

Administrative Professional Council  
December 11<sup>th</sup>, 2023- 9:00am – 11:00am  
In-Person: ADM Ammons 226  
Virtual: [Zoom](#)

**I. Call to Order**

**II. Announcements**

- Next APC Meeting: January 8th - 9:00 a.m.-11:00 a.m. (Zoom)
  - i. Speaker: VPUO Brendan Hanlon

**III. Speakers for December**

- VP for Diversity & Inclusion: Dr. Kauline Cipriani
  - i. Presentation given on the Office of Inclusive Excellence, slides will be provided in the Teams folder.
    - 1. Overview of the changes that took place organizationally within the office.
      - a. High levels of turnover after this reorganization has been a challenge of the area
      - b. National Discourse
      - c. Increased demand for services and support
    - 2. Summary
      - a. There is no inclusion without diversity
      - b. Success depends upon cross-campus collaboration
      - c. Center and uphold our values
    - 3. APC can fit in
      - a. Ensuring the spaces that you all sit in are as inclusive as possible and that we are working towards inclusive excellence.
      - b. Pushing towards inclusive excellence being a part of the annual review process

**IV. Action Items & Discussion**

- Approval of November minutes
  - i. Pushed to January
- New Member Vote
  - i. Sarah Urich Area 4 – Approved
  - ii. David Grim Area 16 - Approved
- COLA/Merit SALX Discussion
  - i. Feedback received from areas as discussed during the course of November. For in-depth information provided by working team, information is included [here](#).
  - ii. College of Business – overall support but more questions, felt as though this was not fully thought through and could be more fleshed out.
    - 1. Longevity pay is a topic of conversation as well, in order to honor individuals who has been here a long time.
  - iii. Area 5, comments were forwarded to Dennis and then captured in the statement linked above in point i.
  - iv. This does not involve new money, the budget will not increase.
  - v. Dennis is going to continue to look at this and provide updates throughout the spring 2024 semester.

**V. Standing Committee Breakout**

- Fall Review/Spring Preview

## **VI. Standing Committee Reports**

- AP Advocacy
  - i. Working towards and considering a survey, unsure of if we should continue down this path
  - ii. Also working on the perk/benefits that folks who are not in the Fort Collins area could access.
- Communications
  - i. If you have had your town hall already, please include all information from your town halls. Exec will touch base with areas who have not had town halls yet
  - ii. Looking to put together an APC newsletter in the spring
- Equity and Social Justice
  - i. Survey was our largest success of the fall semester. Digging into the results and working towards items that were identified in there
- Membership
  - i. Working on vacancies, went from 8 – 9 down to just a single vacancy.
  - ii. Creating on-boarding procedures and documentation.
- Policies and Procedures
  - i. New supplemental pay policy for CSU has been approved and put into the policy library
  - ii. Working on policies and procedures that are being brought forth to the committee
- Recognition
  - i. Working on DAPA and STAR awards throughout the fall semester. Encourage others to submit award nominations as well.
- Service and Engagement
  - i. Coat and donation drive is underway, check emails for more information as this runs through January 14<sup>th</sup>.

## **VII. Officer Reports**

- Chair, Vice Chair, Secretary, Treasurer

## **VIII. University Committee Reports**

- Request to give updates.

## **University Committees**

- Assessment Group for Diversity Issues (Aza Rose)
- Campus Bicycle Advisory Committee (TBD)
- Classified Personnel Council (CPC) (Christie Mathews)
- CPC Leave Sharing Committee (confidential)
- Commitment to Campus (C2C) Advisory Committee (Aza Rose)
- Eddy/Kuder Scholarship Selection Committee (Brett Eppich Beal)
- Employee Appreciation Board (Lani Williams)
- Employee Hardship Loan Committee (confidential)
- Faculty Council – APC Representative (Justin Schwendeman-Curtis)
- Faculty Council Committee on Strategic & Financial Planning (CoSFP) (Matt Klein)
- Grievance Panel (a confidential pool of 21 APs who serve for 3-year terms)
- Housing Task Force (Christie Mathews)
- Inclusive Physical and Virtual Campus Committee (Hosam Ahmad)
- Multicultural Staff & Faculty Network Committee (Lani Williams)
- Parking Appeals Committee (Shaun Case and Theresa Todd)
- Parking Services Committee (Trish Torrez and Jess Dyrdaahl)
- Physical Development Committee (Christie Mathews)
- President’s Sustainability Committee (Kacy Paul)
- Professional Development Award Committee (Confidential)
- University Benefits Committee (Dennis Anderson, Julie Paolucci, Trish Torrez)
- 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)