Notes from Courtney

- AP Council will be compiling their annual Activity Reports—feel free to ask your representative to review.
- The Board of Governors is ready to proceed with the search for the CSU President. AP Council sent a letter of endorsement for Tony Frank as the sole candidate and will be forwarding that to the administration.
- The potential change to the Faculty and Administrative Professional Manual Appendix 2—Consensual Relationships will be further discussed in the fall. The objective is to eliminate vagueness from existing policy.
- PERA Post-Retirement benefits will be changing effective 7/1/2009. This affects only new employees. In essence, the subsidies paid retirees on PERA plans have, over time, become higher than the DCP amount. This subsidy will be eliminated with the new plan—again only for new hires.
- Kirk Hallahan was approved as the new University Grievance Officer. Richard Eykholt (chair, Faculty Council) expressed his support and felt that Hallahan would serve well and consider AP perspective as needed.

Next AP Council meeting
June 9, 2009
8:30 a.m.
A302/304 Natural and Environmental Science Building

For more AP Council information:
contact Courtney Butler, Chair,
Courtney.Butler@.colostate.edu

http://ap.colostate.edu
All Administrative Professionals can serve on committees
-You don’t have to be on AP Council!

Summer things to do:

Recycle printer cartridges!
http://www.purchasing.colostate.edu/pages/planet_partners.asp

Take summer Training and Organizational Development Classes
New classes include “Managing Personal Stress” and “Surviving a Layoff: Job Loss and Income Reduction”
All classes are free, but pre-registration is required
http://www.training.colostate.edu/

Current issues:

If you want to share your opinion or have additional information regarding the below topics, please contact your representative or Courtney Butler. AP Council’s mission is to be a voice for APs. If you don’t share your information or opinions, we can’t speak for you.

The Commission of Women and Gender Equity (CWGE) has presented APC and Faculty Council with the following recommendations:

- CWGE recommends that the University evaluates the creation of an Ombuds program as a resource for faculty, staff and administrators to turn when confronted with uncertainties, concerns or conflicts. The ombudpersons would serve as confidential and neutral resources to CSU employees in cases of interpersonal misunderstandings or disputes, or with concerns about academic or administrative issues. The creation of such a structure could be implemented by recruiting a team of CSU professionals with good interpersonal skills and knowledge of the system who would be willing to participate as part of their service commitment to the University.

- CWGE recommends that periodic gender equity audits of employees in all categories of CSU employee classifications be carried out. A periodic gender equity audit is important for a number of reasons, including the ability to accurately monitor university progress toward diversity goals; the need to create a fair and equitable working environment for all university employees, including women; the availability of results and institutional changes based on results for recruitment purposes; and the benefits to morale and university climate for women that institutionalization of such an audit would generate.

- CWGE recommends implementing a periodic assessment of climate for women, including equity in the Departments’ Six-Year reviews.

- CWGE recommends that the University work toward institutionalizing a parental policy that is inclusive, compensated, competitive and uniform across the university.

- CWGE recommends that the University consider the establishment of a centralized mechanism that will assist departments to provide support for the continued professional development of the faculty member requesting leave, as well as to help departments mitigate the impact of the requested parental leave. Such a benefit is critical, as it most often affects ladder-rank faculty. Having such a mechanism in place would diminish the unfavorable stereotype of parental leave, and would send a strong message to the community that CSU is committed to creating and maintaining a family-friendly environment.

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