I. Call to Order

II. Announcements
- Next APC meeting: December 13, 2021 - 8:30 a.m.-10:30 a.m. (Zoom)
- Campus Climate Survey
- Football Tickets from VPUO

III. Guest Speakers
- Lynn Johnson- Budget Update
  i. Questions/Comments
  1. It concerns me that student loan debt is already high. In scenarios 2 and 3 where there is a tuition increase, this means that students have to pay even more money. Sure, financial aid could be increased for students, but this typically means that students are just taking out more financial aid loans. Already undergraduate students find it difficult to find jobs with salaries high enough to pay off their loans. Also the tuition increase does not offer the students any other benefits (such as more resources and support)... so they are paying more, being more in debt, with little benefit to them. How would this be addressed by the leadership team approving these budgets?
    a. The large amount of debt is students who have gone to private schools, medical schools. About 45% of our students are graduating with no debt.
  2. It's great news that central offices are being reviewed for increases
  3. I may have missed hearing this. I heard salary increases for state classified, graduate students, faculty going through promotion process, and reviews happening for central offices. Can you speak to discussions taking place regarding AP salaries?
    a. There is a dollar amount sitting in this budget where equity if a problem within salaries.
  4. What is the university doing to compensate APs who are enrolled in PERA as our contribution continues to increase?
  5. As the AON AP classification project wraps up and HR recommends a compensation plan, how can that be funded/implemented?
    a. 
- Tammy Hunt – C2C
  i. Tammy presented on a variety of materials and options offered through Commitment to Campus. For more information, please check their site.
IV. Guest Speaker Discussion
   • Lynn Johnson – Budget Update
     o State of the overall university in regards to COVID19, and what the true impact is for the entirety of the institution long-term?
     o Sense of disappointment in the response in regards to student loans and the lack of “care” for students
     o Sandy Baum, an economist, presented to the Board of Governors in late Sept. about the cost of higher education. It was a very informative overview of cost, of investment, and she responded to questions about “free” community college and some other federal initiatives.
       ▪  https://www.youtube.com/watch?v=IyNr0MRH9BM
     o We really have an opportunity with CST to make an impact or a change within tuition for the betterment of students and staff
   • Tammy Hunt – C2C
     o Fore more information in regards to Commitment to Campus, please refer to their website.

V. Action Items & Discussion
   • Approval of October Meeting Minutes
     i. Motion by Dennis Anderson
        1. Second by Amy Quinn-Sparks
     ii. Passed

VI. Officer Reports
   • Chair
     i. No Report
   • Vice Chair
     i. Conversations surrounding exit surveys for folks leaving the university, and what it would take to implement this process as an institution. We want to push it forward a the institution and within the CST.
     ii. Matt is following up with Lynn Johnson and Nik Olson to talk through the space audit that is occurring on campus
   • Secretary
     i. Please continue to let Justin know if you are going to miss and if you are struggling with getting in touch with alternates or your area does not have them, please let Nominations and Elections committee know so they can work to get folks into these roles.
   • Treasurer
     i. If you need money, please work to let Trish know as she hasn’t received any requests to date

VII. Standing Committee Reports
   • AP Experience
   • Awards and Events
     i. Star and DAPA awards are currently open, below are the links to each page.
        1. Star Award

General Note:
Bolded committees will provide a verbal report. All committees will submit a written report. Every committee is listed on the agenda as a reminder of the committee obligations and relationships of APC.
***Three asterisks indicate that the committee has requested to bring forward an action item within their report.
2. **DAPA Award**
   - Communications
   - Equity and Social Justice
   - Executive Committee
   - **Nominations & Elections**
     i. Two motions for this meeting
        1. Dennis Anderson moved from Area 12 to Area 2, there is a current vacancy within this area, Dennis has volunteered to serve in this role.
           a. Approved!
        2. Nathan to move from alternate to a representative
           a. Approved!
   - **Policies and Procedures**
     i. Last month we brought forward that the Faculty Council is looking to make changes to the manual
        1. This process would mirror what would be included on the State Classified side of things
        2. There may need to be a pause on this until we can get feedback from all of the different areas.
        3. Motion to table
   - Service and Engagement

**VIII. University Committee Reports**
- Request to give Updates

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