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
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 14th.

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 Dyrdahl)
- 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)