

APA Executive Board Meeting Minutes
Wednesday, February 9, 2021
WebEx Meeting

ROLL CALL:

Present: William McQuitty, Brianna Galli, Douglas Mathews, Elena Wood, Jackie Michels, Jennifer Klauth, Nathan Nguyen, Val Horwath, Alice Molvern, Bonnie Pfingst, Eleonora Philopoulos, Jennifer Clements, Laura Ciccantell, Malia Roberts, Julia Primavera Kuntz, Stephanie Radant, Sara Volmering, Michelle Loedeman

Absent: Teri Schrimpf, Amy Seth

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.”

Call to Order and Agenda: William McQuitty, President, called the meeting to order at **11:35 am**. The agenda was approved.

OFFICERS’ REPORT:

President: We had a discussion regarding the email about Provost Bott stepping down from her position. Many seemed shocked and saddened by the news.

RIF Committee Updates: The listening sessions with APA and PSSO staff have been completed. Segal’s next steps are to complete a peer comparison study by the end of February. William reported that there were several themes over the listening sessions, which included: difficulties with returning to work, loss of historical knowledge, loss of benefits/retirement vesting, bad communication, inconsistent application across the institution, constantly living in fear, supervisors with limited knowledge, lack of compassion and mental health. The changes people are interested in seeing include: focus on performance versus seniority, consistency, restoration of benefits, staff retirement incentives.

Employee Engagement Survey: The employee engagement survey will launch Feb 21st and be open through March 7th. President Montgomery would like the employee engagement surveys to happen regularly. Once the survey is complete Modern Think, the vendor we are working with, will prepare the data in aggregate form and report back to the university. As in year’s past, there will be approximately 50 questions. Modern Think has added more staff well-being questions into the survey post-pandemic. Last survey results: <https://wmich.edu/employee-engagement>. Please encourage people to complete the survey and give honest feedback.

Vice President: Nathan has encouraged us to attend the themed listening sessions for the strategic plan. Registration Link: <https://wmich.edu/strategic/listening>. Currently scheduled listening sessions are listed below.

Diversity, Equity and Inclusion: February 10, 3-4, virtual

Diversity, Equity and Inclusion: February 11, 2-3, in person: 1920 Sangren Hall

Community Building: February 15, 9-10:30, in person: Location TBD

Community Building: February 17, 1-2:30, virtual

Internationalization: February 18, 12-1:30, virtual

Internationalization: March 2, 3:30-5, virtual

Community Building: March 9, 8:30-10, in person: WMU Grand Rapids

Community Building: March 10, 1-2:30, virtual

Treasurer: Jackie Michels reported. Beginning balance for January was \$9,065.49. Two new members joined in January (revenue-\$24) and no expenses. Final balance for January is \$9,089.49. The report was posted to the Teams Channel. The January 31, 2022 financial report was approved.

Corresponding Secretary: Nothing to report from Jennifer Clements.

Recording Secretary: Stephanie Radant will post a draft of the minutes in Teams. Please make corrections to the minutes. The final version will then be posted in Teams and approval is needed. Then they will be sent out to apa-all email distribution list.

SPECIAL GUEST: Dr. Christopher Cheatham:

We started the discussion with Dr. Cheatham acknowledging the difficult and interesting transitions we will face over the next year or so. In the next 30-45 days an interim provost will be selected from The Registry. The individual will serve in the role as Provost until the national search is completed and someone is selected. The national search will begin in fall 2022. During this time of transition, we will continue to move forward with the strategic plan process and taking steps forward as a university.

What are ways we can provide access or support to the provost? Communication is important. Issues can only be addressed if they are known. People deserve an explanation. We need to continue to work together and expand past our unique areas.

Are we providing roadblocks to success? We are all doing more with less and need to be sure we are giving each other grace and offering flexibility. ~~Things will not always fit the framework.~~

What is one thing we can do to support your mission? Enrollment yield; even if you don't work directly with students, you are able to assist in attracting students to campus. Offer a positive campus environment and get involved. Acknowledge prospective families and get to know them. Everything we do on this campus helps students decide if they are going to come to WMU or not. The trends in enrollment are tracking with what is expected given demographic shifts.

How do we develop more reciprocal/collaborative relationships? How do we move in this direction?

Communication is the key. By nature, humans are reactionary. We need to be sure that we have standing conversations between all groups of individuals to continue to move forward.

There is currently a search for the VP of enrollment management, how is that going? We have a robust number of applicants and plan to start reviewing them soon. We are hoping to bring candidates to campus around the beginning of March.

COMMITTEE REPORTS:

Membership: Sara posted the membership report in Teams. The membership committee is trying to figure out the February 23rd general membership meeting with the changes in the Provost Office.

Tentatively Kristen Devries will be presenting at our May meeting.

Nominations and Elections: Malia reported that she will be reaching out to individuals about being on the ballot as an officer or executive board member.

Awards and Recognition: Michelle reported that we need to finalize plans for the award luncheon by February 21, 2022. Currently, the luncheon is scheduled for April 21, 2022. Michelle will join Sara at the membership meeting on February 10, 2022 to discuss further.

OLD BUSINESS:

- a) "Friends of APA" membership tier will be discussed at a future Exec board meeting.

NEW BUSINESS:

- a) Moving e-board meetings will be discussed at a future Exec board meeting.
- b) April Award Luncheon was discussed as part of the awards and recognition committee report above.

ANNOUNCEMENTS:

Giving Day: Giving day has moved from fall to spring. There will be a roadshow with a kickoff event. Doug has been trying to reach individuals and could use help ensuring everyone is contacted and involved. If you know someone who has typically been involved, please ask them to reach out to Doug Mathews or Melissa Beck.

UPCOMING MEETINGS:

- a) Wednesday, February 23, 2022 APA General Meeting 12:00 a.m. – 1:00 p.m.
- b) Wednesday, March 9, 2022 Executive Board 11:30 am – 1:00 p.m.
- c) Wednesday, April 13, 2022 Executive Board 11:30 am – 1:00 p.m.

ADJOURNMENT: The meeting was adjourned at **1:06 pm.**

Respectfully Submitted,

Stephanie Radant
Recording Secretary