

AP ASSOCIATION
EXECUTIVE COMMITTEE
MEETING NOTES
Friday, December 5, 2014
12:00 p.m. - 1:00 p.m.
Rm 128 - Oakland Center

Present: Steve Meyer, Denise McConkey, Kai-Lynn Rim, Sara Webb, Steve Shablin, Chris Goeth,
Tricia Westergaard, Kathryn Walters, Zachary Wincek, Jennifer Janes
Not in Attendance: Sally Daniel, Wayne Thibodeau

- Call to Order (12:05 pm)
- Roll Call and Introduction of Guests
- Approval of Minutes (Approved)
- Treasurers Report
 - \$100 was approved for the listserv
- Presidents / UHR Monthly Meeting Report
 - Sipson study-currently identifying underpaid and under-banned employees, looking at cost to university, no specifics yet on how to fix the issue
 - Human Resources did not send any official notice regarding the 5% employee contribution to benefits
- Old Business
 - Meeting with President Discussion
 - Should the AP Association have a meeting?
 - According to By-laws, the AP Assembly serves as advisers to the president of the university.
 - AP Association and Assembly need to work together and communicate better
 - The president needs to know that we exist, if we do meet with him, it shows that we are engaged.
 - The Association will send an email to the president inviting him to a meeting. Once, he confirms attendance we will discuss what we would like to accomplish as a group in that meeting.
 - Email will be reviewed by Association executive board before final send out
- New Business
 - Compensation Committee Q&A with Tricia Westergaard
 - Met in November, the first round of results are back, the timeline went longer
 - Currently benchmarking
 - OU salary structure looks good
 - The question is more about where employees should be placed in their bands

- Looking at internal inequalities
 - What are the costs to the university to make adjustments?
 - Sipson study does not take into account that staff members wear many hats
 - Is there a place where disagreements with changes can be heard?
 - Still many unknowns at this time, the next steps will be communicated with the AP Association
 - Employee Discount-Human Resources hosts the information on their web site, however they do not manage the information
 - Does this need to be discussed with HR? Is it considered part of staff benefits? How does a discount happen? Should staff be notified when a change or addition is made? Can the discounts be improved?
- Committee Updates
 - Communication
 - Policy points will be added to web site once a month
 - Helpful links were approved to be added to web site
 - Listserv has been approved
 - Working on obtaining an updated list of AP's
 - Planning
 - A theme is needed for all AP meeting
 - Ideas: transparency, communication
 - Need to revisit during the January meeting
 - Nominating
 - No updates
 - Need to discuss as new business in January
 - AP Association President will appointment the nominating chair
 - Policy review
 - Would like to be renamed the By-Law Committee
 - Have met once, will be meeting again in December and will bring an change ideas to the group for discussion
- Comments from Members & Guest
- Next Meeting
 - Noon - 1 p.m.
 - January 23, 2014
 - Rm 125, Oakland Center
- Adjournment (1:06 pm)