

Staff Council October 2025 Meeting Minutes

Wednesday, November 19, 2025 | Hybrid: Lewis Center #1002 & Zoom | 2:00 pm – 4:30 pm

Present: Christina Bowman, Cynthia Delgadillo, Aesha Engeldinger, Scott Gabbert, Nancy Hashimoto, Kathia Hernandez, Erin Herrmann, Kevin Holechko, Theophilus Jamal, Tom Judge, Erin Kasprzak, Ani Mauricio, Reina Nomura, Scott Ozaroski, Shiloh Psujek, Patrick Rezek, Damien Rodriguez, Mildred Santiago, Laura Swierzbis, Erin Thier, Victoria Van Kirk Pride, Katy Weseman

Absent excused: Claire Paetsch

Absent not excused: none

1. Katie Fraumann, Sarah Wagoner & Elizabeth Canning (Advancement)

- a. Contextualizing information – what happens in Advancement is a bit of a mystery, often people think we're "just raising money and throwing fancy parties," but we're quite a comprehensive division. Our goal is to define philanthropic opportunities and champion them for DePaul. We look for the most compelling things that will resonate with our donors at every level, help them learn about what we do here, and showcase how we support our students. Our first step is to find donors, then we cultivate them, then we ask for money, and then we steward them.
 - i. Advancement is a really comprehensive department – our directors of development are on the front lines meeting people face-to-face, we have people in charge of gift processing and research along with annual and special giving, and everyone works on creating opportunities for people to come together and support DePaul. Advancement events are being reduced this year due to budget cuts (locally and nationally), but we raised about \$60k through the ugly sweater campaign this year alone and hope to be able to continue putting on events like these that benefit our students and the University even with a smaller budget.
 - ii. Buzzwords to know:
 - a) Gift: Philanthropic contributions, designated to a particular program/unit or unrestricted. No goods or services received, no formal deliverables, line-item budget, or financial reporting. At DePaul, processed, receipted and acknowledged through Advancement. Can be the result of a **Proposal** presented by a **Director of Development**, or spontaneous.
 - b) Pledge: An agreement to make a gift over a period of time, documented by a Gift Agreement. Some gift agreements document a **Bequest**, an agreement to include DePaul in a donor's estate.
 - c) Grant: Support for a specific project or initiative. Deliverables and (usually) formal reporting requirements, including financial reporting. Can be philanthropic or government funded. Begin in Advancement at DePaul if philanthropic, work in partnership with Office of Research Services for budget, Restricted Accounting for reporting.
 - d) Endowment: Funds established in perpetuity with a defined purpose. Principal of fund is invested, amount equivalent to set percentage of fund balance available for use annually. Can be established/named for \$50k.
 - e) Expendable: Funds available for current use. Dollars can be added to existing fund or a new fund established/named for \$25k.
 - iii. Donor Cycle: Identification (ID potential donors and leaders) → Qualification (Determine viability) → Cultivation (Move the prospect towards solicitation) → Solicitation (Make a specific, strategic ask) → Stewardship (Update, thank, and recognize prospect)
 - a) Identifying, Qualifying, and Cultivating Donors
 - b) Solicitations: time, talent, and treasure
 - c) Thanking Donors: meaningful recognition, impact reporting, engagement with faculty, staff, students, and the administration, special invitations to university events and

programming, stewardship vs. long term stewardship.

- b. Launching the Mission: Forward campaign – name came out of many weeks and months of reviewing options and studies. Started with a feasibility study to find out what makes DePaul so special and what our vision is for the future which helped us put together the framework of the campaign; brought in partners/agencies to help us imagine this and create something meaningful for the DePaul community.
- i. Wanted to ensure that staff had a voice and established a staff campaign committee who are directly involved with investing and offering ideas and feedback for the campaign itself. Part of the committee’s goal is to help people understand the goals of the campaign and how it serves all of us at DePaul regardless of our roles and to generate ideas and info that can be brought back to the campaign managers.
 - ii. We’ve raised over \$420 million so far, most of which was raised during the “quiet phase” which started in July 2020; general practice is to not go public with a campaign until you have over 60%, and we’re now over 70% raised since “launching” the campaign. Our ultimate goal is \$650 million which feels very achievable, and we’re looking forward to when we can announce that we’ve met our goal. We’re in pretty good shape right now based on what we’ve been able to do over the last 5 years.
 - iii. Created a “Case for Support” that’s both physical and electronic, visit www.missionforward.depaul.edu to learn more about the mission and the campaign; showcases the five visionary pillars of the campaign and our goals. Over 90% of the funds that have come in so far are going towards supporting students, we’ll of course dedicate many efforts to this but aren’t going to push the other goals to the side, all are equally important to invest in.
- c. Q&A
- i. *Comment:* Right now, the University has a deficit we’re trying to make up. Staff know how this will be impacting us but it seems like there’s a disconnect between what we’re facing and the University making all this money through the campaign.
 - a) *Reply:* The amount of unrestricted support that comes in is a very small fraction. We appreciate and understand and don’t disagree with how the timing of launching the campaign comes across. The hopeful part is that this can be part of the path forward and how we’re going to help DePaul. Every pillar has a dollar amount attached to it, but we haven’t been able to be fully transparent on those numbers just yet. As much as we can continue to bring our DePaul community—our staff community especially—in to help us gauge what the temperature is, how can we better shift the campaign and its priorities that can be brought to us through funding opportunities (e.g., shifted Basic Needs Hub funding earlier to compensate for SNAP funding losses), we can better pivot in moments in time when it’s needed, and we’re committed to making sure people know they’re part of the process.
 - ii. *Q: The University of Chicago also had mass layoffs during a big fundraising effort in the past. Are we being inventive about the ways we’re fundraising outside of growing our endowment for scholarships (e.g., ways for staff to continue working and being in spaces)? Sometimes we’re discouraged from the smaller asks when they’re just part of a larger goal. A:* Advancement is always willing to get any kind of fundraising opportunity off the ground through the Inspire platform, so please reach out if you have any ideas! When we launched the web presence for the campaign, we were really intentional about highlighting non-academic units on the website. Crowdfunding can have a massive impact, especially when you’re not looking for those huge six-figure donations, so it’s the participation piece we really want people to be able to see themselves in. We’re highlighting the work of these other units on campus so that you can see the pages of each with their funding priorities; our goal is to rotate our initiatives and priorities out over time so information doesn’t get “stale.” There are things that will develop in the next five weeks, two years, etc., that will bubble up and we want to give them more attention whenever possible. If there are things you hear about in your own departments that you want highlighted, Advancement can help you promote that as part of the campaign.

2. DeWayne Peevy & Taylor Stapleton (Athletics)

- 108 a. We all share the same goal – to support our students and achieve our university goals
109 b. Athletics fosters school spirit and student community and have hosted over 150 events and
110 competitions in Chicago this year. Athletics is often the first point of contact to bring people to, or
111 back to, DePaul and not just looking for gifts to Athletics.
112 c. We provide unmatched statistics of visibility to DePaul, and our marketing and media value
113 exceeds millions as we continue to aim for increasing our visibility internationally. Athletics also
114 oversees key University functions like merchandise and licensing and partnering on Office of
115 Community and Government Relations.
116 d. Athletics is just one key piece of the University, it's not more important than any other area, and
117 DePaul's narrative doesn't reflect that Athletics is a big suck on university funds and resources
118 (only 6% of expenses compared to an average of 11% in the Big East).
119 e. The past several years have been critical in re-establishing Athletics: last year we saw record
120 student attendance at events, had our second-best year for fundraising and second-best year for
121 ticket sales, and had the most unique donors by any department or college in school history. Our
122 marketing and brand building has been crucial to increasing DePaul's visibility, and Athletics is
123 always happy to talk about ideas, concerns, etc.
124 f. Athletics is not immune to the budget cuts; it greatly affects us too. We took budget cuts in FY24
125 and FY25, and we also had a reduction in force in FY25 and will be doing this in FY26 too.
126 i. A big factor that gets brought up is head coaching salaries, ours are higher than our
127 average staff salaries but they go through the same hiring processes as other staff; this is
128 set by HR and not Athletics. For perspective, our 10 head coaches collectively rank last in
129 the Big East for salaries (e.g., head basketball coach is highest paid on campus but is paid
130 the least in the Big East). All our coaches are on contract through 2028, and we want to
131 have success and retain our coaches.
132 g. The new practice facility is 100% donor and corporate funded and must be independently funded;
133 these funds are not taking funds away from any other areas. The building itself is \$50mil and we
134 must have \$20mil cash in hand before we can break ground; right now, we're less than \$5mil
135 short.
136 h. Not every student athlete is on a full ride, we have roster limits but not scholarship limits so we're
137 trying to grow the number of student athletes to increase both enrollment and net revenue. We're
138 looking for other ways to continue the trend since we're seeing that this model works.
139 i. Cutting sports isn't an option. Since DePaul doesn't have a football team, we must have 14 sports
140 to be recognized by the NCAA; we have 15 sports, and if we reduce to 14, we're in danger of
141 violating Title IX based on our student body size and breakdown.
142 j. We've modelled dropping conferences, competitions, and Athletics entirely, but our exit fees could
143 exceed \$150mil if we did this; everything we're modelling right now doesn't support making these
144 choices.
145 k. We share the same priorities as staff because we have an academic focus, too. The work we all
146 do is to ensure our students have the best four years of their lives, but it's also to ensure that all
147 faculty and staff to have the best work experience as well. We can't be at odds with each other,
148 and Athletics is always ready to partner more with every part of campus to enhance the
149 belonging, morale, and community of faculty, staff, and students.
150 l. Q&A
151 i. *Q: For the fundraising part for the new building, is that tied to the new campaign or is that*
152 *a separate amount?* A: It's part of the campaign, yes. Athletics' goal for the campaign is
153 \$60mil of the \$650mil total.
154 ii. *Q: Can you talk for a moment about the new landscape of college athletics with the NCAA*
155 *NIL changes?* A: The rules have changed every year, and I think this new rule actually
156 helps DePaul. We don't have limitations like some other institutions so we can fundraise
157 purely for internal application towards the places we want the money to go. There are
158 many more opportunities for our unique donors to give and connect to DePaul now than
159 ever before. The new revenue sharing model is better for us, we won't come up to the cap
160 and can be competitive by showing our growth as we get better in our program success
161 and get even more support.
162 iii. *Comment:* Thanks to Athletics for providing free staff and faculty tickets to all kinds of
163 games. It's great! I would encourage everyone to take advantage of the perks whenever

- 164 possible.
- 165 iv. *Comment:* So often the first thing people ask about is DePaul Athletics, and the reality of
- 166 the conversations about donating usually starts with Athletics since it's so front-facing and
- 167 we appreciate that partnership and ability to connect.
- 168 a) *Reply:* We have so many amazing touchpoints with people all across the country and
- 169 we can only hope that this increases our revenue generation to keep improving
- 170 everything at the University. My goal is that a DePaul hat is always on the table and
- 171 is a choice any prospective student can pick from.
- 172 v. *Q: Is DePaul doing anything new to leverage the increased interest in women's sports?*
- 173 *Any partnerships with places like Babe's, the new women's sports bar, or Whiskey Girl*
- 174 *Tavern etc. for alumni, faculty or staff? Is there a "DePaul bar" in the city? A: We have a*
- 175 *section of our strategic plan dedicated to focusing on women's sports; Women Leaders is*
- 176 *hosting their next event in Chicago that we're going to be a part of. DePaul has a great*
- 177 *history in women's sports, and we want to be a leader in this area across the country, so*
- 178 *this is an avenue to take advantage of and lead the charge. There is a donation and*
- 179 *investment play here where people want to commit to helping the growth in this area.*
- 180 *Please let us know if you have any ideas or questions! Our "unofficial" bar is Kelly's, but*
- 181 *we've put feelers out for an official DePaul bar as well.*

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183 3. Meeting called to order at 3:05pm. Motion to approve September meeting minutes, approved.

184 October agenda approved.

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186 4. Officer Updates

187 a. **President's Update**, Scott Ozaroski

188 i. President's Strategic Planning Council (PSPC)

189 a) The new charge is to do strategic five-year planning and overall operate with a more

190 strategic sense going forward; in the past, Joint Council was more focused on

191 individual issues. We'll put together a report for the Board in the next six months to

192 give to them for their spring meeting that looks at three different scenarios: worst

193 case, expected case, and optimistic case.

194 b) Talking about the choices DePaul is making as we face the fight for higher

195 education. Rob has been working very closely with Governor Pritzker to leverage

196 and figure out ways to strategically move forward. Blending in, giving in, fighting, and

197 evolving are the four ways institutions are trying to deal with this, and Rob wants us

198 to focus on evolving. PSPC has another meeting soon and we'll provide more

199 updates then.

200 ii. Board of Trustees

201 a) Dania Matos, Kimberly Goldsberry, and Mark Laboe attended a recent meeting to

202 talk about thriving at DePaul and looking at the new thriving framework plan; will be

203 officially announcing this in January. Talked about some of the things they're doing in

204 their areas to increase student retention, (e.g., working with first year students who

205 might not return, Vincentians in Action programs and the work they're doing).

206 b) Digital Presence update from Bob McCormick and Soumitra Ghosh: publicly

207 launching new website on December 10th, going live in multiple stages but this will be

208 first public launch. Working on developing a knowledge bases for students and will

209 send out more info to the University community as the launch happens. Also talked

210 about how AI will be part of our digital presence moving forward, starting with

211 Financial Aid and then expanding outward to more areas.

212 c) Two new initiatives voted on and approved: additional funding that goes towards

213 graduate marketing initiatives along with general efforts to help increase graduate

214 enrollment, and a plan to be put in place on the academic side about how to train

215 and position faculty on positive AI usage.

216 d) *Q: To what extent is this academic affairs effort re: AI in conversation with the*

217 *Provost's AI advisory committee? I'm on the committee and haven't heard of this. A:*

218 *I don't have many details about this, but I would assume it would be heavily*

integrated into the committee's efforts. Please reach out to your committee chair for more details.

iii. UBCC Meeting

- a) Changes for FY26 due to the financial situation: no merit increases, executive pay cuts, staff reductions in December, hiring freezes for staff and freezes/slowdowns for faculty, retirement match decreased to 8% from 10%; staff recognition has been reinstated and will start in January.
- b) First Stop Health is a new virtual healthcare provider that anyone on a current DePaul health plan can access for free primary care, urgent care, and mental health care.
- c) Increases to parental leave (6 weeks of paid time off) and bereavement leave (5 days off).
- d) A Request for Proposal (RFP) was done with BCBS, Aetna, and UHC, and DePaul was able to get over \$1mil in savings from BCBS; could've gotten more savings if we did switch providers, but it didn't make sense to do this at this time. HR will do another RFP, probably in two years, if there's any change to our health insurance provider, it would likely be post FY27. Approximately 90% of people on the BCBS plan would have no disruptions to their care if we changed providers.
- e) Continuing to think about ways to make things more affordable, no specifics yet but upcoming meetings will continue to talk about ways to control costs moving forward.
- f) *Q: Just to confirm, BCBS is locked in for 2026 and 2027 but there could be changes for 2028? A: BCBS is locked in for 2026. No guarantee for 2027 but it is likely to continue to be BCBS for 2027 as HR considers another RFP in two years after having done one this year. So, there could be changes as early as 2027 but that would depend on if/when HR did another RFP and the possible results.*

iv. Faculty Council & SGA meeting

- a) Spent much of the meeting listening to SGA: talked about concerns with ICE and how students are thankful to see that there's seems to be a shift of ICE going elsewhere.
- b) Talked about the impact of the financial situation of the university on students; there hasn't been as much communication to students about how cuts will impact them.
- c) Discussed creating opportunities for a "union" of faculty/staff/students, possibly through a forum where all three groups can engage with one another (similar to the President's Dialogue series). Discussed having a potential round table discussion in winter quarter and a town hall in April that could be made into a joint town hall.

v. Meeting with HR

- a) Layoffs will be announced the first week of December, in almost all cases there will be time for people to transition (1 to 2 weeks), although there might be some isolated cases of immediate termination based on security. If people find out and would like to leave immediately, they are welcome to do so; all laid off employees will be eligible for severance based on the policies on HR website, and HR will be meeting with everyone affected to go over benefits, severance, etc.
- b) *Q: Just want to clarify who you talked to specifically to clarify information? Have heard variance in when people will be laid off, that severance wouldn't be offered, and timeline. A: Talked to David Avdul and Sherri Sidler so this is all confirmed. Severance is absolutely being offered based on the policy.*
- c) *Q: If someone chooses to leave the day they find out, do they still get their vacation and everything else paid out? A: Yes, they're only choosing to end their employment date early and will still have everything paid out.*

vi. Provost search

- a) Had a few meetings so far and the search firm has been doing a ton of external outreach. The first batch of candidates has been reviewed as we are starting to narrow this very big list of people to a manageable set. Will probably get our first number of people in the pool soon and then host several days of interviews in January to whittle down the number for the more intensive interviews.

- 274 b) Q: *Do you have a specific numbers of current candidates?* A: Yes, in January we'll
275 probably review between 15 – 20 candidates.

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277 b. **Vice President's Update**, Laura Swierzbina

278 i. Faculty Council

- 279 a) Provost search process is underway, looking to late-winter/early-spring in-person
280 finalists.
- 281 b) Faculty Council formally established a standing Academic Freedom Committee.
- 282 c) Discussion about creating university-wide graduate program probation guidelines,
283 but concern that 2.0 GPA is too low of a bar to flag. Discussion about policy for
284 recording class sessions and how specific classes might need to differ, like School of
285 Music or The Theatre School.
- 286 d) Passed the FC budget goals, which included long-term (academic restructuring and
287 benefits protection) and short-term (maintaining teaching load to keep the current
288 research capacity, keeping current insurance providers, streamlining non-essential
289 work).
- 290 e) Biometric Login for University-Owned Computers policy discussion coming out of the
291 Policy Review Group.
- 292 f) Q: *What does Academic Restructuring mean in their strategic goals?* A: This is the
293 start of the conversation that faculty will need to have going into next year about
294 whether it makes sense to have 10 colleges, combination of programs, etc. They
295 want to really own the conversations about this so they can make decisions as much
296 as possible and not have decisions made for them.

297 ii. Strategic Plan steering committee

- 298 a) Orientation to all 6 committees was held last week and committees will begin
299 meeting soon. We have been given three different deadlines throughout FY26, from
300 December 2025 to April 2026 with different deliverables.

301 iii. Budget updates

- 302 a) Staff Council Steering Committee discussed purchasing whistle supplies to hand out
303 whistles to staff. After reaching out to Public Safety and discussing with University
304 Communications and Public Relations, we unfortunately aren't able to sponsor
305 whistles. We can and should continue sharing information about Know Your Rights.
306 But we don't want to risk putting a national target on our back because it looks like
307 DePaul University is endorsing disobeying law enforcement.
- 308 b) Our operating budget of \$9000 has not been changed for this year. Given cuts
309 across the university, we want to spend our money more intentionally this year, like
310 partnering for campus events like the Staff Recognition Lunch, and less on swag.
- 311 c) Q: *For the budget that we have, if we don't use all of it, will we lose some or all of it?*
312 A: We don't know right now. Anything we don't use this year goes back into the
313 operating surplus which is a good thing right now. We want to be more mindful about
314 using our funds to support and partner with university groups that are staff focused.
315 Salma said in a previous meeting that we all need to think about the university as a
316 whole and not as individual groups or units.
- 317 d) Q: *Is there a way to formalize the process of how to choose who we support and/or*
318 *how much we can give? Can SC establish a process or policy for this?* A: I would
319 love it if we had that problem, but yes, it wouldn't be prudent to say, "we'll give half
320 our budget to this one group". It should be specifically about partnering with
321 groups/events to help them cross the finish line on their funding. We should talk
322 more about how this can be requested and facilitated.
- 323 e) Q: *Regarding the rewards and recognition program, will the award amounts, number*
324 *of people chosen, etc. be to the same extent as in the past?* A: It will follow the same
325 process as before so yes. We will add this to our January newsletter.

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327 c. **Secretary's Update**, Shiloh Psujek

328 i. None

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330 **5. Update – Committee Reports**

331 a. Communications: Patrick Rezek

332 i. Newsletter went out last week with lots of good information as always! Communications
333 added a new section called “The More You Know” to serve as an FAQ to address things
334 we get in our inbox and Staff Speaks and offer support, resources, or further info.

335 ii. We’ve updated our SC website to include an FAQ section as well (under ‘Get Involved’)
336 that has a couple items on the page for now and will continue to grow as more comes in. If
337 there’s anything in particular you’d like to see in that section, please email SC as we want
338 to be as transparent as we can about this info and resources.

339 iii. Communications will be sending out holiday greeting soon on behalf of SC.

340 iv. As a reminder, the meeting minutes, agenda, and other info is shared on our website
341 under the ‘Meetings’ section so you can always access that whether you attended a
342 meeting or not or wanted to pass along info to other areas.

343 b. Diversity, Mission, and Inclusion: Damien Rodriguez

344 i. All ERGs are listed in the newsletter, and we encourage you to reach out to them during
345 these hard times to find community and connections.

346 ii. One of our committee’s long-term goals is to have an event in spring quarter around
347 mental health, and we’ve started reaching out to some groups to continue having DMI
348 events every year. It’s important that SC leads events as much as we partner.

349 iii. DMI recently spoke with someone who represents the Chartwells union: the current story
350 conflicts with info we’ve heard, the union is having issues with Aramark and a contract
351 hasn’t been formally signed; some people feel like Aramark is stalling on this matter. The
352 transition date is December 1st so we’re hoping this gets ironed out soon and that we can
353 support these staff as much as possible; will email Rick Moreci and copy the people who
354 were in the recent meeting with this update.

355 c. Effectiveness: Erin Kasprzak

356 i. Effectiveness didn’t have any new calls this month; have already notified everyone who
357 applied for the Strategic Planning committees whether they were picked or not.

358 d. Membership & Engagement: Kathia Hernandez

359 i. Had a really successful couple of events this quarter! Our wellness event had about 45
360 people each at both the Loop and LPC campuses; it was great to offer the opportunity to
361 bring people together in community.

362 ii. Started brainstorming on event ideas for next quarter: SPARK center movie night,
363 basketball game, volunteer opportunity, different projects in partnership with other groups
364 (e.g., Mission & Ministry), Valentine’s Day, trivia night, lunch and learn, etc. People have
365 also expressed interest in online events like a pet ‘show and tell’ and other fun activities.
366 Please don’t hesitate to reach out to M&E if you have any interest, ideas, or feedback!

367 e. Staff Resources: Reina Nomura

368 i. Met on November 10th to brainstorm ideas on offering additional support for staff who are
369 affected by layoffs (leaving or not), please contact Reina if your group or office would like
370 to request specific support.

371 ii. Actively working to host a virtual space event for staff to be in community with each other
372 the week of December 15th (tentative for 12/17). Event will be roughly an hour over Zoom
373 and give staff a space to grieve, talk about concerns, etc. and have/will touch base with
374 M&M and UCAPs to figure out how support logistics should work. This is something we’ve
375 heard staff want during previous reductions so we’re hoping to offer this now, please reach
376 out to Katy if you have ideas, feedback, or interest in collaborating with leading the event.

377 f. Fiscal (SRAC Rep): Victoria Van Kirk Pride

378 i. Two meetings since last SC meeting, one was a census update and where we’re making
379 adjustments, the second was an enrollment meeting to give more info on trends,
380 especially around graduate and international populations (what they’re watching, etc.).

381 ii. Thinking about ways people in our communities can get info to Scott and Victoria – added
382 an anonymous feedback channel that was in the last newsletter but will send another
383 targeted message informing people of this feedback resource; there’s a lot of people with

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expertise and knowledge that we'd love to tap for more info.

- iii. *Q: Is there a sense that there's a plan in place in the event that winter numbers don't match what's needed?* A: Yes, there's just projections right now but there's definitely conversations about what might happen if those numbers don't come back and what we'll need to do.

6. Unfinished Business

- a. Discussion – Continued support for staff during this difficult time
 - i. *Q: There's an AAUP faculty meeting on Friday, and the last meeting had some misinformation. Is there a way for us to talk about those kinds of questions? There was this framing that the University is using this moment to reorganize which doesn't seem illogical in these moments. Could we have an FAQ that could answer these kinds of questions for staff so there isn't this bitterness or frustration with not being fully informed or being misinformed about things?* A: So much of this is subjective but I like where this idea goes. We don't have any control over what AAUP does, so how might we collate what misconceptions are out there and provide responses to them?
 - ii. *Q: Could we ask for something like HR or other administrative units to send out something addressing this?* A: Maybe we could start with putting up a document for people to submit things they've heard to collate info to then address.
 - iii. *Comment:* Staff Resources Committee has been talking about how HR could be involved in their December event; there's obviously certain confidentiality things that need to be followed but whatever information they can provide would be helpful. Maybe an HR rep could be there or even just let us know what info we can provide.
 - iv. *Comment:* We really need some kind of network of updated contacts – like, who is the new contact for X office/project/etc.
 - a) *Reply:* This has absolutely been asked since we went through something similar in previous layoffs. It may not even be until mid or late January that departments and units even know what their new "normal" will look like, so we can think about looking into putting together a segment to highlight changes but also not looking to directors alone for information about changes. This is on people's radar for sure.
 - v. *Q: What really is next? It sounds like there will be a significant amount of people who will be let go between now and Christmas that will have a huge impact on operations. What does leadership really expect for January to be like, pending our enrollment numbers coming back ok. Maybe the administration can put together some kind of communication about the process for us?* A: There will be an email communication coming out, and each individual unit will be having those discussions. A lot is going to be "this unit has lost X number of people, and these services will change/not be offered/etc."; units and departments have come up with scenarios for any of these potential outcomes. It's going to likely be a slow and piecemeal process and many decisions outside of specific layoff numbers will come from departments and units individually.
 - vi. *Q: How much are senior admin willing to say, "Here's the situation we're in, here's the cuts we have to make," and come out with confirmation that the burden can't be on units and departments? There should be a push for the university to say, "Units and departments can't be blamed for the changes that will come from these layoffs."* A: I would be very surprised if there isn't already some kind of communication being written about this, but we'll bring it up in other meetings. Since it seems like students have received less info than faculty and staff, this would be beneficial.
 - vii. *Comment:* In conversations and meetings with deans and other leadership, it seems very clear that they're being intentional about knowing that these changes will drastically change the staff landscape and the ability for certain things to keep being done. These are all continuing conversations in SRAC and other advisory groups that are very cognizant of these upcoming changes and how to move forward.
 - viii. *Q: Is there any update about the Friday AAUP meeting?* A: We don't have much information about what will happen at the meeting but there's agreement that the language in the email was pretty contentious and there's definitely some level of misinformation being circulated.

- 440 ix. *Comment:* With the current situation, AAUP is probably getting more involved in these
441 upcoming changes and staff are hearing more about it this time around because there's
442 more of a sense of solidarity between faculty and staff this time.
443 a) *Reply:* There's been little to no outreach to SC or FC about engaging with these
444 AAUP meetings.
445 x. *Comment:* Maybe in the new year there could be specific therapy sessions or offerings
446 around mental health support, either from currently established areas like UCAPs and the
447 EAP or additional things. We've done this for students in the past around difficult times so
448 having a space for staff would be beneficial.
449 xi. *Comment:* It feels like the university leadership is completely out of touch with this whole
450 thing from saying the same things for years, to letting rumors run rampant, to sending
451 emails after hours about budget, to having no infrastructure for how to continue forward. I
452 have little confidence in leadership.
453

454 7. New Business

- 455 a. Discussion – Two PRG policies
- 456 i. Blue Demon Card (existing policy with updates) – no comments
 - 457 ii. Biometric Login for University-Owned Computers (new policy)
 - 458 a) *Q: Some staff already use biometric info to access things on personal devices, will*
459 *there be an additional opt-in? A:* This policy is only about opt-in on university-owned
460 devices. For example, choosing to use biometric info to access the 2FA on your
461 personal phone to log into BlueSky is not part of this policy.
 - 462 b) *Comment:* I took this to be an anticipatory policy looking forward to when computers
463 can process biometric info, so that would be good to clarify the intent of the policy
464 (resources vs physical workstations and hardware).
 - 465 c) *Comment:* At the FC presentation about this, it sounds like most computers already
466 have this software but aren't using it. There were questions about whether this was a
467 good use of funds, but it sounds like there wouldn't be any additional cost.
 - 468 d) *Q: The ID cards used to be opt-in for the electronic version and it's now mandatory,*
469 *does this mean that the biometric policy could go the same way? A:* If it ever did, it
470 would need to come up as a policy change that would need to be discussed and
471 voted on.
 - 472 e) *Comment:* Illinois was the first state to create a biometric policy law so I don't think
473 they could ever make opt-in mandatory. Part of the reason they're moving towards
474 stronger security is because of so many security breaches by individual accounts.
 - 475 f) *Comment:* It would be helpful to get the perspective of someone in cybersecurity on
476 this topic. It could be informative and helpful to hear from them at a future SC
477 meeting.
478

479 8. Meeting adjourned at 4:28pm, Christina seconded.

480
481 Agenda categories are defined as:

482
483 **Update** – an informational presentation to Council

484 **Q&A** – an informational presentation to Council plus question-and-answer session with presenter

485 **Discussion** -- a presentation to Council soliciting feedback

486 **Vote** – item that requires a Council vote