



AP Assembly

Meeting Minutes

Thursday, February 14, 2019

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-Sargent)
    - 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 7<sup>th</sup>
    - 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