

**AP Association  
Executive Committee Meeting Minutes  
May 18, 2023  
Virtual via Zoom & In-Person**

**Welcome**

**Attending:** Becky Lewis, Kelly Dorner, Kelly Brault, Maria Ebner-Smith, Kristin Rohrbeck, Marie VanBuskirk, Melanie Chamberlain, Carrie Gilchrist

**Approval of Minutes:** Kelly Brault, Maria Ebner-Smith

**Treasurer's Report- Kelly Brault:** OU account has \$2,935.78 Credit Union account has \$3182.94

**President Report- Becky Lewis**

President's Meeting with Joi

Presidents met with Joi last Friday, May 12. The following questions were asked.

1. We asked for more clarification on how budget cuts are happening and if there will be more cuts in the future. And if so, will there be guidelines, especially if managers and supervisors have to look at positions. (This part of the question came from the previous manager/supervisor training and the concern for performance reviews being tied to cuts). Joi said she doesn't know of any more upcoming budget cuts and she doesn't anticipate any at this time. Joi said academic budget cuts were scheduled as follows: first half of cuts were due by June 30, second half of cuts due date is unknown.
2. We asked for an update on the communication that Joi said a month ago was going to go out about flexible work, DEI and other HR updates. Because we have not seen anything from her to date on this.
3. Two communications have gone out recently - one from Joi on DEI and the other from Ora on benefits.

We asked about the language in the DEI communication stating there is a requirement for having a rep on any hiring committee/or part of the hiring process. There is no written policy on this so how can it be a requirement? Some individuals are challenging this. With good reason. There has been no real communication on any kind of hiring process.

When Joi was asked about how this came to be and how this can be required, she said it's something that has been done with faculty for years and it's not a policy but rather a guideline. But the question remains about *requiring* it.

We asked about more DEI training - when and what. She said more will be coming and

there would be development of a tool kit and online resources as a starting point. She said this is a strategy that will meet the university's goal #4.

It seems people want more clarification on the process for hiring. Departments want a say in who is on their hiring committee rather than just having someone appointed who might not know anything about their department and function. More DEI training with recordings so it can be re-watched as needed is being requested.

She said she has a May deadline to send out a communication about flexible work arrangements but obviously that hasn't happened yet.

4. We asked if Joi will be reinstituting the compensation committee? She said yes, in some format. She will be looking at who is on that committee and who should be on the committee. Becky has been on the committee for two years so she will reach out to Joi at a future date to provide some insight on who should be included. Becky reminded her that Eric had a plan but when presented he was met with resistance so maybe once a new group is convened she should go back to his plan and start there because at least he had something started which is better than nothing!
5. We confirmed the date, time and format of the all AP meeting with Joi. She and Josh will be there.

#### Ora's Benefits Letter

There are mixed feelings about the benefits letter. Most feel it should have come from HR and not the president because benefits are about HR.

Some of the concerns also included the timing because of pending raises and the motive behind sending the communication out.

#### Nominations and Elections

Meet the candidates at the Red Ox was held on Wednesday, May 3, 4:30-6 p.m. We had 12 people in attendance. It was nice. Good conversations. Becky said she met new people and some others did too.

AP Association has a full slate of candidates for elections! AP Assembly is in need of 2 at large candidates. There is a write-in slot on the ballot.

Voting is open. A communication will go out in the next couple of days as a reminder. In the meantime everyone is asked to remind people to go in and vote (or send them this link). The link is

[https://docs.google.com/forms/d/e/1FAIpQLSeD1w50Qmu7XTsmOdPfl\\_rQLJP4KNhk6CgLy-XQJtLd2xwr0A/viewform](https://docs.google.com/forms/d/e/1FAIpQLSeD1w50Qmu7XTsmOdPfl_rQLJP4KNhk6CgLy-XQJtLd2xwr0A/viewform)

#### **Old Business**

### Leadership Academy Survey

Kelly Brault was checking on the survey completed by the Leadership Academy group that looked at AP job satisfaction. They present their info tomorrow (May 19) so we will follow up on possibly presenting it to the membership in a larger format in the future.

### Historical Perspective Meeting

Greg Jordan is assembling several veteran/seasoned APs to participate in a committee to review the history of the AP Association and Assembly and discuss and advise on whether or not the two should be merged and provide a “state of the Association/Assembly” to the membership. More to follow in the next few months.

### Bylaws and Handbook Review

It has been suggested that a work group form to review the current AP bylaws and handbook. With the historical perspective review happening, this would be a good time to do this.

### 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 was shared out along with the letter. Some people have started working on this- THANK YOU! Please put your name in where you can help or add vendors to the list who you know and can connect with.

We have a planning meeting scheduled for May 31. If you would like to be included, let Becky know. It's virtual.

### **New Business**

#### 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 sent out two weeks ago)

### Upcoming Transition Meeting

**AP Assembly Updates-** Nic Bongers, AP Assembly President

Nic had no updates other than nominations and elections info previously mentioned.

### **Upcoming Notable Dates:**

- AP Voting through May 26
- Poker Walk- Wednesday, May 24 11:30-1 p.m. (also a virtual format)

- Next AP Association Meetings
  - Thursday, June 22, 11:30 a.m.-1 p.m. VIRTUAL All AP Meeting