI is; those words mean different things to different communities. We may think our campus is diverse for this area, but it's not so much for someone from a more diverse area.
- Key word is inclusion. We want to strive for everyone at the table representing diversity. Who we are uniquely in our differences.
- Lots of talking at the open forums, but not as side conversations, not during the events. A worry that no one wants to say what they think/feel out loud. There's also a fear of more administration positions—the new DEI position is one more administrative position, and they wonder if the position could get the job done at that a lower level.
- Some feel the DEI position needs to be at the higher level to get things moving forward.
- We have a lot of excellent people doing excellent work—want this position to amplify this work and bring them across campus.
- Administrative bloat comes up a lot. We can have too many administrators and still have this as a priority. Most people recognize this needs to be a critical component of our strategic plan.
- The main goal is that everyone feels included when they step on this campus. Titles can come later, but listen to our students. That's the important thing.
- Worry about this position needing to be an internal hire to make it happen sooner rather than later. If it's someone internal, then all other job duties need to be stripped away from them and have them only do this job. No more adding responsibilities on to what they're already doing.
- Who will decide the priorities for this job? Will it be student-focused work or university-focused work? In the past the focus was so drawn on students that faculty wasn't addressed. RESPONSE: This position will address this issue. The reason it's not a VC position but is on that same level is because the administrative structure doesn't allow for as much talking across silos. This position will work across barriers in the administrative structure. The intention is for this person to coordinate across the university.
- The Chief officer of DEI title may make them more approachable to students.
- Accountability is a concern. This will be a high level, high salary position. Good effort to have a clearly-identified expectation and 5-year plan—broadcasted and planned for how things will be met. Would help campus be on board and understand what they do and the value they bring. Need transparency, especially as this is an ambiguous position. Will also help signal to potential students the impact we're trying to make. RESPONSE: We are committed to transparency in the strategic plan process. Their efforts will be transparent especially as they're fulfilling a big portion of the strategic plan.
- Extending the APSAC Meeting times  
Several people have expressed interest in increasing the length of the meeting time. Proposal made for the meeting to last 2 hours as a way to ensure we get through new business as well as committee reports. Proposing the first part of the meeting be guests wanting to speak to APSAC, or APSAC needing updates from. Then they leave so we can carry on with normal business. Monthly reports that concern guests can be moved up.  
Expectation is that sub-committee minutes are sent in advance and focus more on discussion and strategies in the meetings.

## 7. Committee Reports

- West Lafayette Representative: Larry Temenoff (Regina Gordon back-up)  
No report
- Faculty Senate: Julie Creek—moving to Doug Hess  
Talked about website, cameras on campus—850 on campus strategically placed, most in housing.
- Food Service Committee: Regina Gordon  
interviewing 2 different companies to provide campus food service. Aramark is not a finalist.
- *Chancellor's Diversity Council: Ranada Clark*  
*On hiatus*

- University Council: LV McAllister  
Have not met
- Mastodon Athletic Subcommittee: LV McAllister  
No Meeting since last report
- University Resource Policy Committee: Sharon Wight  
No meeting in January. Voting another member on and will be scheduling Feb meeting soon.
- Campus Traffic Appeals: Bobbi Shadle  
On hiatus. Ask Tim Potts to the next APSAC meeting.
- University Budget: LV McAllister (Larry Temenoff back-up)  
continuing to meet; discussing current financials (actual vs. budgeted). Jeff Malanson is attending and are developing how the budget committee works with the Master Plan and Strategic Plan
- *Budgetary Affairs Subcommittee: Crystal Milton*  
*Absent*
- Well Being Team: Regina Gordon  
Committee has been disbanded, but is now part of the wellness team and Regina can attend meetings.
- Employee Recognition & Excellence Award: Maureen Linvill & James Cashdollar  
Event will be on April 22. James updated the nomination form and will be sent out in February.  
Takes 3 weeks for plaques to come back.
- Summerfest: Crystal Milton  
absent
- Scholarship committee (APSAC): Maureen Linvill and Kris Frye  
Made a slight change to requirements (250 – 500 word description of classes and how will be used).  
Will need to sign off on the new agreement. Will go out end of Feb/beginning of March
- Fundraising committee (ASPAC): Karla Yauchler  
Will meet with Melinda to learn what is in process. Friday at 4 there's a going away party in VPA Dean's office area for Melinda.
- Professional Development committee (APSAC): Regina Gordon, Crystal Milton, & Kris Frye  
Update to Who Moved my Cheese
- Strategic Planning Committee: LV McAllister  
Met Friday. Action teams are working and things moving forward. Have opted to show Strategic Plan and Master Plan to BOT earlier rather than later (meeting will be on this campus). There is a DEI position at WL, too, if we want more information.
- Master Plan (APSAC/CSSAC presidents): LV McAllister

Sharon: Anthem has made some nice changes—live chat is one. Has been helpful and site is much more user-friendly.

Larry: update to previous month's minutes—not everyone will be digital; keeping some phones analog will be determined on a case-by-case basis. In the future, we won't need separate phone and internet drops installed;

both will be served through one drop. The initial cost to convert the phones is coming out of campus funds for re-wiring, but if anyone wants to add drops after this initial installation will be a departmental cost.

8. Motion to Adjourn: Sharon, Doug second.

9. Meeting Adjourned: 2:44

Next meeting will be February 17 from 1:00 – 2:30 PM in KT G06 (HR Training Room)

## Committee Assignment Report Pages