

## **AP Association Meeting Minutes September 20, 2017**

In attendance: Josh Stotts, Tricia Westergaard, Marie VanBuskirk, Anthony Gallina, Maria Ebner-Smith, Greg Jordan, April Thomas-Powell, Kelly Gianetto, Patrycja Camello, Don Ritenburgh, Sara Webb, Stephanie Willis (AP Assembly Rep), Stephanie Jurva, Stephanie Lee;

Guests: Scott Kunselman, Ron Watson, Daniel Arnold, Sherri Kerby

Not present: Kelly Brault

### Call to Order/Introductions

### Approval of meeting minutes from August

- Moved to next meeting, time constraints

### Treasurer's Report

- No changes

### President's Report

- Biggest take away from UHR meetings
  - Generally what is seen with union contracts may impact AP benefits
    - If heading towards equal field, look at all contracts (AP handbooks/benefits, other union benefits)
- Met with new president and union leaders

### Old Business

- None discussed

### New Business

- None discussed

### Questions asked by APs

- Question from an AP about a baby/child coming to work with the employee? Article was shared regarding transition for ma/pa-ternity leave.

### Committee updates

- None

### AP Assembly Updates

- Benefits and wellness fair is coming up

### Discussion with Scott Kunselman and Ron Watson

- Planning redesign of performance management
  - Process starting through consultant shortly
  - Starting to look at succession planning, determine outcome goals with cabinet, develop focus groups throughout campus; email Ron with others to include
    - Note from APs - include both APs and faculty administrative personnel who oversee APs

- How does this plan move towards addressing compensation along with performance? How do we get to market?
    - Scott - Anticipate them to stay connected
- Possible follow up conversation to talk on benefits/total compensation
- Talking about comp committee
  - Things AP Association hopes to see addressed:
    - titles, scope, job duties, changing of duties, placement in bands, etc
- Other subjects:
  - New President and cabinet retreat
    - Take stock of mission, vision, strategic direction
      - Will be seeing vision statement soon
      - Suggestions on mission
      - Board validated four new focus (Student Success, Research, Community Engagement, Diversity)
  - Budget impacts anticipated from enrollment figures?
    - Scott, too early to tell, 9/19 was last date of drop/add
  - All construction is on time (new housing and OC renovations) - should be open fall 2018
  - Tricia wrap up - appreciate time and availability from Scott and Ron and dedication to openness to the AP Association

#### Other

#### Reminders

Meeting Adjourned (1:00 p.m.)

Next Meeting: October 18, Heritage Room in OC.