



AP Executive Committee Meeting Minutes
 Wednesday, September 4, 11:00 – 12:00
 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	
Vacant	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

Welcome New Members!

- Jen Torreano
- Paul Cullen
- Jon Dean (Meagan Treadway)

Introductions

Subcommittee Openings

- Salary and Benefits:
 - Elected Fran Golden by unanimous vote
 - Open position

AP Committee Retreat Meeting Minutes

- Motion, moved and accepted



Committee Updates

- Social Justice:
 - Keigh-Cee re-elected as chair
 - Updated version of the charge will be sent out to AP Committee soon
 - Discuss with re-org where multi-cultural celebrations belong
 - Juneteenth needs to be lifted up
 - Annual endorsement for MLK commemoration. Try to engage with planning committee earlier
 - Meeting with all affinity groups to find collaborations
- Salary and Benefits
 - Chris Cirefice elected as Secretary
 - Ideas for the next cycle
 - Salary Letters
 - Work with HR to better understand the implications of Workday's impact on the letter distribution process
 - Use faculty as a template with breakdown of merit, compression, etc in the final award calculation?
 - Enhance AP orientation & resources
 - Work with HR to evaluate success metrics for annual raises – pursue a compensation memo
 - Clarify merit pool language
 - Validate AP staff are making mean of salary range
 - Align with draft charges from previous Executive Committee on potential for alternative/additional benefits
- Professional Development
 - Paul Cullen elected as Chair and Jeremy Paul as Vice Chair
 - Completed charge for this session: 4-fold
 - AP Welcomes
 - Collaborate with Workday Journeys program (Kaytlyn Boyko)
 - Collaborate with new University Mentoring program
 - Facilitate reach-outs to new hires
 - Professional Development
 - Monthly website update (Liz Chase)
 - Socials
 - May social in Allendale
 - PD series
 - Fall



- Conflict Resolution Panel
 - Clifton Strengths
 - Leadership Rountables
 - Winter
 - Productive Meetings
 - Project Management
- Contribute to AP newsletter
- Awards
 - First meeting scheduled for 09/23/2024 where Chair will be elected
- UAS Liaisons
 - TBD
- UAS - Equity and Inclusion (EIC)
 - Jason was participant last year, they've invited us to participate again this year
 - Consideration to having a Social Justice Subcommittee member replace Jason. Justin to research
- Activation & Accountability Leadership Team (AALT)
 - TBD
- Public Safety Liasion Committee (PSLC)

AP Survey Update

- Link will be distributed to AP staff this week.
- Raw quantitative results will be available in October, not auditing this year
- Qualitative results will be de-identified and sent out to subcommittees a bit later

Old Business

- AP Handbook
 - Table for now and reconsider after Workday Journeys is Launched
- Bylaw changes for Awards Subcommittee
 - Changes will allow committee members to receive nominations and awards through a recusal process

New Business

- September Newsletter
- VP of People, Culture and Equity Search
 - Consider opportunities for AP Committee to interface and collaborate with this new role
- Reach Higher Collaborative Leadership Network
 - Justin and Jason are attending within their roles on AP Executive Committee
- Listening group with Employee Ombuds on topic of Adjunct Aps
- Community & Communication Working Group
 - Dan Vainner, Eric Bellmore, Johanna Swanson, Myesha Gholston, John Dean, Jason



- Resource Fair: September 27th from 10:00 am – 11:00 am
- September 18th meeting scheduled with Provost Drake
- Next Meeting with Provost Drake September 18th, 11-noon