I. Call to Order - The meeting was called to order at 8:33 by Courtney Butler, Chair

II. Approval of November Minutes
Dede Kliewer moved to approve the November minutes. Auli Summerhays seconded. Motion carried.

III. Officer Reports
Chair – Courtney Butler – See written report
Courtney met with Amy yesterday and talked about progress towards moving short term disability policy for maternity leave to 8 weeks for either normal or cesarean OR for all health issues. The designation of lactation rooms for nursing mothers is being investigated. Bob Suhr is also looking into flexibility options for nursing mothers. Lorie Smith and Human Development and Family Studies are looking to put together a class for new parents.
The Alumni Association is creating a new award for CSU employees who are alumni of CSU. The selection committee will include someone from APC. Perhaps this can be someone from awards committee.
The Board of Governors has approved a revised study privilege policy allowing CSU, CSU Pueblo, CSU Global and CSU system employees to take classes. They do not have to be in a degree program to take classes through CSU Global.
APC, Faculty Council and CPC have received the go-ahead to work on a letter from the three councils to urge legislators to exempt higher education from the 2% additional employee contribution to PERA even if legislators decide to extend the PERA switch. The argument is that higher education makes up for the contributions and not charging employees would not affect the state financially.
Regarding the written report, clarification was asked for on the Post-Doc issue. Putting Post-Docs in a fourth group separate from APs is being looked into. Post-Docs are already treated differently than other employees. Courtney will look to see who is pushing the issue in her notes and will follow up with Richard to get clarification on the issue.

Vice Chair – Jim Zakley – Training for University Mediators through Lorie Smith’s office was also discussed with Amy. The Center for Public Deliberation was a suggested resource for training.

Treasurer – Charges for sandwiches for the Recreation Center social and phone charges have been posted.

Heather Matthews moved to approve Officer Reports. Linda Selkirk seconded. Motion carried.

IV. Standing Committees
Awards Committee – Auli Summerhays – AP Star award information was sent out and has also been posted on the website. The deadline for nominations is February 4th.
Communications Committee – Darrin Goodman – The committee did not meet this month but will be looking to finalizing the brochure next month.
Employment Committee – The committee reviewed the policy for Flex time/work.
Nominations & Elections Committee – No Report – Kim will be meeting soon and encouraging
members to consider running for office. If interested, please submit a letter of intent. Amy will send a
letter to supervisors of those elected explaining the importance of the time commitment and position
person is serving on.
Policies & Procedures Committee – No Report (see Unfinished Business for proposal)
Service & Outreach Committee – Dave Mornes - March 7th is the set date for the luncheon and meal
options have been chosen. Amy will be the speaker and the committee will be soliciting giveaways from
campus units. Representation at Basketball games went well. One hundred tickets to women’s game and
250 to men’s game were given out. The committee has been in contact with Richard and Farrah about
new employee orientation slides. In regards to communication to new employees, Courtney feels like
contact from an area rep would be helpful.

AdHoc Committees
PDI Session Committee – Heather Matthews – The committee will be meeting later this week. The PDI
session will be on Friday January 7th at 10 am. It was suggested to send an email to areas.

University Committee Reports
Benefits Committee – Benefits is considering doing a survey to assess the campus perception about
benefits. Feedback is being sought for a defined benefits plan. (is this right??) Valic has a quasi defined
benefits plan, but it is not the same as PERA.
CSU Activities Board – Auli Summerhays – The board has been discussing changing its name to reflect
its role as an employee recognition entity on campus. The welcome letter to new employees includes the
form to register for prize drawings.
University Parking Services Committee – Dave Mornes – The committee is looking for volunteers for a
sub committee to look into parking issues on the North side of campus. The parking garage is being used
heavily especially for student parking. Faculty parking and metered spots are also being used well.

Stephanie Ouren moved to approve committee reports. Darrin Goodman seconded. Motion carried.

V. Unfinished Business
A. Approval of Changes to APC Constitution Article V-Section 2 – Proposed changes are to set an
upper limit for number of reps on APC. The suggested number limit is 45, changing the current limit
from open ended to 45. It would also increase the area rep limit from 4 to 5 per area. Linda Selkirk (is
this right??) moved that changes to article V section 2 of APC constitution be amended. Auli
Summerhays moved to approve changes, motion not carried.
Discussion yielded the following comments and questions: Based on the formula what happens if we get
over 45 reps? If that happens we would have to discuss raising the ceiling again. Given how difficult it
often is to fill representative positions, it was suggested that we perhaps look at a mathematical way to
limit the number even lower than 45. It was verified that it is already rare that Council has full
membership even though we have worked with areas to identify people and encourage them to run when
there isn’t enough representation in the area. It was clarified that we currently reassess area
representative numbers based on census every three years and just completed a reassessment last year.
There is a conflict in the formula with the proposal. The ability to meet quorum is also a concern if the
number of representatives is increased. Increasing membership would also increase the size of standing
committees. Realistically, three reps per area is probably enough given the workload. However, if we
move to only 3 reps, some areas will lose a rep. It was suggested that it could be valuable to have a
minimum of 2 reps, for collaboration purposes. The following are some suggestions to consider for
determining number of reps per area and overall APC size. Weighting the size of each area could ensure
that we don’t have a problem with the overall limit. It would be helpful to see the results of census and
maybe we can come up with a different formula. Is the selection by area the best way to select reps, or
are there other ways to select reps for example by employee type? Let’s see what kind of number the
weighted scale comes up with. Also look at minimum of 2, maximum of 3 or 4, depending on how much the area can support, or X percentage of entire AP body. It was agreed that more discussion and guidance is needed given the suggestions. Please send suggestions to Linda based on seeing actual distribution numbers and the current matrix. All suggestions can be presented and discussed at the next meeting.

VI. New Business
A. Discussion of adding a Co-Chair given the number of tasks and time commitment for the Chair. Chair and Vice Chair are both one year terms and chair can only serve 3 consecutive terms. Vice chair is unlimited, but there is no suggestion that Vice Chair automatically moves to the chair position. There is no succession plan. The Chair serves a one year term as Past Chair. Perhaps a Chair in Training position would be helpful. This was one reason that elections were moved to February so that the new Chair and Vice Chairs would have the opportunity to meet other important figures.

VIII. Announcements/Other Business
A. APC PDI Session January 7th 10 – 11 a.m. Room 214/216 LSC
B. Officer Elections will take place at the February meeting – we will need to determine a deadline for getting names. Hopefully by January 31st interested parties will have let Kim know of their interest.

IX. Next Meeting
Tuesday, January 11, 8:30 – 10:00 a.m.
224/226 Lory Student Center