Minutes of the Meeting
February 29, 2016
Submitted by Paul Tumarkin, Secretary

Mark Napier convened the meeting at 3:07.

He introduced the guest speaker: Hilary Beggs, Special Events Manager, Community Food Bank

Beggs invited everyone to participate in the upcoming UA4Food “Stuff the Cat Tran” event, April 6 on the UA Mall at the Cherry turnabout. Facts:
- Last year, the event raised $19000 and 16,000 pounds of food.
- Food goes to ~300 agencies, all non-profits.
- 1 in 4 kids are at risk for hunger, 1 in 5 adults.
- The Food Bank provides 60,000 meals a day.
- If you would like a food drive box for your office, contact Beggs directly.
- Cash and online donations are welcome; every dollar donated provides 4 meals.

Napier then introduced guest speaker: Catalan Hendrickson, Ombuds Program Director

- Ombuds Program is a conflict prevention and resolution resource for staff and faculty at the UA.
- They provide help along the whole spectrum, from full blown conflict to uncomfortable beginnings of situations.
- They serve as a designated neutral who is appointed or employed by the organization to facilitate informal resolution of concerns.
- They assist individuals and groups in resolution of conflicts and concerns.
- They are impartial and cannot advocate for any group or individual.
- There are 15 Ombuds committee members, each of whom have from 4-20 years of service on the committee; they are listed on the Ombuds website.

- Question: How does it compare to Dean of Students?
  Ombuds isn't required to report in the same way the Dean is. They are also more advocates for students, but Ombuds are not; they're neutral. Ombuds do some facilitated mediation/conversations, but the main difference is confidentiality and impartiality/independence.

- Question: What percentages of cases come from different groups?
  65% are employees, 35% are students, primarily graduate students. Of employees, there is an equal split between staff and appointed.

- Question: Does the Ombuds program provide access to legal advice?
  No. If students are involved, they're referred to ASUA services, someone in the community, or OGC as appropriate.

- Question: What are the outcomes like?
  They vary depending on the situation. They mostly do 1-1 consulting and coaching. Thru that, people find they can address situations on their own.

- Question: How are new committee members added?
  They must apply and/or be nominated. They are then interviewed prior to selection.
• Question: What is the most common employee complaint? Interpersonal difficulties and concerns, and concerns around fairness and equity.

Napier announced that the next APAC Monthly Meeting will take place in the Silver and Sage Room at Old Main, from 2:00 PM until 4:00 PM on March 28, 2016. Allison Vaillancourt will be the guest speaker.

Meeting times and locations were discussed, and it was decided that the Communications Committee would do a survey of APAC members to discover the best times and locations for membership to maximize attendance and participation.

Napier then reviewed the history of the Compensation Study and the letter APAC sent to Allison Vaillancourt in response (available at http://apac.arizona.edu/sites/apac/files/meeting/apac_letter_from_mark_napier.pdf).

Conversations around the future job architecture at the UA are developing, and APAC has a great opportunity to continue to be involved in and help shape these conversations.

Fernando Chavez suggested that APAC invite Vaillancourt to come as a guest speaker at the next APAC meeting to discuss the issue. Napier committed to that, but also advised that APAC remain positive and collaborative, and continue to be a part of the solution. Reminder: We need to show the UA how much they benefit from our status as AP.

Napier committed to inviting Vaillancourt, and also discussing how to formulate AP focus groups so as to have appropriate input on the conversation.

Request: Helping People Understand Who AP Are
It was suggested that we include a section on the website and in the next quarterly newsletter that clearly defines how people can tell whether people are AP; "Are they Chapter 4" in their contracts? There is a question as to whether appointed faculty are they AP? They have been coming meetings, but technically they are Chapter 4.

Messages for next quarterly newsletter: Who is an AP? You are invited to attend meetings! Join in these important discussions that affect YOUR employment status at the UA.

Suggestion: Look at ASU and NAU and how they've done things.

Policy Committee Report: Mark Trommer
• In collaboration with the Communications Committee, they Policy committee is putting together a communication about "Who are APs?"
• They're putting together a procedure about how someone could be nominated to an external committee. This will be an online form to record those meeting reports to make participation easy and simple.

Meeting was adjourned at 4:50 PM.