

**AP Association Executive Committee Meeting
February 21, 2018**

Present: Patrycja Comello, April Thomas-Powell, Maria Ebner-Smith, Sara Webb, Greg Jordan, Marie VanBuskirk, Anthony Gallina, Kelly Brault, Stephanie Lee, Kelly Gianetto, Don Ritenburgh, Tricia Westergaard and Nancy Osmialowski.

Guests: Rachel Stagman, Leanne DeVreugd, Andrea Mill.

Call to Order / Introduction of Guests: Ron Watson and Willie Tuggle.

Treasurer's Report- No changes.

Presidents / UHR Monthly Meeting Report

- Internal Hiring Recommended process:
 - 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.
 - Tricia spoke with UHR and this process is being followed but it is unclear what occurs when an AP applicant does not identify as an AP.
- UHR will be sending out an email communication regarding the 2017 AP Award Nominations Form as soon as possible.

New Business

- Ron Watson and Willie Tuggle presented to AP Association
 - UHR met with the Cabinet to review the current Performance Management system regarding the results from the Sibson-led focus groups.
 - Five main areas are being reviewed for further development: accountability, recognition/compensation, succession planning, career growth and employment engagement.
 - In relation to the **current** process, these sections were reviewed: leadership, program design, accountability between manager/employee, outcomes, link to compensation, calibration/training to execution by managers.
 - UHR is currently scheduling one-on-one meetings with Cabinet members to determine what exactly is desired in order to create a more robust and effective program.

Old Business-

- Work life balance sample [here](#)
 - WISER has created a policy for faculty and AP Association would like to use this as a model.
 - This is ongoing process to create this policy.

Committee Updates

- All AP Meeting- Kelly, Anthony, Don
 - Coming soon!
 - UHR will be invited to share updates on Performance Management System.
 - More information will given as updates occur.

- Nominations – Chaired by President-Elect
 - Nomination process: February 5 - March 16.
 - Online elections will be held April 2 - April 20.
 - Open Positions available on AP Assembly and AP Association.
 - Meet the Candidate event is on campus this year on March 20 2 p.m. - 3:30 p.m. in the Rec Center Social Lounge.

AP Assembly Updates

- AP Assembly will send out electronic communication soon regarding nominations for Outstanding AP of the Year, New Professional AP Award and Rising AP Award.

Next Meeting: Wednesday, March 21, 2018