I. Call to Order – 8:33am

II. Announcements

- Nov. 12 – Benefits Fair – volunteers needed
- Dec. 14 – Jocelyn Hittle, Director, Denver Operational Initiatives: Updates on National Western Stock Show
- Jan. 11 – Gwen Fisher, Assistant Professor Industrial Organizational Psychology: Results of Working Mothers Survey
- Feb. 8 – Tony Frank, Chancellor and President of CSU: Conversation about Employee Issues (previously scheduled in January)
- March 14 – Lynn Johnson, Vice President University Operations: Updates from VPUO

III. Guest Speaker

Joe Parker, Athletic Director: Updates from Athletics

Parker is the new Athletic Director starting in April 2015. In the past 6 months, Parker’s team has reviewed the mission and purpose and refined it to the following: “to educate, engage and excel.” Athletics is dedicated to its students to be high functioning in both athletics and academics. They have also developed eleven guiding principles that will help govern decisions. The first one is “student athletes first and foremost” and the second one is “pause and celebrate.” Other updates include:

- Stadium project – much of the conversation is being reframed that the stadium is to position our University for success. The previous stadium supported about 32k guests, whereas the new stadium will host around 40k that will provide an avenue to share about our University to the fullest potential. The east side of stadium will have new alumni center, undergraduate advising, and classroom space. Parking on-campus will be able to support game day. Nursing mothers/lactation room may be considered in the design, but unsure of progress.
- NCAA regulations – The nutrition and diet of student athletes have been revised. There is now a space in Moby that has a filling room to supplement diet. Also, there is a supplement to cost of living for student athletes.

General Note:

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IV. Guest Speaker Topic Discussion
Future considerations that will be proposed include family restrooms and lactation rooms that can support more than one mother at a time (will mention during the February meeting)

V. Proposed Motions
- PASSED: Approval of October APC meeting minutes
  - Motion: Joanna Holliday
  - Second: Kelley Brundage
  - Correction: expand VIPS leave, recommendation to create volunteer administrative leave – change in goals

VI. APC Initiatives Discussion
Mary Ontiveros, VP for Diversity: Principles of Community Statement – Ontiveros and members of the Principles of Community Statement committee have been working on this initiative for the past 18 months. The Campus Climate Survey demonstrated that 20% people have been harassed on this campus. The Principles of Community statement are not a policy, like the Bullying and Violence policies, and will not lead to disciplinary action. Instead, it will primarily be statements that we aspire to be. The following topics were discussed:
  - Getting the word out – there is intention to integrate it at multiple levels of the University including the Admissions process. Other areas to engage conversation include: PDI, getting opinions from newer students, and teaching people to engage in respectful dialogue
  - Wording/order – consider respect or integrity before social justice because it is a loaded and buzz word and seems more political. Present it in a circle so that order is not assumed even though there is no particular order.
  - Ways APC can continue to be engaged include assisting with promotion, highlight in next newsletter, bring up in conversations, prior to hitting Cabinet APC can endorse it (once finalized) prior to January

VII. Officer Reports
- Chair (Toni-Lee) – 100 years of shared governance gift was distributed. Budget proposal for mandatory supervisory training was submitted. APC is highly involved in the budget process with representation on all of the BARCs. AP salary increases are in conversation in spite of the budget cuts; Toni-Lee will follow-up with Office of Budgets to revise the spreadsheet to include AP’s with Faculty rates. AP’s don’t get cost-of-living increase.
- Vice Chair (Katie) – chairs retreat happened last week, the next will be in January. Thank you to Kelley and Tenley to serve in ex-officio roles.
  - Committee representative for IT and Infrastructure SPARC – will solicit to members and alternates
- Secretary (Deborah) – area 12 communicator will be Mary Dolce. Please check to make sure that the sign-in sheet is up-to-date, available at next meeting. Service & Outreach Committee, please connect with Deborah for nametags for the Benefits Fair.
- Treasurer (Bailey)

VIII. Standing Committee Reports
- Executive Committee (Toni-Lee)
- Awards (Janella Mildrexler/Kimberly Cox-York)
- Communications (Shannon Dale)

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• **Employment** (Joanna Holliday/Ann Bohm-Small) – Child Care Task Force – consider adding to memo for President Frank – will consider employment committees’ involvement
• Nominations & Elections (Kelley Brundage/Shannon Wagner)
• Policies & Procedures (Lynn Borngrebe/Cat Douras)
• Service & Outreach (Bailey Dunn/Dan Banuelos)
• Ad Hoc Budget Committee (Lynn Borngrebe)

IV. **University Committee Reports**
- Campus Bicycle Advisory Committee (Steven Dove and Dave Mornes)
- Childcare Taskforce (Alex Carter)
- Classified Personnel Council (CPC) (Skyler Thimens)
- CPC Leave Sharing Committee (Lois Samer)
- Commission on Women and Gender Equity (Joanna Holliday)
- Commitment to Campus Advisory Committee (Shannon Wagner)
- Eddy/Kuder Scholarship Selection Committee (Courtney Butler)
- Employee Appreciation Board (Barb Gustison)
- Faculty Council – APC Representative (Toni-Lee Viney)
- Faculty Council Committee on Strategic & Financial Planning (Toni-Lee Viney)
- Grievance Panel (a pool of 21 AP’s who serve for 3-year terms)
- Housing Task Force (Toni-Lee Viney)
- Inclusive Physical and Virtual Campus Committee (Bailey Dunn)
- Multicultural Staff & Faculty Network Committee (Deborah Yeung)
- New Stadium Game Day Experience Committee (Zach Campain)
- Parking Appeals Committee (Kay Gallatin and Anita Pattison)
- Parking Services Committee (Roseanna Bateman and TBD)
- Physical Development Committee (Edit Szalai)
- President’s Sustainability Committee (Ann Bohm-Small)
- Principles of Community Statement Committee (Deborah Yeung)
- Ripple Effect Core Team (Janella Mildrexler)
- Strategic Plan Area Review Committees
  - Diversity (Dan Banuelos)
  - Faculty & Staff Development (Anita Pattison)
  - Infrastructure & IT (Toni-Lee Viney)
  - Outreach & Engagement (Chris Mullen)
  - Research & Discovery (Mary Atella)
  - Teaching & Learning (Kelley Brundage)
  - Access (Erin Mercurio)
- Talent Management/People Admin Performance Management Module Ad Hoc (Lynn Borngrebe)
- University Benefits Committee (Lynn Borngrebe, Jennifer Bissell, Scott Woods, and Alison Dineen)
- University Mediators (Tracy Webb, Melissa Emerson, and Katya Stewart-Sweeney)
- University Sexual Harassment Panel (10 AP’s who serve for 3-year terms)

**Additional Temporary/One-Time Committees**
- Catastrophic Leave Policy Committee (Melissa Emerson)

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