1. Call to Order
2. Brief presentation by fall 2018 Grand Idea winner – Elizabeth Pace
   a. Self-guided campus tour through an application
   b. For faculty, staff, current and prospective students, and alumni
3. Keynote presentation by President Pescovitz
   a. Congratulations to Elizabeth Pace, Grand Idea winner
      • Always enjoy the great ideas submitted; helps makes OU the university of choice
   b. Appreciates and values AP Assembly
   c. What top institutions have:
      • A sense of purpose
   d. Our four institutional goals
      • Student success
      • Scholarly activity
      • Commitment to engagement
      • Diversity, equity and inclusion
   e. Want to be desirable work place due to (from Daniel Pink’s “Drive” book)
      • Satisfaction
      • Mastery of position
      • Feeling of autonomy
      • Feel about immediate supervisor
      • Sense of purpose
   f. Increase in women in prominent leadership positions – her thoughts on this
      • Diversity, equity, and inclusion has been important to me and to the institution
      • Established Glenn McIntosh as Chief Diversity Officer
      • At OU, have made progress but it can be better (or improve)
      • Motto: Always happy but never satisfied
      • Data driven
        1. BoT – three women out of eight
        2. Employees and student totals changes from 8/17 to 1/19
           a. Employee totals: 2028 to 2112
           b. URM employees: 405 to 455
           c. AA faculty: 29 to 41
           d. Women faculty: 462 to 482 (52% of faculty)
           e. URM staff: 217 to 239
           f. AA staff: 137 to 153
           g. Student URM: 18.7% to 19.8%
           h. AA students: 8.4% to 9%
           i. Hispanic students: 3.5% to 3.8%
           j. Ranked 11th in the nation for tenure track women faculty in engineering
g. Student Success
   • Our four goals are everyone’s responsibility
   • Everyone has responsibility to make sure students are successful
   • Total student enrollment went down; but freshman enrollment is up
   • Academic success, student life, environment is important
   • What is our role individually and collectively to impact the success of students
   • Held retreat last summer to ramp up student success efforts – led by Provost Lentini
      1. Lead to student strategic enrollment management plan (to roll out this upcoming summer)

h. Employee success and retention
   • We will never be able to pay the most competitive salaries
      1. Daniel Pink – salary does not retain employees, satisfaction does
   • Make OU university of choice for all employees
   • Four major initiatives to work on the employee satisfaction (came from 100 day listening tour)
      1. Flexible work arrangement initiative (will not be perfect; intent is to improve employee satisfaction)
      2. Healthiest campus initiative (want OU to be one of the healthiest campuses)
      3. Sustainability initiative
      4. Leadership academy
   • These initiatives benefit employees and is hopeful to win awards to be a great place to work
   • Top organizations promote from within
      1. Succession planning tools
         a. Leadership academy is one
         b. Mentorship and sponsorship – tools we could do more with here

i. Community engagement
   • Endorsed Kevin Cochran as OU Chief Community Engagement Officer
      1. Developing community engagement plan in the works (comprehensive)
   • Six prong relationship with City of Pontiac
   • Additional ideas to come (particular one specifically with APs) to lead on engagement ideas

j. State level efforts to stabilize tuition rates
   • Governor Whitmer importance of higher education (MISOTSA)
   • Intent to stay under the tuition raise cap
   • Not realistic to say we will not raise tuition cost due to rising costs of our expenses

k. Grateful to be here and work with us

4. Approval of Minutes
   a. Approval by: Lauren Leve
   b. Seconded: Bianca Bryant

5. President’s Report (Ann Voorheis-Sargant)
   a. AP Award timeline
      • March 1 to March 20
Includes AP of the year, Rising AP, New AP awards
New and Rising receive $1,000; AP of the year: $1,500
See upcoming newsletters for more information

b. Grand Idea deadline for Winter 2019
   • March 1

6. Vice President’s Report (Dan Arnold)
   a. Election timeline
      • Call for nominations – February 21
      • Election meet and greet – March 28
      • Voting period – April 1 to 14
      • See upcoming newsletters for more information
   b. Open positions for upcoming election
      • Available AP Association Positions
         1. President Elect
         2. Treasurer
         3. Rep for S-X
         4. Reps for J-R (2)
         5. Member at Large
      • Available AP Assembly Positions
         1. President Elect
         2. Treasurer
         3. Members at Large (3)
   c. Diversity advocates
      • Looking for committee members
   d. Diversity
      • Meetings and events open to all employee types
   e. Golden Grizzlies’ Pantry
      • Collecting donations at every meeting

7. Past President Report (Stephanie Willis)
   a. Recognition lunch
      • Thursday, March 7th
      • RSVP will be required; see future newsletters for link and more details

8. AP Association Report (April Thomas-Powell)
   a. Working with UHR on initiatives mentioned by the President
   b. Get involved with Assembly or Association with positions
   c. Next meeting: Wednesday, February 20, from 12 to 1 p.m. in Ballroom C, Oakland Center
   d. Follows with an FMLA presentation

9. Senate Report (John D. Meldrum)
   a. January senate meeting
      • English as a second language certificate was approved
      • Adopted diversity goals
• First reading for 62 credit hour removal to receive honors graduation recognition
• Update on Strategic Enrollment Management Plan
  1. By 2030, 33% less students than now
  2. Will provide pathway to increase or maintain enrollment
• South Foundation expansion
  1. 30 million from state
  2. 10 million will be bonded
• R2 ranking for OU
• SUCCESS expansion plan
10. Next Meeting: Thursday, March 14 at 9 a.m. in Gold Room A, OC featuring Provost Lentini
11. Good and Welfare: 9:59 a.m.
11. Adjourn