AP Executive Committee
Meeting Agenda
June 16, 2026

Name	Group	Expiration Term
Kyle Barnhart	Advancement, Omni	2027
~~Cassonya Carter~~	~~CHS, KCON~~	~~2027~~
Melanie Rabine-Johnson	CECI, PCE, CoC	2028
Susan Mendoza	Academic Affairs Student Support Units	2026
Jaime Guizor	PEC, Central Admin	2027
Vacant	BCOIS, CLAS	2026
Justin Melick	Information Technology	2027
Justin Wickenheiser	University Relations	2028
~~Bri Slager~~	~~Student Affairs~~	~~2028~~
Heather Taylor	Finance & Administration	2027
Fran Golden	Enrollment Development	2028
Jen Torreano	SCB/University Libraries	2027
Ex-Officio		
~~Mary Albrecht~~	~~Provost Office Liaison~~	
Chris Grooms	Human Resources Liaison	
2026-27 Subcommittee Chairs (optional)		
Anna Davis	Social Justice Subcommittee Chair	
~~Jessica Fillmore~~	~~Awards Subcommittee Chair~~	
Katie Perschbacher	Salary & Benefits Subcommittee Representative	
Paul Cullen	Professional Development Subcommittee Chair	

Welcome

- Susan Mendoza - Academic Affairs Support Units
- Jessica Fillmore - Awards Subcommittee Chair
- Chris Grooms - Human Resources Liaison
- Introductions

Executive Committee Member Employee Group Change (Voting Item)

- Melanie Rabine-Johnson, currently representing CECI, PCE, CoC, will be transitioning to a new role at the university in July in a different AP employee group.
- When an Executive Committee member changes roles to a new group mid-term, the Executive Committee may vote to allow the member to continue representing their previous group through the end of their term. (Bylaws, Article II, Section 2.B.2.)
    - Jaime moved to allow Melanie to remain the representative, per the Bylaws. Second: Fran. Pass

Nomination and Election of Vice Chair & Secretary (Voting Item)

- Statements of Interest
- Nomination and Vote for Vice Chair (Justin W)
    - Justin M moved, Melanie 2nd. Pass
- Nomination and Vote for Secretary (Melanie R-J)
    - Heather T moved. Justin 2nd, Pass

Subcommittee Appointments (Voting Item)

- List of nominees and statements of interest
- Vote to appoint subcommittee members
    - Melanie Moved, Justin 2nd, Pass
- Remaining open role: one seat on Social Justice (any area except Student Affairs and Advancement/Omni)

Other Roles to be Assigned

- Website: Justin W
- Newsletter:
    - Coordinating with the various subcommittees, chair & vice chair to determine content accuracy, and reflects the monthly needs of the AP community.
    - Work in EMA to send the newsletter regularly to the entire group. Coordinate with IT, HR, etc on messaging. Monthly allows event promotion.
    - Bri might have interest.
- University Academic Senate (UAS): Jaime, Susan as backup
- Activation and Accountability Leadership Team (AALT): Anna Davis
- Public Safety Liaison Committee (PSLC): Heather Taylor

Salary & Benefits Subcommittee Expansion

- Revisiting the Executive Committee's proposal from March 26 to create a pilot task force focused on Benefits as a trial run of splitting the Salary and Benefits Subcommittee into two committees. Feedback from Salary and Benefits is that they would prefer a small expansion of the subcommittee vs. having two separate committees.
- Next steps: if there is general agreement on expanding the subcommittee, we will work out proposed bylaws language to expand the size of the committee and expand the group representation. This would then come to the Executive Committee for a vote, and then to the whole AP Committee for a vote to amend the bylaws.
    - Committee feedback on proposal:
        - The committee believes that the work is intertwined, and they're not promoting a separation of salary & benefits.
        - Plan: one committee with a subgroup focused on benefits and another focused on salary. Meeting monthly as the larger group, with breakout meetings as needed. This is the process currently used for memos
        - There are 12 people on the Salary & Benefits waiting list, so there is capacity available.

        - Proposed bylaw wording of up to 18 members (focusing on “up to” language).

Subcommittee Updates

- Salary and Benefits - Katie:
    - Currently working on a memo.
    - Taking the learning from the last one, trying to streamline, taking feedback on how we can engage with stakeholders.
    - Focus on appendices, strong executive summary.
- Professional Development - Paul:
    - Planning 3rd annual off-site.
    - Training vice chair to take over Chair.
    - Possibly have Ben Walsh explain the survey (design & data usage) as the first/September PD session over Zoom.
- Social Justice - Anna:
    - Focusing on supporting other subcommittees. 1. AP Awards and 2. Events: Teach-In, MLK, Juneteenth, etc.
    - Launching a hybrid virtual/in-person book club (run through Blackboard)
- Awards - Jessica
    - n/a

Old Business

- People, Equity, Culture Value Proposition work:
    - This work continues, recent strategic planning sessions.
    - Natalie Trent reached out to determine if anyone wanted to participate in this.
- Survey Overhaul:
    - Working with Ben Walsh from Management (specializes in Workplace/Hostile Climate). The survey will provide the opportunity for comparison to other institutions (national measures). The survey will take 15 – 20 minutes to complete.
    - Discussed incentives (for every survey completed, a donation to Replenish).
    - Implementation happening in September.
    - Recognize that it’s being designed by a faculty member, it will go through full IRB.
    - The goal is to be as transparent as possible.
    - Demographic data no deeper than Division – encourage safety & trust.
    - Areas looking at:
        - Career Satisfaction/Meaning
        - Commitment
        - Social Inclusion
        - Turnover
        - Job Insecurity
        - Mistreatment Reporting
        - Pay Satisfaction
        - Workload

        - Supervision climate
        - Coworker Trust
        - Job & Gender workgroups
        - AP Executive Committee (trust & informational justice)
        - Priority Sorting
- Wellness Summit:
    - July 29th PEC is planning a wellness summit for the end of July.

Planning for 26-27

- Open Executive Committee Position - CLAS/BCOIS representative:
    - Seat is still vacant.
- Executive Committee Meetings
    - Continue with twice monthly for 90 minutes, occasionally downtown as long as it remains early
    - Senior leader visits or other guests
        - meet with more of the VP's to get updates on changes
        - meeting about Workday Student
        - meeting with student senators, and AVP or Dean levels to discuss changes
- Key Events
    - AP Awards - April
    - AP Social - Spring (May)
    - AP Forum - Spring (May)
    - Elections - late May / early June
    - All AP Meeting with President Mantella - December
    - Survey
- AP Committee Retreat: Tentative week of July 27th, but not the 29th
    - Executive Committee focus/priorities
    - Subcommittee charges
    - Retreat topics and format suggestions
        - Onboarding component
        - Collaborative time with subcommittees rather than open time at the end