

AP Association Executive Committee

Meeting Notes

August 11, 2021

Virtual via Zoom

Attendance: Anthony Galina, Kelly Brault, Marie VanBuskirk, Maria Ebner-Smith, Kristen Macha, Adam McChesney, Becky Lewis, Jessie Hurse, Denica Holzworth, Nancy Osmialowski and Stephanie Willis.

Guests: Zach Zachowicz, Melanie Chamberlain, Michelle Jankowski, Debbie Lengyl, Barb Campbell, Carmen Etienne, Donna Raymond and Ann Voorheis.

Approval of Minutes – July 14, 2021 minutes approved.

Treasurer's Report – No change.

- OU Credit Union account: \$3,183 and OU account: \$3,256.

President/ UHR Monthly Meeting Report

- Ron Watson, VP of HR, has retired
 - Josh Merchant, President's Chief of Staff, is currently working temporarily with AP Association until a new VP of HR has been hired.
- VP of HR Search
 - List of final candidates is currently being narrowed down and then brought to campus for an interview.
- Return to Campus Update
 - Daily health screening has been updated to include the updated mask policy requirement.
 - Mask update has been updated on the Grizzlies Protect Grizzlies website.
- Vaccinations
 - As of this week, 72% of employees are vaccinated
 - 92% of staff reported status
 - 11% did not disclose
 - 1% in progress
- Flexible Work Arrangement (FWA) Update
 - Campus wide Committee has been reintroduced
 - First meeting on August 16, 2021
 - Marie VanBuskirk and Marie Ebner-Smith are AP Association representatives on the committee.
 - Please continue to submit feedback on Google Form - feedback is always welcome!
 - Please continue to submit FWA request forms - housed at oakland.edu/fwa.

Work Teams

- Eboard members to submit committee interest by 8/16/21 (previous committees below).
 - Email to be sent today.
- Connect to larger campus committees or meetings with UHR to move goals forward.

Work Teams 2020-2021

1. Work-life balance (Goal 1)

1. Maria Ebner-Smith
2. Don Ritenburgh
3. Deb Cash
4. Marie VanBuskirk

2. Education (Goal 2)

1. Marie VanBuskirk
2. Stephanie J. Lee
3. Nancy Osmialowski

3. Communication & outreach (Goal 3)

1. Nancy Osmialowski
2. Kelly Brault
3. Susan Hartman
4. April Thomas-Powell

4. Community service (Goal 4).

1. John Cebelak
2. Adam McChesney
3. Anthony Gallina

AP Assembly Updates

- Next meeting is Thursday, August 12th at 9 a.m. via Zoom
 - Assembly meetings will be held virtually until at least the beginning of the Fall semester
 - Meetings will also be recorded.
 - President Pescovitz will speak at the October AP Assembly meeting
 - A request for questions will be emailed soon.

Next Board Meeting: Wednesday, September 15, 2021 from 11:30am - 1pm in the OC.

2021-22 AP Association Goals

**Please remember that much of the discussion during these meetings are confidential and formal announcements will be made by the AP Association or UHR.*

- 1. FWA** - Assist with the revision and reporting out of FWA guidelines to ensure they are visible, can be better utilized and departments can be recognized for being FWA champions.
- 2. Education** – Be a trusted source of communication and education for APs to learn more about benefits, compensation, UHR policies, employee resources to improve campus culture and working conditions.
- 3. Compensation** - Continue working with UHR on improvements to transparency, processes, position review reporting and moving through the bands.
- 4. Community Service** – Assist with the proposal of and creation of 1-2 campus community service days.
- 5. Diversity** - Call for regular reports and review results to assess gaps and recommend best practices that might further diversify APs at OU and assist with the recruitment/retention

of qualified underrepresented groups/minority employees at OU.

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