

AP ASSOCIATION
EXECUTIVE COMMITTEE
MINUTES

Thursday, March 10 1:15-2:45 pm

O'Dowd Hall—101B—Office of the Registrar Conference Room

Present: Cindy Hermsen, Steve Shablin, Wayne Thibodeau, Josh Stotts, Sara Webb, Zachary Wincek,
Christopher Goeth, Becky Lewis, Kai-Lynn Rim, Marie VanBuskirk

Not Present: Jennifer Janes

- Call to Order (1:19 pm)
- Roll Call and Introduction of Guests
- Approval of Minutes
 - Approved with no changes
- Treasurers Report
 - Approximately \$310 spent for additional food coverage from AP Association yearly meeting
 - Need to consider collecting RSVPs for next year to better plan for food
- Presidents / UHR Monthly Meeting Report / Old Business / New Business (*all blended into larger conversation*)
 - Just cause to at-will per Sibson Study
 - Impression at last meeting with Ron, those who involuntarily moved from just cause to at will based on Sibson study were going to be grandfathered to remain just cause. However, per Ron from All AP Meeting, this decision is still being reviewed.
 - There are 38 total positions that have moved from just cause to at-will based on Sibson per Ron.
 - Do those who were grandfathered just-cause at an S band who went up to a T band based on Sibson still remain grandfathered? Still needing clarification from Ron. Sounds like this is under advisement/still being reviewed.
 - AP Performance Management
 - Ron indicated a pilot was possible with inclusion of two levels down from VP. Based on All AP Meeting, the pilot is maybe on hold or will not happen? Ron had discussed a pilot in the last UHR/President's meeting.
 - Needs improvement and valued employee ratings are based on job duties, Key Strategic Contributor is attached to goals, then to division leader to select.
 - Sibson Study
 - Concern from employee that their updated salary from a band increase wasn't updated to reflect a 10 month position. UHR is investigating. Mention of possible repayment if employee was overpaid was discussed with UHR.

Association has asked UHR to review all non-12 month employees to see if other errors were made.

- Recommendation from Compensation Committee to move forward to place APs in the correct quartile of their band based on years in position. Hope to fix everyone's pay first, then pursue performance. Anticipating that 49% of APs would receive an in-band adjustment.
- All AP Meeting
 - Ron has asked that we allow him to review notes from the all AP meeting so he can verify information before sent to all APs. Jennifer will compile.
 - With posting of Chief UHR position, it's important for the Association to ensure we are sharing our concerns with Scott Kunselman regarding compensation and performance management. Scheduling meeting with AP Association presidents, Comp Committee leaders, and Performance Review Committee to discuss strategy for meeting with Scott.
 - Recommending a summer update All AP meeting to share decisions, timelines, training, etc. regarding compensation and performance management.
- Committee Updates
 - Communication
 - Email will be sent as soon as All AP Meeting notes are approved and posted; will encourage APs to use form on website to submit additional questions/concerns
 - Nominating
 - We are receiving nominations, have not reviewed all to verify that we have candidates for all openings. Nominations are completed before next meeting. Chris will update us on any areas not represented within the next week. Considering looking for DACE/Alumni/Development, Finance, UCM, academic units (assistant deans?) APs to join the Association.
- Next Meeting-Monday, April 11, 8:45-10:15am
- Adjournment (2:26 pm)