



**APA Executive Board Meeting**  
**Wednesday, October 12, 2022**  
**11:30 a.m. to 1 p.m.**  
**Hybrid/WebEx Meeting**  
**Agenda**

**ROLL-CALL:**

Present: William McQuitty, Douglas Mathews, Jackie Michels, Jennifer Clements, Malia Roberts, Eleonora Philopoulos, Sara Volmering, Laura Ciccantell, Ariel Palau, Janice Quakenbush, Jordan Olson, Tracy Lawie, Jhauncey Jacobs, Tracey Lawie

Absent: Elena Wood, Teri Schrimpf, Michelle Loedeman, Phillip Koch, Valaree Kyser, Erica Martinez

Guests: Dan Bartholomae, Athletic Director

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**

Call to Order and Agenda: William McQuitty, President, called the meeting to order at 11:34 am. The agenda was approved.

William welcomed and introduced Tracey Lawie, the newest Executive Board member.

**II. Special Guest: Dan Bartholomae**

Dan introduced himself, shared some background, and outlined his plans for making Athletics an integral part of WMU. The Athletics Strategic Plan will be unveiled in early November, after a multi-stage process of assessment and development of goals. The focus will be on serving athletes, fans and alumni, and staff and coaches within Athletics in a spirit of collaboration, transparency, and clearly defined vision. The BRONCOS REIGN Plan itself has six goals incorporating DEI, community, resources, winners, facilities, and empowerment.

Dan welcomes APA involvement and suggests that members could support Athletics through attendance at athletic events, volunteering to help (“how can your area make a difference and support Athletics?”) and including Athletics (including Buster visits) through other community connections.

**III. Officers’ Reports**

- a. President – William – no report
- b. Vice President – Eleonora – no report
- c. Treasurer – Jennifer – no financial activity in the last month
- d. Corresponding Secretary – Elena – not in attendance, no report
- e. Recording Secretary – Jackie – no report

IV. Committee Reports

a. Membership – Sara

- i. The committee is working on cleaning up the membership list.
- ii. APA will have a table at the Benefits/Wellness Expo on 11/10/22 9a-3:30p
  1. Sara requested \$50 from our funds to fill a raffle basket to encourage potential members to stop by the table.
- iii. Holiday Gathering/Meet-up plans are in the works, for a date in early December.
  1. This will be like last year's event at One Well, and possibly at the same venue. More details to come.

b. Nominations and Elections – Malia

- i. Elena Wood has agreed to fill the empty Corresponding Secretary position.
- ii. There is a vacancy for one additional member from Academic Affairs. Contact Malia if you know someone who is interested.

c. Awards and Recognition – no report

V. Old Business

a. AON Listening Sessions and SCS Compensation Process (JCT Reviews & Updates) – William

- i. Members were encouraged to review, update and submit their JCTs
- ii. REMEMBER: Increased compensation is not a given outcome of this process.
- iii. Comments made by various board members included:
  1. Many are concerned with the short turnaround for this stage of the process.
  2. It remains to be seen as to the goal of this project. Is it to address/solve recruitment and retention of employees on campus?
  3. Are job comparisons being made against jobs at other higher-education entities, or against jobs in other sectors?

VI. New Business

a. Future of Hybrid, In-person, or Virtual E-Board meetings – William

William suggested the following plan for meetings moving forward, which was positively received and supported by the members attending this meeting.

- i. In-person Board meetings – 3x per year – October, February, June
- ii. Virtual Board meetings – 9x per year
- iii. Hybrid option available as a fallback for all meetings (emergencies, etc.)

b. Next steps for Employee Engagement – William

William reminded everyone of the three upcoming sessions, and encouraged attendance, and sharing information back to our various areas of representation. William also noted that he is personally encouraged by the progress that has been made thus far.

- i. Monday, Oct. 24, 10-11:15 a.m. in the Bernhard Center North Ballroom
- ii. Tuesday, Oct. 25, 7-8:30 a.m. in the Bernhard Center rooms 208-210
- iii. Tuesday, Nov. 1, 3-4:15 p.m. in the Bernhard Center North Ballroom



VII. Announcements

- a. Miller is offering some great packages – get out and see a show at Miller!
- b. Homecoming is upon us – Broncos Reign!
- c. Registration for the Turkey Trot is open (event is 11/19/22 – the Saturday before Thanksgiving) – sign-up, get a team together, come out and cheer the runners on this run through our (hilly) campus.

VIII. Upcoming Meetings

- a. Thursday, November 3, 2022 Officers w/Jan Van Der Kley & Warren Hills Noon - 1:30pm
  - i. This agenda will include asking about how the AON initiative influences/d employee morale, as measured on the Engagement Survey.
- b. Wednesday, November 9, 2022 Executive Board 11:30-1:00 p.m.
- c. Wednesday, December 14, 2022 Executive Board 11:30-1:00 p.m.

IX. Adjournment – The meeting was adjourned at 1:02pm.