I. Call to Order 8:31AM

II. Announcements

- Next APC meeting: May 9, 8:30 a.m.-10:30 a.m. (Zoom)
- Speakers: Kathleen Fairfax (Vice Provost for International Affairs) and Robyn Fergus (Vice President for Human Resources)
- Reminder: AP Appreciation Event – April 28th – 6pm Holiday Twin Drive-In
- Employee Appreciation Week – April 25 – April 29 (Come get free cookies on Wednesday and Thursday on the LSC Plaza)

III. Speakers for April

- Blake Naughton, Vice President for Engagement and Extension
  1. Wanted to connect today to discuss with us updates from the area and the potential updates that will be voted upon today.
     a. OE Learning Plan instead of a strategic plan, which allows us to be nimbler with what our aims are and how we are working to reach those aims.
     b. We want to encourage our faculty and staff to be creative
     c. Part of our performance planning process people are identifying their aims for the coming year and then we are implementing a coaching model around these aims and how folks are working to meet these aims that they have identified.
        i. HR at CSU will be looking at the way we are implementing this aims planning process and for ways we can use this institution way
     d. Have worked to read Brave New Work and are thinking about the ways in which we can implement these ideas into the work that we do.
     e. Field School
        i. Harkening back to the ways in which we have “schools” occurring out in the field. Thinking about the space and place in which folks are learning and engaging.
     f. CSU Extension
        i. Only created in statute and in the faculty/admin professional manual
           1. The current changes on the table would create a new faculty appointment type. These individuals are already doing the work of educating, creating, and connecting similar to what faculty members at the institution are currently doing.
              a. This only applies to our agents and specialists. This would apply to 100 to 110 individuals currently within the Office of Extension and Engagement.

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b. What are the differences in these types of roles?
   i. We lose people who move to other states because they want the opportunity for promotion that comes with faculty titles
   ii. The peer led and peer review process, because it allows peers who are aware of the science and field who are able to review and provide feedback as opposed to a supervisor who may not understand this

2. Something that could impact our area is that we would be down 100 AP roles within the APC, we are still working to figure out what representation would look like for these folks within the Faculty Council.
   a. There will be an internal group that will work towards shared governance until we can figure out where they will fall within faculty council as well

2. Questions
   a. I know something that has been important to this group is how the impacted APs feel about this shift - could you talk to us about how you've heard from those individuals?
      i. This began by a group of about 6 APs because they were seeing the ways in which peers in other states were provided promotions. There was a vote of those that would be impacted, there was an 85% vote of approval to move in this direction
         1. The 15% outside of this were because there was more questions
      ii. There are also individuals who are close to retirement who are not interested in submitting promotional packets and that will be honored
   b. What level of education is required for this new faculty appointment? How is the appointment different than CSU faculty appointments?
      i. Not well specified in the faculty manual, you do not need to have a terminal degree in order to be called a professor. We are going to do degree and title in two ways
         1. Masters required, we are willing to work with individuals who may not have the degree just yet.
         2. We are hoping to mirror what faculty do at this point in time
         3. For folks who do not have a masters degree, they will be grandfathered in since they may have been hired before the masters requirement was in place

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c. I have a broad question that is not specific to this manual change - have you reviewed the results of the 2021 campus climate survey for your area and how do you plan to respond to the results?
   i. I have not had a chance to review this just yet, but want to start looking at this. Before I started, CSU Extension and CSU Online were the two lowest performing areas on campus. Since then, we have had about a 50% overturn in our dept.

d. This is more about our/APC process, we are being asked to make a decision about Extension staff/faculty. But I am just trying to understand if we have actually heard from those faculty/staff? We are hearing from their supervisor/an administrator (and I am sure he is representing them well) but I am concerned about the unfortunate precedent this may set.
   i. Danielle – I serve as a Rep for this area and I am working with these individuals and have made notes surrounding the ways in which people are in support of this. Many of the questions/concerns have come up surround the names/titles and the pathways from promotion.
   ii. Sarah – because of our current meeting structure and the ways in which we operate, we ask that area representative gather information from their area and bring it back to these spaces.

e. Would there be an impact on APC as a whole in terms of representation from this area?
   i. We would go from 3 area reps down to 2 from this area

- Joe Parker, Director of Athletics
  i. Appreciate the opportunity to speak and share with you all this morning
  ii. Rather have a conversation with the group, time will be made for questions at the end
  iii. We get a lot of focus throughout the country, but it is also one of the most misunderstood areas of higher education as well. Many people only see the external facing sports/entertainment value, but miss the background
  iv. Mission statement: To educate, engage, and excel
     1. Educate – thinking about the value we place on academics for our students and the ways we provide educational opportunities and support.
     2. Engage – we bring people and pull community to campus in a way that he feels like no other department really does. Shows perspective students, alumni, and others what it really means to be a CSU Ram.
     3. Excel – we want to approach everything we do with an eye on excellence. Wins are important, they really shape the experience, we talk about championship culture within the dept
  v. One of the things that have been shared are the concerns for the cost in transition of former staff to newer staff

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1. Yes it is expensive, but the overall cost could help with engagement of community and the overall life of the football program

vi. Questions

1. I wanted to ask about how Athletics has been navigating the pandemic? Not having spectators at events has to take a toll!
   a. This year, we have been able to have fans back in the stands, and we are seeing folks coming back to events in person
   b. We had over capacity for our student section for the first three football games of the season
   c. Five sellout games for men’s basketball as well

2. Touch Base on an exciting project
   a. New basketball locker rooms for both men’s and women’s teams, this has been on the books for 3 – 4 years, but with the pandemic, there had to be a pause put there. This a $7mill project that will hopefully be completed by August of this year
   b. Breaking ground on April 28, that will be impact softball and soccer, extend a small fee through Student Fee Review Board.
      i. Project will start with softball first and then move to soccer

3. How will the ability for college athletes to be paid affect your programs?
   a. Name, image, and likeness became effective last year, which allows a student athlete to monetize their name, image, and likeness, where they effectively become the CEO of their name, image, and likeness.
      i. Many students looked at this opportunity and decided to really not take advantage of it. Only about 30 students have taken advantage of this
   b. Pay for Play
      i. This would be a total separation from the collegiate review

4. Autonomous 5
   a. The 65 schools in the higher resourced conferences, they have the benefit of much more resources coming to them through their broadcasting agreements
      i. We receive about $3mill for the rights to broadcast our games, the A5 are receiving about $35mill to broadcast their games
      ii. Conference realignment has been discussed but has not occurred just yet.

5. There can sometimes be a divide between new sports facilities & old academic facilities. (Some other institutions prioritize sports buildings while classrooms are in massive disrepair.) Does our sports program money find its way back into the classroom too?
   a. I would say that we do receive student fees, however about half of our budget is self-generated through campus and community engagement, The

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stadium is one of the largest budgetary projects that have come up, however this was a stand alone PNL.

6. Can you share what we get when the basketball team makes it to the NCAA tournament? Does it cost us more than it gets us monetarily? I know it's good for promotion - just wondering about $$
   a. Each time a team advances, they receive a share, which is just over a million dollars. Wins are definitely a positive thing, they are an overall net positive since the NCAA is covering the costs of travel and lodging for the team, the spirit band, the staff, etc.

7. The Flutie Effect
   a. When athletics has a higher level of performance, this ultimately leads to a greater sense of exposure for the institution and the funding that can occur here.

8. Are there things that APs can do for Athletics or that Athletics can do for APs?
   a. How can we ensure that our programs are excelling at the highest levels possible. Encourage people to participate and support in any way that they can.

IV. Action Items & Discussion
   • Approval of March Meeting Minutes
     i. Approved
   • Vote on Change to the Faculty and Administrative Professional Section E 2.2.1 Regarding Extension Agents
     i. Approved
   • Vote – APC Meeting time for 2022-2023 to be 9:00AM on Mondays
     i. Approved
   • Vote – Standing Committee Descriptions for 2022-2023
     i. Tabled for May Meeting
   • Discuss Special Joint Session of Faculty Council and Administrative Professional Council

V. Speaker Discussion
   • Discussion of speakers
     i. Blake Naughton
        1. Is it common practice to have the person still in the room when votes are taking place?
           a. Yes it is common practice, but if this is something we need to change at this point in time, we can touch base with Policies & Procedures to review this process a bit more at length.
     ii. Joe Parker
        1. No further discussion

VI. Officer Reports
   • Chair

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i. Diana Prieto will be leaving the university in June, and we will be keeping an eye on what the future for this role looks like.
ii. SalEx will not be happening this year, we have not seen the results of the salary equity study, but once we receive them we will work to share them out more broadly.

- Vice Chair
  i. Report will stay as stands
- Secretary
  i. No report
- Treasurer
  i. No report

VII. Standing Committee Reports

- AP Advocacy
- Communications
- Equity and Social Justice
  i. The University and Office of Inclusive Excellence are looking at training platforms for asynchronous training options for folks who are not on CSU’s main campus but also folks who are working remotely part time.
  ii. Campus Climate Survey
     1. Virtual Presentation from 9 – 10:30AM. More information can be found here.
  iii. Third Call to Action
     1. Two things we wanted to focus on as a committee is that DEIJ is a part of our practice and we are not practicing for DEIJ. We are asking that folks begin looking and benchmarking around what similar units or areas are doing.
     2. We want to focus on the work burden of marginalized communities, asking that folks for privileged identities start taking a look at the work that they can do to advance these conversations.
- Nominations & Elections – Additional Voting here
  i. Information regarding elections went out to Lead Area Communicators. Area 5 and 7 currently have no nominees, so if you are someone you know from those areas would be interested in running, please get them in touch with Catherine as soon as possible.
- Policies and Procedures – Additional voting here
  i. More materials will be coming out via email, and if we cannot send via email we will chat next month and then vote later on
- Recognition
- Service and Engagement
  i. Diversity Symposium Planning Committee for next academic year
     1. Needs to be completed today.
     2. https://inclusiveexcellence.colostate.edu/diversity-symposium-planning-committee-application/
  ii. Outdoor Gear Drive for Blackpackers
     1. March 21-April 30 | used gear but in good condition.
     2. Email Michael Amato at mjamato87@gmail.com to coordinate an on-campus drop-off

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iii. Project Homeless Connect, Friday, April 15th
   1. https://lsc.colostate.edu/slice/community-engagement/project-homeless-connect/

iv. Special Olympics Colorado, April & May (includes virtual)
   1. https://specialolympicsco.org/getinvolved/volunteer/

v. Stewardship Project at Pineridge Natural Area on 4/23 for Earth Day
   1. https://engage.fcgov.com/ActivityRegistration/e8039642-868b-4a75-abe3-8420834a9355?fbclid=IwAR3lzAxKMPtJEFk7ZGZ1v1CesfH5thaQLwNHT87s5-9R2jvRpoDvUPPQX

VIII. University Committee Reports
   • Request to give Updates

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University Committees

- Assessment Group for Diversity Issues (Kirsten Slaughter-Rice)
- Campus Bicycle Advisory Committee (Catherine Douras)
- Classified Personnel Council (CPC) (Christie Mathews)
- CPC Leave Sharing Committee (confidential)
- Commission on Diversity and Inclusion (Karin Bright)
- Commitment to Campus (C2C) Advisory Committee (Matt Klein)
- Eddy/Kuder Scholarship Selection Committee (Brett Eppich Beal)
- Employee Appreciation Board (Kirsten Slaughter-Rice)
- Employee Hardship Loan Committee (confidential)
- Faculty Council – APC Representative (Sarah Olson)
- Faculty Council Committee on Strategic & Financial Planning (CoSFP) (Trish Torrez)
- Football Game Management Committee (Zach Campain)
- Grievance Panel (a confidential pool of 21 APs who serve for 3-year terms)
- Housing Task Force (Christie Mathews)
- Multicultural Staff & Faculty Network Committee (Rickey Frierson)
- Parking Appeals Committee (Megan Boone and Farrah Bustamante)
- Parking Services Committee (Trish Torrez and Jess Drydahl)
- Physical Development Committee (Christie Mathews)
- President’s Council on Culture (Catherine Douras)
- President’s Sustainability Committee (Tammy Felton-Noyle)
- Professional Development Award Committee (Confidential)
- Social Norming Task Force (Shaun Case)
- University Benefits Committee (Chris Dorich, Trish Torrez, Julie Paolucci)
- University Sexual Harassment Panel (a confidential pool of 10 APs)

Ad Hoc Committees

- Research Associate Ad Hoc (Kacy Paul, Claire Chance, Chris Dorich, Sally Jones-Diamond, Heather Blair, Catherine Douras)

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