AAC Meeting Minutes
March 6, 2025

In-person: Katheryn Frazier, Joshua Guthrie, Aimee Reash
Remote: Molly Smith, Amanda Pawling, Roslyn Perry
Excused: Carli Belosh, Gordon Trusedale, Jenna McCann
Unexcused: Matthew Hanhold, Benjamin Mourer, Jodi Mihailoff

Meeting called to order by chairperson Katheryn Frazier at 12:02 pm.

Welcome Our New Cluster 5 Representative…

- Jodi Mihailoff

Leadership

- Our new treasurer is Jenna McCann!

Committee Representation Updates

- Finance and Facilities Committee (FFC)- Penny Drexel, Katheryn Frazier
    - Retail Operations - Denise McHale presented
        - Growth potential with the online presence: https://www.alleghenyshop.com/
        - For every student, there are more customers (parents, family, etc.)
        - Amazon (Ampilio) lockers (outside the Campus Center) and pick up lockers (inside the Campus Center)
        - Gator Squishy is the biggest seller
    - Federal Student Financial Aid
        - Almost 70% of our student body uses federal financial aid
- Council on Diversity and Equity (CoDE)- Aimee Reash
    - There exists a top 50 government workers DEI watchlist and a universities watchlist, and there's an email address where people can report those working on DEI initiatives to the government.
    - General discussions around the government executive orders
- Campus Life and Community Standards Committee- Mandy Pawling
    - No meeting due to spring break

Tabletop Exercise in which AAC and SAC reps were invited to participate, focusing on a Controversial Speaker

- People gathered to talk about current policies
- A smaller sub-group will get together to centralize policies/procedures and produce a speaker policy
- Heavy involved was the Office of Public Safety, Conference and Events, Student Life, and Marketing and Communications (other offices were present as well)

Cabinet Meetings

- Meadville Medical Center Partnership on a nursing program for MMC employees, agreement expected by mid-March
- Policy on policies
    - SAC, AAC, FC to gather and give feedback
- Frequently Asked Questions Page about executive orders and the federal government
    - To what level do we make things public or keep things internal
- Next cabinet meeting is the week of March 11

All-Staff Meeting

- Upcoming dates
    - March 17
        - Nursing program for MMC
        - Executive order update
    - April 28 - possibly hybrid

Human Resources

- Immigration Attorney Meetings:
    - Student Virtual Meeting: Friday, February 14, 12–12:30 pm
    - Staff/Faculty Virtual Meeting: Friday, February 14, 12:30–1 pm
- Employee Appreciation Day Breakfast
    - Friday, March 7 from 8 AM to 9:30 AM
    - Tippie Alumni Center
- TIAA will be on campus on Tuesday, March 11 for individual meetings.
- HR Handbook changes:
    - Page 7: At Will Employment updated
    - Page 19: Under Social Media Guidelines and Policies: replace College Relations with the Office of Marketing and Communications
    - Page 26: The Executive Vice President revised to Chief Financial Officer.
    - Page 27: Criminal Record Considerations in Hiring- new
    - Page 30: Pay Days was updated to show bi-weekly, rather than monthly
    - Page 31: Annual Salary Increase (RULES)- updated
    - Page 34: Athletics Staff Manual - new
    - Page 51: Retirement Plan (Addition of Secure Act 2.0)
    - Page 52: Vacation – updated that all accrue at the same rate

Items from the community

- Lots of meetings happening to design the Oracle Finance and HR systems, planned go-live in December 2025. Acknowledgement that there needs to be early communication

about the changes and plenty of training because it will be a culture shift from what we're used to, but changes should be positive.

- Trustees know about GatorHub, Marcomm's goal is to drive more adoption
- ALIC@Bessemer ribbon cutting is April 25
- The College is possibly planning some Founder's Day activities for April
- Admissions is doing really well with deposits. Visits are down, but that seems to be across the board in higher ed. Admitted student visit day is March 22, and another on April 12.
- Gator Day/Declaration Day is April 7