

APA Executive Board Meeting
Wednesday, December 14, 2022
11:30 a.m. to 1 p.m.
Virtual Meeting

ROLL CALL:

Present: William McQuitty, Ariel Palau, Doug Matthews, Elena Wood, Eleonora Philopoulos, Janice Quakenbush, Jennifer Clements, Jordan Olson, Malia Roberts, Phillip Koch, Tracey Lawie, Teri Schrimpf, Ron Dillard

Absent: Sara Volmering, Michelle Loedeman, Laura Ciccantell, Jhauncey Jacobs, Valaree Kyser, Erica Martinez

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. Call to Order and Approval of Agenda – William
William McQuitty, President, called the meeting to order at 11:31 am and the Land Acknowledgement Statement was read. The agenda was approved, with one change (update on the Strategic Planning Listening Sessions to be scheduled).
- II. Welcome New Board Member – Ronald Dillard from Merze Tate College (working with Alpha Program, Reclaim the W, Foundation Scholars), PhD student graduating in April
 - All other board members introduced themselves to acquaint Ron with this team.
- III. Officers’ Reports
 - a. President – William
 - i. Topics from the Jan and Warren Meeting on November 10, 2022
 - 1. Staff Compensation and Market Calibration – There was an 80-90% submission rate of JCTs. While many additional duties are included in the latest JCTs, it is still up for consideration by AON whether this will result in additional compensation. February market pay data will be used so the comparisons will be interesting.
 - 2. Benefits Open Enrollment – Only minor changes were noted for 2023. The outside consultant who was engaged studied the prescription plan, and noted that costs were reduced by greater use of generics in 2022. This was helpful for the University’s overall costs for benefits.
 - 3. Recruitment Challenges – Many open positions remain, but it seems that one consistent challenge is WMU is not offering enough money compared to elsewhere. HR is also running the Leadership Seminars, 25 Year Club Event and rolling out a new Performance Tool in May. They are

also participating in the study by (consultant) McKinsey's Higher Ed division to review HR and Procurement.

4. Recent takeover of Michigan Legislature by Democrats – Traditionally, Democratically-led Legislatures have more impact on K-12 education, so funding for Higher Ed remains to be seen.
 5. Capital Outlay (Dunbar) is in full swing and under construction now.
 6. First Year Student enrollment is up this fall.
 7. Henry Hall will be reopening to address needed residence spaces for the larger freshman class. Plans are to have it stay open at least five years.
 8. Feedback from Employee Engagement Results Sessions – Approx. 200 participated. Upper leadership sat in the room and at tables; while positive, not all participants felt comfortable raising concerns and making comments. Leadership weighed this against the impression that they were not engaged enough, and decided to stay. Goal was to understand WMU's purpose and how employees fit with this purpose. Ongoing sessions and communications will focus on more employee/leadership engagement.
 - a. THINK BIG – This was not intended to be a long-term project, but a way to gain knowledge and make changes in the short-term.
 - b. William is part of a team that is reviewing the specific qualitative data from the survey. This team includes MarCom, Student Affairs, Faculty, and AFSCME, to name a few. They are looking for patterns and topics to address and share with the Senior Leadership team, and hopefully, lead to more transparency down to other levels of the organization.
 - c. Further discussion was held regarding who is a Senior Leader, and how direction and goals are communicated down to other leadership levels from that Senior level.
- b. Vice President – Eleonora – NO REPORT
- c. Treasurer – Jennifer –
- i. Updated files are in TEAMS, with no expenditures in November.
 - ii. Balance is \$8706.28 and the Treasurer's report was approved.
- d. Corresponding Secretary – Elena – Updated meeting invites have been sent.
- e. Recording Secretary – Jackie – Check the minutes and approve.

IV. Committee Reports

- a. Membership – Sara (given by Malia in Sara’s absence)
 - i. Membership List – Reviewing names and cleaning it up, to send invites for new complementary memberships.
 - ii. New Member Mixers – A plan to meet the new members in the new year (January in Bernhard Center, March in Walwood) in a Meet&Greet style. A small budget (\$250) was requested for both events, and approved. Tracey suggested doing this as part of a Miller Auditorium show/event. Malia will take this idea (that was well-received) back to the committee for further incorporation.
 - iii. Holiday Gathering at One Well – Successful, with about 20-30 attendees, and a limited spend.
- b. Nominations and Elections – Malia – NO REPORT
- c. Awards and Recognition – Michelle – NO REPORT, not in attendance
 - i. William will be discussing the upcoming scholarships with Michelle in January.

V. Old Business

- a. Strategic Planning - William
 - i. Initial sessions have been held, and William shared notes on the four phases; currently in Phase 1.
 - ii. William shared drafts of updated Mission Statement options. There was discussion about the options, with shorter versions being preferred over longer ones. Most people seemed comfortable with the drafted Vision Statement.

VI. New Business

- a. Strategic Planning Listening Sessions – Goal is to review the drafted statements and get feedback from the General Membership. Tentatively looking at the week of January 23-27, 2023.
- b. Shifting January Executive Board meeting – Currently scheduled for January 11, 2023 but this is the same day as the SRC New Year, New You events. Motion was made and approved to move to this to Tuesday, January 10, 2023.
 - i. Jordan shared some additional info and details on what activities are included in this event. Much interest was shown regarding Pickleball, and a possible APA Pickleball tourney was suggested.
- c. New Provost – William will invite him to attend a future APA meeting.

VII. Announcements

- a. Fall Commencement is this Saturday, December 17, 2022.

VIII. Upcoming Meetings

- a. Thursday, January 5, 2023 Officers w/Jan Van Der Kley & Warren Hills Noon - 1:30pm
- b. **Wednesday, January 10, 2023** Executive Board 11:30-1:00 p.m. Virtual – **note date change**
- c. Wednesday, February 8, 2023 Executive Board 11:13-1:00 p.m. Hybrid 3021 Ellsworth



d. Wednesday, February 23, 2023 General APA Meeting Noon-1:00 p.m.

IX. Adjournment – The meeting was adjourned at 12:38 pm.