



**AP Committee Meeting Agenda**  
**Thursday, April 9, 9a-10:30a**  
**JHZ 2012**

Name	Group	Expiration Term
Kyle Barnhart	Central Admin/Development/I&E	2027
Cassonya Carter	CHS, KCON	2027
Melanie Rabine-Johnson	CECI, PCE, CoC	2028
Myesha Gholston	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 & Admin	2027
Fran Golden	Enrollment Development	2028
Jen Torreano	SCB/Library	2027
<b>Ex-Officio</b>		
Mary Albrecht	Provost Office Liaison	
Tara Bivens	HR Liaison	
<b>2025-26 Sub-Committee Chairs (optional)</b>		
Anna Davis	Social Justice Sub-Committee Chair	
Kelley Senkowski	Awards Sub-Committee Chair	
Jon Dean	Salary & Benefits Sub-Committee Chair	
Paul Cullen	Professional Development Sub-Committee Chair	
<b>Guests</b>		
Natalie Trent Kerry Banish		

- Discussion with Natalie Trent
  - Regarding changes to AP hiring practices
    - Reviewed slides – overview of hiring process and ways we can improve, use best practices
    - Scope was limited to AP hiring, pilot process didn’t include faculty lines
    - Goals slide - highlighted candidate experience as a meaningful focus
    - Note: Skills Based Hiring is language defined by the Higher Reach (external) team, but doesn’t reflect the industry standard definition of the term
    - Question: how much AI do you now, or do we plan to use? [We’re not using AI, we did use a Skills Based test.](#)

- Question: can you vet the tool & orientation through GC?
  - Question: how are the assessments deemed from a social/cultural standpoint and how are you using the assessment as opposed to meeting a person. Within the pilot it was a screening tool, we're moving away from that process. Now it's going to be an additional piece of feedback that aligns with the interview, etc. They'll be using High Match
  - Question: are the assessments being used to determine top 10 recommendation? They were in the pilot, but they won't be in the future moving process – we're pushing that back in the cadence.
  - Question: is the assessment mandatory? No, only if the hiring manager is electing into the use (typically as a tool to help inform a decision at the end of the process, after the interviews, etc)
  - Question: have you worked with OGC on the posting?
  - Question: how are you going to ensure that the committee process is fair and equitable? Talent Acquisition team is doing an initial review, all the way up to Top 10 Recommendation. No opportunity for pre-research.
  - Question: When does interview training start? May. There will be a self-led component and in-person training
  - Question: Will there still be a requirement that "someone" on the search committee sits outside of the department? No, the talent acquisition team will provide the perspective. And, they'll coach the chair on how to create the search committee.
  - Question: Will HR be tracking compliance with the training? Yes.
  - Question: Is there a concern that the training will slow down the process? No, we'll offer it in multiple formats – including a meeting with the team as part of the launch of the position. The training will be done in the first 3 – 4 weeks while they're receiving and reviewing the resumes.
  - Question: Is there an accountability/interruption point for circumstances when the committee isn't acting fairly and equitably? Something outside of "training", what's the accountability? still have our anti-discrimination partners doing a review of our processes, etc. There's an opportunity for us to have expectations for committee behaviors.
  - Question: Who needs to do the training? Anyone who has a set of questions or is meeting one-on-one. Also, there are interview stages that are defined in the beginning.
  - Question: Could we train or assist Appointing Officers in managing this system?
- Sub-Committee and Representative Updates (if time allows)
    - Social Justice – Anna

- Kathleen VanderVeen has agreed to send the Social Justice Committee some of the information discussed with Natalie today. They haven't received any yet.
- Awards – Kelley
  - All hands on deck mode. Ceremony is on 21<sup>st</sup>. RSVPs close tomorrow (sending numbers to caterer & facilities).
- Salary & Benefits – Jon
  - Talent Value Proposition: John will have one or two people from Salary & Benefits on the team. People Value Proposition. They'll meet over the summer
- Professional Development – Paul
  - AP Social is confirmed. The invitation went out yesterday
  - The bylaw change did pass
- UAS- Jaimie
  - VP Sanial & Shorty: responded to multiple questions. "Aimed to make individuals whole rather than cancelling the process outright. The decision was to ensure long-term stability, addressing immediate & future needs. The primary concern is communication. VP Shorty will run an after-action review to determine what went wrong. These are liabilities, and because we're a self-funded program, this changes the liability for long-term viability. This is unrelated to Blue Dot
- AALT - VACANT
- Public Safety Liaison Committee- Heather
  - To Follow
- Shared Leadership Governance Committee – Heather
  - [See website for the most current information](#)
- Approval of the Minutes
  - January 15<sup>th</sup> - table
  - March 26th - table
- Old Business
  - Chair Election Process for 4-23
    - Proposing have the new person be the "Chair Elect" allows for a transition period. New group votes on the Vice Chair & Secretary
  - AP Forum Format Update
    - Sent to Robert, he's very positive. He hasn't looked over the questions, but he's positive about the format
- New Business
  - 2026-2027 Election
    - Open EC Seats
      - AA- CLAS, BCOIS
      - Academic Affairs Student Support Units
    - Volunteer to help Justin with the Elections and open subcommittee seats?



- Primarily managing emails