



2025-2026 AP Committee Retreat Agenda
Tuesday, July 22nd, 11 am-1 pm, KC 2266

[Meeting Slides](#)

● Attendees & Introductions

- Amanda Rainey
- Cassanya Carter
- Chris Cerifice
- Clay Pelon
- Colleen Lorenz
- Elysa Dunham
- Evan Potter
- Fran Golden
- Holly Cole
- Hunter Birdwell
- Jamie Guizor
- Jared Bravewater
- Jen Toreano
- Jessica Filmore
- Joana Swamson
- John Dean
- Justin Wickenheiser
- Justin Melick
- Katie Perschbacher
- Katie Jourdan
- Keigh-Cee Bell
- Kelly Senkowski
- Liz Lienau
- Liz Chase
- Mary Albrecht
- Matt Collver
- Megan Treadway
- Megan Bravo
- Meredith Fedewa
- Michelle McCloud
- Paul Cullen
- Rachel Charno
- Tami King
- Tara Bivens

● What is the AP Committee?

- Executive Committee, Awards, Professional Development, Salary & Benefits and Social Justice

● Typical Year

- Throughout the year:
 - ∂ Professional Development sessions
- April
 - ∂ AP Awards
- May:
 - ∂ AP Forum
 - ∂ AP Social
 - ∂ AP Committee Elections
- June:
 - ∂ AP Executive Committee Selects Officers
 - ∂ AP Survey
- July:
 - ∂ AP Committee Retreat
- December:
 - ∂ Meeting with President Mantella

● Recap of AY25

- Professional Development sessions
- Social
- President's Council/RHCLN
- AP Awards
- AP Forum
- Relationship with People Equity & Culture and VP Shorty
- Memos
 - ∂ FLSA
 - ∂ Compensation
 - ∂ AP Survey Quant

- ∂ AP Survey Executive
- Governance Updates
 - ∂ Awards Committee Bylaw Change
 - Committee members can recuse themselves rather than leave the committee
 - ∂ Subcommittee Process Change:
 - Recognized changing organizational structure and rebalanced for better representation

● Cross Subcommittee Ongoing Work

- Adjunct AP Recommendations (Jen)
 - ∂ Taskforce met with current & former adjunct AP's and took questions and recommendations to HR
 - ∂ Would like this included in HR Strategic Plan
- AP Survey Overhaul
 - ∂ Melanie, CC, Chris Cerifice, Susan Mendoza
 - ∂ Asking for someone from Awards & someone from PD
- AP Committee Website to CMS 5 (Justin W)
 - ∂ Migrating existing site to CMS 5 (starting on test server)
 - ∂ Question: archive of minutes. How far back do you want to retain? They go back to 2004. Proposing July 2019
 - ∂ Chris – don't delete them, they need to land somewhere
 - ∂ Coalesce around PDFs
- [PEC Strategic Plan as it pertains to AP](#)
 - ∂ Total Rewards Philosophy (more than compensation & benefits)
 - ∂ Compensation studies & reviews
 - ∂ Strategic Plan will have a "journey map" and list of campus partners
 - ∂ Diversity of AP roles adds complexity
 - ∂ Transparency commitment – Justin & Jen will provide minutes of their meetings with Robert to the Executive Committee for distribution to subcommittees and placement on the AP Committee Website

● Sub-Committee Updates

- Awards:
 - ∂ Transition/wrap-up meeting occurred in June
 - ∂ Task – look at types of awards & rubrics
- Professional Development
 - ∂ 2nd annual offsite on July 8th
 - ∂ Reviewed survey results
 - ∂ Determining: Programming body, advocate group or both
 - ∂ Four sessions (2/semester)
 - ∂ Qualitative take-aways
 - Issues with funding & availability of P'd
 - Concerns about filling out the survey
 - Inequities in PD across departments – audit on accessibility?
 - Topics:
 - Giving/Receiving feedback session
 - March: smart goal setting
 - Artificial Intelligence (Presidents Office is looking for AI Champions – create some “days of play”. Four from AP & four from PSS). More info to follow
- Salary and Benefits
 - ∂ Elections and officer seats complete
 - ∂ Soon – review survey results and begin memo writing
- Social Justice
 - ∂ Continued involvement in Teachin and Juneteenth Programming
 - ∂ Met with most of the Faculty/Staff associations – what’s important, what would you like focus on
 - ∂ Researched adjunct AP
 - ∂ Meeting next week to elect officer positions & review survey results

● Overall Goals Discussion

- What issues would you like us to address?
 - ∂ Do the subcommittees want to receive charges from the Executive Committee?

● **Reach Higher Together** (Elizabeth Doyle; [link to presentation](#))

- RHCLN Update: Highlights and Future Direction
 - ∂ Laura Aikens has replaced Jesse Bernal
- Presentation to full AP Committee **November 19th 9-10am**,
 - ∂ in-person and/or zoom?
- AP EC to vote on endorsement in December

● **Sub-Committee Work/Lunch (~45 Minutes)**

- Plan meetings
- Discuss/propose charges and any data requests
- 2-4 bullet points for consideration for the AP Survey Executive Committee
 - ∂ Send those in before end of August