



APA Executive Board Meeting Minutes
Tuesday, December 12, 2023
2:00 to 3:30 p.m. Webex

Roll Call:

Present: David Birkam, Jennifer Clements, Bonnie Gabriel, Ron Dillard, Valaree Kyser, Tracey Lawie, Michelle Loedeman, Doug Mathews, William McQuitty, Karlee Pirrotta, Janice Quakenbush, Malia Roberts, Sara Volmering, Elena Wood, Jhauncy Woodruff,

Absent: Laura Ciccantell, Phillip Koch, Joran Olson, Ariel Palau, Anthony Perez, Bonnie Pfungst, Eleonora Philopoulous

Land acknowledgement statement: “We would like to recognize Western Michigan University is located on lands historically occupied by Ojibwe, Odawa, and Bodewadmi nations. Please take a moment to acknowledge and honor this ancestral land of the Three Fires Confederacy, the sacred lands of all indigenous peoples and their continued presence.”

- I. Approval of Agenda
- II. Critical Procedures
 - a. Treasurer’s Report – Jennifer Clements
 - i. \$8147.34 starting balance
 - ii. New memberships and reception bill from Miller for APA reception leaves a new balance of \$8129.38
 - iii. Report approved
- III. Special Announcement – From our work with Sara Nelson
 - a. “I’m pleased to inform you of a new initiative to celebrate the achievements of staff, faculty, and their dependents based on feedback and insights from this group.”
 - b. As of Graduation this Saturday, all faculty and staff (and their dependents) will receive the following special acknowledgments of their accomplishments:
 - i. A special cord to be worn with their regalia at Graduation
 - ii. The special WMU recognition cords will also be mentioned by President Montgomery in his remarks at the ceremony and included in the program
 - iii. A congratulatory email from the Provost
 - iv. A small specialized gift and lunch celebration with the Provost and members of his team (for WMU faculty/staff only)
- IV. Strategic Planning – all goals have been saved in Teams as working documents and can be accessed there.

- a. Discussion of Goal 1: Presented by Malia and Jennifer
- b. Discussion of Goal 2: Presented by William
- c. Discussion of Goal 3: Presented by Sarah and Tracey
 - i. Objectives under each goal were discussed with time for questions and comments
 - ii. Priority/SWOT alignment/Complexity/Resources/Maintenance/Timeline were all established for each objective
 - iii. Changes were made as discussed and needed and tabled until January's meeting where the Executive board will plan to finalize all.
 - iv. If you are interested in the specifics at this time, please reach out to William McQuitty at william.m.mcquitty@wmich.edu
 - v. William will present an action plan at the January executive board meeting, after which it will be brought forward for membership discussion.

V. Officers' Reports

- a. President
 - i. Opened discussion about when Executive Board meets since we have seen a decline in attendance since moving to 2pm from a lunch hour time. Tabled until January meeting.
 - ii. Connections with LatinX Employee Association
 - 1. Leader: Erasmo J. Salinas
 - 2. The LEA's main mission is to represent LatinX faculty and staff while advocating for LatinX student recruitment and enrollment
 - 3. LatinX student population is growing and they are very engaged.
 - 4. Making sure university leadership is consulting them on new hires.
 - 5. How have cuts to recourses impacted your community?
 - a. Diana Hernandez helped them secure a CAMP Grant, but they just lost it. It provided academic support for migrant students. President Montgomery has stepped in with short-term funding, but a solution is needed.
 - i. 4-year housing support for CAMP students was also taken way
 - iii. Meeting with Senior Administrators
 - 1. Kahler Schuemann, Molli Herth, Jeff Breneman, & Keith Hahn
 - a. Kahler Schuemann – Fiduciary and operational leadership
 - i. Common Interactions: Platform parties; special initiatives like the engagement survey.
 - ii. Greatest Win: Excited where the university is at with an aligned board and executive team
 - iii. Priorities: Figuring out how to involve staff in shared governance. Onboarding up to two trustee openings.
 - 2. Molli Herth – Deputy Chief of Staff
 - a. Common Interactions: Very new. Has been setting up listening tours
 - b. Greatest Win: Getting to know more about everyone.

- c. Priorities: Create a data dashboard for the BOT; Identify ways to disseminate information.
- 3. Jeff Breneman – Government Relations
 - a. Common Interactions: Bronco Advocacy Newsletter. WeTalk. Day at the Capital (every two years)
 - b. Greatest Win: Receiving money back from the State from MEPSR pensions. Got the state to pay off 90% of liabilities with their surplus fund. Childhood Trauma Assessment Center contract back on track.
 - c. Priorities: More partnerships with city and community government. It's going to be a volatile election year. Continue WeTalk and the Heterodox Academy
- 4. Keith Hahn – General Counsel
 - a. Common Interactions: Mediation, but hasn't worked with Ombuds or CEDRS; otherwise work brings him in contact with people all over the university.
 - i. Ombuds and IE are part of the Investigative wing, vs the legal team which represents Western
 - b. Greatest Win: Being able to have a legal beer at a football game. Work 53 years in the making. One of the final steps involved tracking down a missing deed. A huge team effort.
 - c. Priorities: Chair of the policy committee, finish updating the policy on policies (We need to find the committee members on our own).
- 5. Staff
 - a. Communication
 - b. WMU is Constitutionally Autonomous, s the city can't tell us what to do
 - c. Student loan forgiveness: Jeff – a deadlocked idea in congress. Need to pivot toward reducing the costs of education through greater government investment
 - d. Full democratic legislature: Jeff – Favors K – 12, who also have much stronger/unified lobbying group
 - e. New staff building – state funds can only be used to pay for instructional facilities, not office buildings
- b. Vice President – Nothing to report
- c. Corresponding Secretary – Nothing to report
- d. Recording Secretary – Nothing to report

VI. Committee Reports

- a. Membership – Nothing to report
- b. Nominations and Elections – Nothing to report
- c. Awards and Recognition – Nothing to Report
- d. University Committees
 - i. CEDRS
 - 1. Quarterly Report: September – November



2. 3 cases this quarter for allegations of a hostile work environment resulting in 10 meetings, one case still ongoing, 2 where respondent declined mediation

VII. Announcements

- a. The President's holiday party will be held on Thursday December 14th from 1 – 3 in the Student Center Ballroom,
- b. WeTalk Series is holding a guest speaker event on February 26th at 5:00pm in the Student Center Ballroom with Jonathan Haidt
 - i. Sign up for the Bronco Advocacy Network to receive updates from Government Relations <https://wmich.edu/government/advocacy>
- c. Enjoy Holiday Recess from Friday the 22nd through January 2nd
- d. Request of Members: Please reach out to us with any questions you would like us to ask of Dr. Candy McCorkle, VP for Diversity and Inclusion or Dr. Diane Anderson, VP for Student Affairs
- e. Request of Members: Please reach out to us about what university committees you are serving on so we can begin to collect that information.
 - i. So far we've collected Western Wellness; CEDRS; University Master Plan; Lactation; Make A Difference Award; COLT Governance Committee; University Cultural Events; Space Allocation Committee and Policy
- f. Miller Auditorium is collecting for the Campus Essential Needs through 12/20. If you wish to donate please drop off in the lobby.

VIII. Upcoming Meetings

- a. Tuesday, January 9, 2 to 3:30 p.m.: Executive Board meeting (Webex)
- b. Friday, January 12, noon to 1:00 p.m.: APA+PSSO Officer meeting with Diane Anderson & Dr. Candy McCorkle (In-person, Waldo Library, Room 3027).
- c. Monday, February 5, noon to 1:00 p.m.: APA+PSSO Officer meeting with Julian Vasquez Heilig; Chis Cheatham; Sara Nelson; and Cristobal Rodriguez (In-person, Waldo Library, Room 3027).
- d. Tuesday, February 13, 2 to 3:30 p.m.: Executive Board meeting In-Person

IX. Adjournment – Meeting ended at 3:30pm

Respectfully submitted by Tracey Lawie, Recording Secretary