

AP Association Meeting Minutes
July 19, 2017

In attendance: Kelly Brault, Josh Stotts, Sara Webb, Tricia Westergaard, Marie VanBuskirk, Anthony Gallina, Maria Ebner-Smith, Stephanie Lee, April Thomas-Powell, Patrycja Comello, Kelly Gianetto, Krista Mally (AP Assembly Rep)

Not present: Don Ritenburgh, Greg Jordan

Call to Order/Introductions

Approval of meeting minutes from June (Approved)

Treasurer's Report

- AP Assembly submitted JV, fund for OU account have been reimbursed by AP Assembly. OU account has been assessed sales tax which seems incorrect, Patrycja will review with finance.

President's Report

- A UHR/Association meeting with Ron Watson, Scott Kunselman, Tricia, and Marie was held on July 10. The meeting included discussion on salary bands moving with the market as well as AP pay increases for the end of the 2016 – 2017 cycle.
- CT Negotiations going well, will follow up with UHR on AP Association desires for clarity on AP pay once closed.
- Compensation committee may be coming back, tackling titles, job descriptions, etc.
- Talked about performance management, memo/announcement should be coming out from UHR shortly, new system in development, reset plan for next cycle, following cycle will change

Old Business

- Recognizing APs brainstorming group - recommended changes to awarding (AP Award), special recognition edition in AP Assembly, rename AP Award to AP Bonus Award to differentiate from AP of the Year, "transfer of talent" for those who move between positions within the university (either UHR or AP Assembly newsletter) and retirees

New Business

- 2017-2018 goal setting
 - Scan boxes of AP Association files
 - AP Association corner on the AP Assembly newsletter - volunteers (1-3) to take this on, write up and submit to AP Newsletter: Maria Ebner Smith will lead
 - Plan A, B, C for compensation and performance review policies
 - Possibly flex time, alternative work hours, work from home, etc.
 - How are positions really put in a band? Is a specific band for a position really accurate? Should this be up to managers?
 - Comp policies - description does not include scope, how to address?
 - How are titles given/decided? How does that impact market? Are current titles accurate?

- Manager tools from UHR - hiring policies, evaluations, job descriptions, etc
 - Ask for update on Leadership Academy group on Manager Training

Questions asked by APs

- Flex time/work from home policies (last month)
- Possibility of Job Lay Offs? - UHR meeting confirmed that is not in the plans at this time.
- Impact on lump sum raise group
- How many AP employees on campus are part time, with/without benefits? How can we get them benefits? - Discussions with UHR planned for more in future.

Committee updates

- None

AP Assembly Updates

- Website has been updated, Anna Mrdeza is current president
- Anna or Stephanie will be attending AP Association meetings
- August - AP2 scheduled
- September - meeting scheduled with new OU President
- Jan 18th, confirmed OU President will attend AP general meeting

Other

Reminders

Meeting Adjourned (1:00 p.m.)

Next Meeting: August 16, Lake Huron Room in OC.