

**AP Association
Executive Committee Meeting Minutes
April 19, 2023
Virtual via Zoom & In-Person**

Welcome

Approval of Minutes

Treasurer's Report

President Report

Leadership Academy Letter

Leadership Academy group reported back that they had 305 responses equating to a 51.6% response rate. They would like to present their findings to our group in June. Given the timing, I'm going to suggest they present at a transition meeting in late June/early July.

President's Meeting with Joi

Our meeting with Joi last week was canceled (by Joi). Our next meeting is scheduled for the 2nd Friday in May. Since we didn't meet, I reached out to her via email with some questions and topics that were on my list to discuss with her when we met. A couple questions/topics are things APs have brought to my attention or asked about in the last couple of weeks.

1. Salary increases/raises for this year. Will there be any and if so what's the process for that and timeline.
2. Budget cut information- more clarification on how cuts are happening and if there will be more. And if so, will there be guidelines especially if managers and supervisors have to look at positions. (tied to the previous manager/supervisor training and the concern for performance reviews being tied to cuts).
3. An update on the communication that she said a month ago was going to go out about flexible work, DEO and other HR updates.
4. Will she be reinstituting the compensation committee?
5. The annual all AP meeting- date and time, format and would she and Josh be available.

Nominations and Elections

Nominations are coming along for the Association. Assembly could use some help in recruiting for positions.

Reminder about the dates:

Nominations close this Friday (might have to extend)

Voting is May 1-26

Those nominated need to submit a short bio and picture by Monday to Nic Bongers via email so he can get the voting stuff updated online next week.

Meet the candidates at the Red Ox, Wednesday, May 3, 4:30-6 p.m.

Association has 7 openings:

- President-Elect
- Treasurer
- 2 Band J-R
- 1 Band S-X
- 1 Member-at-Large
- Secretary

Old Business

Cheers To Our Careers (Ultimate Fringe)

Thursday, September 28, 2023

4:30-6:30 p.m.

Silent Auction is how we will fundraise. A list of ideas for collecting items and prizes is available and will be shared out. Please put your name in where you can help or add vendors to the list who you know and can connect with. Kelly and Becky worked on a letter to use when talking to vendors. This too will be shared.

New Business

Historical Perspective Meeting

Due to the lack of participation and engagement from APs for both Association and Assembly, we convened a meeting with some “old Oaks” who have been on campus for years and have a history of the AP Association and Assembly to discuss how we’ve gotten where we are today, what the “rules” are for the Association and Assembly and whether or not we can or should continue in the current formats or merge the two together.

Lots of discussion. Lots of talk about educating the APs about the two groups and onboarding new employees. Not sure if a merger is the right answer and if I had to “guess” I would say we landed on no, but felt more discussion is needed.

The conclusion was to create a small Exploratory Committee (Greg Jordan chair) with representation of APs who have a history of both Association and Assembly and can speak about both groups. The thought is they can look at our history, what we are today and what we could possibly become. **We are quickly losing a lot of the history as people leave and retire**

A “Part 2” for the committee would possibly include having the group use the history to help us formulate our own AP orientation for Assembly and Association since HR is not currently hosting any kind of orientation for new employees (used to include info about Assembly and Association).

Nic and Becky are drafting a letter to be sent out to the AP membership about this so we are transparent and there is no confusion about there being any kind of “power play” or “grab” to have control. This is purely exploratory and will hopefully help us find a direction. (Greg’s example about NIRSA merger with Athletic Business. Slow, cost time, but worth it. INVESTMENT)

All AP Meeting

June 22 (note a change from last month’s meeting announcement)

11:30 a.m.-1:00 p.m.

Virtual (zoom link will be on the ERN, in a communication and was in the communication I sent out two weeks ago)

Suggested topics and format? Joi and Josh?

Bylaws and Handbook Review

Once we get through the exploratory phase for Association and Assembly, it would be in our best interest to review the current bylaws and make updates to them as needed.

In addition, a good suggestion came up the other day about having some of our e-board review the AP manual and really dig in and learn about it and then present to the membership on it. We are lacking education among the APs about who we are and our roles and rights on campus.

AP Assembly Updates- Nic Bongers, AP Assembly President

Upcoming Notable Dates:

- Nominations for AP positions close this Friday, April 21
- AP Voting May 1-26
- Poker Walk- Wednesday, May 24 11:30-1 p.m. (also a virtual format)
- Next AP Association Meetings
 - Thursday, May 18, 11:30 a.m. OC Lake Erie
 - Thursday, June 22, 11:30 a.m.-1 p.m. VIRTUAL All AP Meeting