Notes from Courtney

We have almost made it through the Fall Semester! I wanted to give you an update on what APC has been working on this semester and what next semester holds in store.

- Carol Shirey, Human Resource Services Director, gave a presentation explaining the changes to the DCP retiree medical plan benefits to require a person to have been a member of at least the CSU Green Plan for one year prior to retirement; that the retiree must be continuously enrolled in CSU's medical coverage to keep it; and that once they reach 65, they become ineligible for CSU medical coverage.
- Wendy Rich-Goldschmidt, Chief of CSU Police, came to the November meeting to introduce herself and answer questions regarding safety on campus.
- Kirk Hallahan, the new University Grievance Officer attended the November meeting and was part of our discussion on understanding the medication and grievance processes.
- I was a member of the Diversity Task Force that worked on a recommendation regarding adding a diversity officer to the University.
- We have given Faculty Council input into changes to the Family Medical Leave Policy and will be reviewing proposed changes to Section K (Grievances) in the Faculty/AP Manual.
- We have been invited to be a part of the President's Sustainability, Energy & Environment Advisory Committee.
- Representatives from diversity, ombuds, and professional development offices will be attending upcoming meetings to discuss specific admin pro issues and services.

I also wanted to point out that on the next page, we have included a chart that outlines the different resources available at CSU for employees and/or departments that may have conflicts. I urge everyone to review this list and to contact the appropriate office if you need help resolving a dispute or problem in the workplace.

To add to your to-do list:

- Complete required online sexual harassment training: training.newmedialearning.com/psh/costateu/
- Sign up for a professional development class: www.training.colostate.edu/
- Check out updated AP Council website: ap.colostate.edu
- Register for Professional Development Institute sessions: tilt.colostate.edu/pdi/

Next AP Council meeting
December 8, 2009
8:30 a.m.
224/226 Lory Student Center

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

http://ap.colostate.edu
# Dispute Resolution Resources

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<thead>
<tr>
<th>Office and Employees Served</th>
<th>Description</th>
<th>Contact</th>
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| **Office of the Ombuds and Employee Assistance Program (EAP)** | Ombuds: Confidential, neutral, informal and independent resource for work-related issues and conflicts. EAP: Counseling, crisis intervention, work/life resources and guidance, legal and financial planning assistance, traumatic event debriefing, departmental support | Lanai Greenhalgh  
104 Johnson Hall  
Campus Delivery 6006  
(970) 491-1527/(800) 497-9133  
Web: www.ombudsandeap.colostate.edu  
Email: lanai.greenhalgh@colostate.edu |
| **Employee Relations Human Resource Services** | Offers consulting services to employees, supervisors and managers regarding:  
• Rule and Policy Interpretation  
• Leave Coordination  
• Performance Management  
• Workplace Behavior Consultations  
• Employee/Supervisor Communications  
• Reasonable Accommodations  
• Training and Custom Presentations | Tracy Hutton  
555 S. Howes Street, Suite 210  
Campus Delivery 6004  
(970) 491-0540  
Web: www.hrs.colostate.edu  
Email: tracy.hutton@colostate.edu |
| **Training and Organizational Development** | Provides conflict resolution skills and communication training with departments and groups. Unit specific training as requested. Also provides ongoing training for personal and professional development. | Lorie A. Smith  
100 Johnson Hall  
Campus Delivery 6006  
(97) 0491-7259  
Web: www.training.colostate.edu  
Email: lorie.smith@colostate.edu |
| **Office of Equal Opportunity and Diversity** | Information on discrimination, harassment and consensual relationship policies and procedures. Grievance procedures, including informal and formal resolution processes | Roselyn Cutler  
101 Student Services  
Campus Delivery 0169  
(970) 491-5836  
Web site: www.oeod.colostate.edu  
E-mail: roselyn.cutler@colostate.edu |
| **University Grievance Officer** | Focuses on recommendations, actions or decisions by supervisors or administrators that grievants believe are unfair, unreasonable, arbitrary, capricious or discriminatory. Resolution can include conciliation, referral to other units, mediation or a formal grievance hearing. | Kirk Hallahan  
C-220 Clark, Campus Delivery 1785  
970/491-3963  
Web: www.facultyandstaff.colostate.edu/ugo  
Email: ugo@colostate.edu |
| **Office of Conflict Resolution and Student Conduct Services** | Conflict Resolution Services: Serves as a proactive, problem-solving and non-adjudicative resource for students with conflicts, and faculty and staff on matters involving students.  
Student Conduct Services: Assists faculty with issues of academic misconduct and guidance for students with disruptive or concerning behaviors | Shay Bright  
200 Lory Student Center  
Campus Delivery 8015  
970/491-7165  
Web: www.conflictresolution.colostate.edu  
E-mail: shay.bright@colostate.edu |