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 Schrimpfl, 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.

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