

AP Association Meeting 1/17/2018

Present: Kelly Brault, Sara Webb, Anthony Gallina, Stephanie Willis (AP Assembly), Patrycja Comello, April Thomas-Powell, Kelly Gianetto, Maria Ebner-Smith, Don Ritenburgh, Tricia Westergaard and Nancy Osmialowski.

Guests: Andrea Mill

Call to Order / Introduction of Guests

Approval of Minutes of December 20, 2017. Minutes approved.

Treasurer's Report- No change.

Presidents / UHR Monthly Meeting Report

UHR Updates

Taxes/payroll deduction

- January paycheck - no new tax bracket changes in paycheck.
- Minimum changes regarding payroll for most AP's.

Progress on Sibson Study/Performance Review timeline

- UHR has updated the proposed timeline for the new performance review process to July 2019.
- Will keep 2017-2018 process for 2018-2019 cycle.
- AP Association is asking to be included in future discussions.

AP Bonus Award (short term and long term goals)

- Award AP merit for outstanding performance.
- \$45,000 available each year due to percentage of merit increase donated from APs years ago
- UHR asked for AP Association input to review current process and suggestion recommendations.
 - Discussion on text
- AP Assembly is also working with UHR to determine distinction between all AP awards (Outstanding AP of the Year, AP Bonus, etc)

New Business-

- Internal Hiring Recommended changes.
 - Sara Webb and Greg Jordan met to propose AP internal hiring process based on CT practice.
 - Current language in AP manual: All APs will be considered for a posted AP vacancy without regard to classification upon timely on-line application through the UHR Employment Website. The top two (2) AP applicants who are fully qualified and possess all critical competencies (as defined in Section IV.3.B and C) for the position will be offered an interview with the hiring authority. Ask UHR - Is this policy followed consistently?

- Discussion on recommendation to update internal promotion and transfer policy to allow APs to be eligible to apply for internal AP job openings first (vs all staff). Discussion will be on-going
- OU Leadership Academy
 - UHR is considering a third round of OULA. Asking for input.

Next Meeting: Wednesday, February 21, 2018