



**AP Executive Committee Meeting
Wednesday, October 16, 11a-12p
JHZ 3000**

Name	Group	Expiration Term
Kyle Barnhart	Central Admin/Development/I&E	2027
Cassonya Carter	CHS, KCON	2027
Jason Cronkrite	CECI, PCEC	2027
Myesha Gholston	Academic Affairs Student Support Units	2026
Jaime Guizor	Finance & Admin	2027
Michelle McCloud	BCOIS, CLAS	2026
Justin Melick	Information Technology	2027
Bobby Nielsen	Student Affairs	2025
Michael Przydzial	Student Affairs	2025
Heather Taylor	Finance & Admin	2027
Daniel Vainner	Enrollment Development	2025
Jen Torreano	SCB/Library or University Relations	2027
Ex-Officio		
Mary Albrecht	Provost Office Liaison	
Tara Bivens	HR Liaison	
2023-24 Sub-Committee Chairs (optional)		
Keigh-Cee Bell	Social Justice Sub-Committee Chair	
Erica Herwig	Awards Sub-Committee Chair	
Jon Dean	Salary & Benefits Sub-Committee Chair	
Paul Cullen	Professional Development Sub-Committee Chair	

Member present in person

Member present virtually

Introductions

Committee Updates

- Social Justice
 - Juneteenth – Ongoing conversation about Juneteenth as a Holiday, noting earliest would be 2026
 - Volunteers are being assigned to meet with all Affinity Groups
 - MLK Week – beginning work with Bobby Springer
- Salary and Benefits
 - Salary increase memo is under construction, waiting on some data
- Professional Development
 - Email with schedule of all Professional Development opportunities will be sent soon
 - Paul and Justin will review prior to distribution



- Awards
 - N/A
- UAS Liaisons
 - N/A
- UAS – Equity & Inclusion
 - Volunteer needed
- Activation & Accountability Leadership Team (AALT)
 - Keigh-Cee is interested in volunteering
 - Justin will check in with Marlene Kowalski-Braun about next steps
- Public Safety Liaison Committee (PSLC)
 - N/A – next meeting is in November

Openings

- Awards has two (2) openings

Minutes

- 1st October Meeting Minutes were reviewed
 - Moved: Kyle Barnhart and 2nd: Jaime Guizor

Old Business Updates

- VP of People, Culture & Equity
 - Update on meeting(s)
 - Justin will work with Michelle Hybel to schedule meetings
- FLSA Changes
 - Memo: no response from SLT, to date
 - Process:
 - All affected employees will receive notification and training from the HR Generalist(s) assigned to them
 - HR Generalists will also meet with all AO's and Managers of affected employees; as well as potential managers who may hire or have affected staff later to ensure proper training on obligations and responsibilities
 - Workday will be used to track hours, vacation, salary continuation etc to comply with the updated statutory Rules' impact on overtime
 - HR's training for both affected employees and their AO's and Managers will include FAQs as well as an elevation process for concerns
- November Newsletter



- Submissions:
 - When sending a submission please include a short text blurb, include links, and add a photo if you can. These increase engagement and readability
- Adjunct AP's
 - Second listening session scheduled for October 17th
- Potential ByLaw Changes (voting items)
 - Awards SC
 - Moved to approve Dan, Second Jen
 - Out of Election Appointments
 - Vote deferred to allow additional time to review

New Business

- Workday Student Presentation scheduled for November 6th
- AP Survey Update (Dan and Jason)
 - Data is being reviewed soon, additional update to follow
- Salary & Benefits (Jon)
 - 2024 – 2025 Salary Memo
 - Items to consider
 - CPI has issues with compounding factors, is this an appropriate benchmark?
 - Market Rate may be a more appropriate guide, and consider how this concept is defined
 - Avoid exacerbating existing discrepancies, ex: Gaps in pay
 - Consider total compensation package which includes benefits and retirement matches