

AP Association Executive Committee
April 17, 2019 Meeting Notes

Attendance: Andrea Mill, April Thomas Powell, Kristin Rohrbeck, Don Ritenburgh, Maria Ebner-Smith, Anthony Gallina, Tricia Westergaard, Kelly Gianetto, Jean Szura, Marie VanBuskirk, Patrycja Comello and Nancy Osmialowski.

Guests: Bani Bordoloi, John Cebelak, Deb Cash, Meaghan Cole and Kurtis Kirkpatrick.

Approval of Minutes - March 20, 2019 minutes approved.

Treasurer's Report - No change

Presidents / UHR Monthly Meeting Report

- **Flexible Work Arrangement Task Force update**
 - Last edits on landing page.
 - FWA will continue to meet after landing page launches.
 - FWA Task Force is finalizing and testing the request form.
 - Meeting on April 18, 2019 to review rollout and training.
 - Meetings for the next 2 weeks - the last one with Dr. Pescovitz

- **Compensation Committee update**
 - The Compensation Committee has finished reviewing the Guidelines.
 - Will be shared with the President's cabinet for approval.
 - Hope to be able to share them at the All AP meeting at the end of June.
 - Compensation Committee will continue to meet to discuss additional initiatives.
 -

- **UHR Updates**
 - Reviewed data regarding AP compensation and determining where salaries stand in relation to the 2nd quartile.
 - Leadership Academy info sessions were held Tuesday, April 9 and Wednesday April 10.
 - Self nomination form is due April 18, 2019.
 - AP Re-Reward
 - Announcement went out
 - Nomination cycle: April 1 - May 10
 - APs can self-nominate and nominate other APs.

- AP Manual feedback was not provided at the last meeting.
 - UHR is a few pages away from finishing.
 - We are looking forward to reviewing changes at our next meeting with HR.
- AP Association presented a proposal to revise the tuition assistance program
 - Would like to remove all minimum grade requirements for employees and dependents utilizing the Tuition Assistance and Tuition Waiver benefit.
 - AP association proposes a 90% tuition waiver for dependents of AP Employees in line with other employee groups.
 - AP Association proposes that AP employees should be allowed to take courses for personal as well as professional development. Therefore, employees should not be restricted to enrolling in a degree or certificate program in order to grow and learn at Oakland University.
 - Also noted: Special lecturers at OU are capped at 10 credits per family per year and also how the 10% proxy fee changes based on the school.
 - Discussion: what are AP Association priorities for this proposal?
 - Allowing all AP's to take classes without being admitted into a degree program would benefit all 600+ AP's.
 - In Winter 2019 semester, 350 total AP's and dependents were enrolled in classes.

Work Team Updates

- Quarterly communications/education session planning
 - Will partner with AP Assembly throughout the next academic year.

AP Assembly Updates

- Next meeting April 18
 - Will announce AP Awards!
- May 9, 2019 at 9 a.m. in OU Rec Well
 - At AP Assembly, AP award winners will be recognized
- April 24, 2019 at 9 - 10:30 a.m. in 360 Pawley Hall
 - Title IX/Sexual Harassment Training
- May 2, 2019 at 2 p.m. - 4 p.m. in Vandy Cafeteria
 - 3rd Annual AP Networking event
- May 8, 2019 at 10 - 11:30 a.m. on the Founders Ballroom, OC
 - All I Really Need to Know I Learned in the Homeless Shelter with Reverend Faith Fowler

New Business

- All AP Meeting -**Thursday, May 30, 2019** 12-1:30 p.m. in the Gold Rooms, OC.
 - UHR will be present to discuss topics below and answer questions.
 - Topics include Community Engagement, Compensation Guidelines, Flexible Work Arrangements and Competencies.
- Election results
 - President Elect-** Anthony Gallina
 - Treasure-** Patrycja Comello
 - Band Reps J-R** - Deb Cash, Bani Bordoloi
 - Band Rep S-X** - Marie Ebner Smith
 - Member at large-** John Cebelak

GOALS

- **2018-2019 Goals**
 - Education
 - Education - Host sessions focused on benefits, compensation, and other policies.
 - Outreach/Communication - Send out quarterly communication to all APs.
 - Compensation - Review and recommend changes to compensation guidelines.
 - Well-Being/Work Life Blend - Review and recommend best practices for flexible work arrangement guidelines.
 - AP Manual Knowledge - Review AP manual and suggest edits and updates.

Adjournment Announcements

- Next Meeting: May 8, 2019 from 11:30 a.m. - 1p.m. in the Lake Erie Rm of the OC