

APA Executive Board Meeting

Wednesday, September 14, 2022

11:30 a.m. to 1 p.m.

PRESENT: William McQuitty, Douglas Mathews, Jackie Michels, Malia Roberts, Jennifer Clements, Teri Schrimpf, Eleonora Philopoulos, Sara Volmering, Laura Ciccantell, Phillip Koch, Janice Quakenbush, Michelle Loedeman, Elena Wood, Valaree Kyser

ABSENT: Val Horwath, Ariel Palau, Erica Martinez, Jordan Olson, Jhauncey Jacobs

Land Acknowledgement Statement (read by the President): “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:** William McQuitty, President, called the meeting to order at 11:35am. The agenda (attached to the meeting invite) was approved.
- II. **Special Guest:** Dan Bartholomae, Director of Athletics: Dan will be the guest at the October meeting.
- III. **Officers’ Reports**
 - a. President
 - i. Aon Hewitt
 1. William supplied a Staff Compensation System update.
 - a. APA members are encouraged to attend one of the town hall sessions on September 27.
 - b. Think about documenting *your* current position, as this is a future step in the process.
 - ii. Meeting with President Montgomery
 1. Announcement that starting this Fall, employees who graduate with a degree from WMU will receive recognition.
 - iii. Meeting with Jan and Warren
 1. Report from Human Resources
 - a. Performance Evaluation Project
 - i. Performance Evaluation Project: HR is working to acquire a vendor partner for a new evaluation. Plans include using last year’s Leadership Development Team to do the analysis for vendor, which will include merit. Training is the

lion's share of the work: how to use the new system and how to do performance evaluations (standards to be created). The goal is an equitable and fair process within units/division.

1. Software acquisition 2022-23 fiscal year (6 viable vendors in a preliminary search). Pilot training '23-'24. Implementation '24-'25
 2. Mandatory for managers to participate, with expectations, outcomes and consequences.
 3. Committed to funding the tool and base cost maintenance.
- b. Upgrading HR's electronic system
2. Report from Business and Finance
- a. Physical Campus:
 - i. Expansion of Gender-Neutral Restrooms
 - ii. Ongoing projects: Dunbar Hall, Student Center, South Campus parking structure and pathways are all in progress.
 - iii. Bernhard Center will stay open until Student Center opens.
 - iv. Henry Hall may continue as a Residence Hall (very much up in the air)
 - b. Central Campus: Flag poles are not coming back as of now. Lights and furniture still coming. A rename is pending (Possibly: The W Plaza). More owned by all students, not just international students.
 - c. Stadium Drive: Western has asked for tall canopy trees (trimming, streamlining back) for pedestrian visibility, but it is up to the city.
3. Staff Recruitment Challenges
- a. HR is short staffed, which is bottlenecking some recruitment efforts, but it cannot be blamed for recruitment challenges.
 - b. Hiring agents and groups/departments are more necessary than ever.
 - c. Having challenges with some professions on compensation. Working with them to adjust hiring points, based on budgets, and evaluating situations of salary compression.
 - d. Training for managers on how to hire? No, very situational and transactional. – trying to figure out what to do, compensation. Have people rethink how they're doing it.
 - e. Michigan Publics: All experiencing this, we're doing better than others. Some don't have compensation systems

b. Vice President – Eleonora – NO REPORT

c. Treasurer – Jennifer – The most recent Treasurer's report was reviewed and approved. See the TEAMS files for a copy.

d. Corresponding Secretary – VACANT – NO REPORT

- e. Recording Secretary – Jackie – NO REPORT

IV. **Committee Reports**

- a. Membership - Sara
 - i. Revel & Roll event went well. Changes for next time: schedule it earlier in the summer.
 - ii. Announcements to include during the General Membership Meeting: (1) requests for volunteers to join an APA committee; (2) next social gathering will be in early December. Stay tuned for more details!
- b. Nominations and Elections – Malia
 - i. Anyone interested in becoming Corresponding Secretary can reach out to Malia.
- c. Awards and Recognition – NO REPORT

V. **Old Business**

- a. APA Strategic Planning – William
 - i. Delayed through September to avoid increased workloads during the busiest time of the Fall term.

VI. **Announcements**

- a. The First Home Football game is this Saturday. Athletics is moving student tailgating to the center of campus, in the parking lot behind Read Fieldhouse.
- b. Historic WMU Walk (tour) by Lynn Houghton on October 11 – meet at The Oaklands
- c. Grad College Welcome Back events held Sept. 12-15

VII. **Upcoming Meetings**

- a. Tuesday, September 27th. APA General Membership Meeting 12:00-1:00 p.m. (virtual)
- b. Wednesday, October 12, 2022 Executive Board 11:30 – 1:00 p.m.
- c. Wednesday, November 9, 2022 Executive Board 11:30 – 1:00 p.m.

VIII. **ADJOURNMENT**

The meeting was adjourned at 12:10 pm.

Respectfully Submitted,
Jackie Michels, Recording Secretary