

Administrative Professional Council
October 13, 2025- 9:00am – 11:00am
ALVS Main Conference Room 381A/Microsoft
Teams

I. Call to Order – Chair Trish Torrez called the meeting to order at 9:03 a.m.

II. Announcements

- Next APC Meeting: November 10th - 9:00 a.m.-11:00 a.m. (Hybrid/Teams)
- November Speakers – VP of Advancement, Scott Roberts
University Ombuds, Matt Ricke
- October 13 All Council Meet & Greet: 2-3:30; LSC 312 (In person only)
 - It was clarified that the Meet & Greets are open for everyone.

III. Speakers for October

- President Amy Parsons and Provost Marion Underwood
 - President Amy Parsons provided an overview of the Strategic Roadmap. Indicated that she presented data to the Board of Governors, which included an 87.9% retention rate for students from first to second fall.
 - Provost Underwood gave thanks to faculty and staff for all their work, as well as the work of shared governance in driving things forward.
 - We have been focusing on how to get the Cabinet, vice presidents, and leaders of divisions aligned with the Strategic Roadmap. They were asked to complete a worksheet with Roadmap initiatives and indicate what their division could do.
 - Outlined some top priorities and updates:
 - Attracting and retaining amazing students. The student success initiatives continue to be a top priority.
 - Leadership matters, and we have several leadership searches underway. Searches are underway for the deans for the College of Natural Sciences and the College of Business. There is also a search continuing for a new Vice Provost for Faculty Affairs.
 - Amy Taylor started today as the Senior Director of the Accessibility Center. This initiative will unite the Student Disability Center and the Assistive Technology Center. This center will focus on the new requirements for the accessibility of digital materials and will unite all these functions under one leader and division.
 - Chief of Staff Kimberly Miloch is leading an effort called the Ram Leadership Collaborative, which is a leadership

development program for faculty and staff. We will be looking for additional efforts to support leadership development.

- Chief of Staff Miloch described the program, which is a mix of faculty and staff. There are also leadership drop-ins being held for leadership across the institution to do group sessions as their schedules allow.
- President Parsons provided some additional updates on things happening:
 - There is strong enrollment, but the mix of enrollment is important, since we are down in international students.
 - The incoming first-year students is the largest class of Colorado residents we have ever had.
 - The first cohort of students started at CSU Spur this semester. This is for students who have been admitted to CSU and cannot make it to Fort Collins for various reasons, so they start down there and transfer in.
 - The Ram Transfer Academy with Front Range Community College has been ramped up and will hopefully be a model to roll out to other community colleges across the state.

IV. Action Items & Discussion

- Approval of June and September meetings
 - Motions were made and seconded to approve the June and September APC meeting minutes. The motions passed, both sets of minutes were approved with no edits.

V. Standing Committee Reports

- AP Advocacy
- Communications
- Equity and Social Justice
- Membership
- **Policies and Procedures**
 - Some Manual revisions that were discussed in the spring and early fall have been put on hold to allow for more discussion with Faculty Council and Human Resources. These changes were mainly related to the new HR system implementation that goes live in January.
 - There is a policy being circulated right now for feedback, which is the Research Misconduct Policy.
 - Reported that the Free Speech policy had been reverted back to the previous version before the changes that were implemented in August.
- Recognition
- **Service and Engagement**

- The first upcoming initiative is the winter gear drive. Areas interested in hosting a box should contact Robyn Goldy. The drive kicks off on November 3rd and runs through December 5th. Flyers will be provided to put up in various areas.
- There is a blood drive planned for the spring from February 16-18.
- There are opportunities to staff a table at the Benefits Fair, which is on November 4th.

VI. Officer Reports

- Chair
 - We have had meetings with Vice President Eric Ray and Vice President Hanlon to discuss the important of the budget, budget model, and cuts that have been taken. Indicated that there have been some research grants that have been cancelled.
 - The Board of Governors meeting was last week and the employee council leadership had lunch with the board members. We discussed some of the goals that were developed over the summer, which included leadership development and communication. There was additional discussion regarding the Free Speech policy.
- Vice Chair
 - Unable to attend, no formal report.
 - Brittany Runyan is still filling positions on University Committees. Encouraged members to reach out with interest and Runyan will get you connected.
- Secretary
 - No report at this time.
- Treasurer
 - We decided to move forward with the committee team-building events and area town halls. Asked members to reach out if they do not plan to do the team-building so funds can be moved elsewhere.

VII. University Committee & Work Group Reports

- Request to give updates.
- The Campus Bicycle Advisory Committee in the Transportation Department is doing a study on e-micromobility related to E-bikes, E-scooters, E-skateboards, etc. Asked for members to reach out if their departments are interested in talking to the committee about what charging may look like for them.
- The University Benefits Committee will have a table at the Benefits Fair on November 4th. Encouraged members to attend.
 - Open enrollment is October 27th through November 4th.
 - There is a great tool called Alex that helps check for benefits that will work best for you.

- Members can reach out with feedback regarding benefits, since those are negotiated every year. This feedback can be taken back to the University Benefits Committee.

Additional discussion was held regarding the Human Resources and Finance alignment.

Meeting was adjourned at 10:33 a.m.

University Committees

- Assessment Group for Diversity Issues (Louise Allen)
- Budget Redesign Steering Committee (Matt Klein)
- Campus Bicycle Advisory Committee (Nate VanderBroek)
- Career Framework Advisory Board (Kathy Kioussopoulos)
- Classified Personnel Council (CPC) (Heather Bellotti)
- CPC Leave Sharing Committee (confidential)
- Commitment to Campus (C2C) Advisory Committee (Beth Niebaum)
- Eddy/Kuder Scholarship Selection Committee (Kelli Clark)
- Employee Appreciation Board (Lani Williams)
- Employee Hardship Loan Committee (confidential)
- Faculty Council – APC Representative (Nicole Olson)
- Faculty Council Committee on Strategic & Financial Planning (CoSFP) (Trish Torrez)
- Grievance Panel (a confidential pool of 21 APs who serve for 3-year terms)
- Housing Task Force (Heather Bellotti)
- Inclusive Physical and Virtual Campus Committee (Hosam Ahmad?)
- Multicultural Staff & Faculty Network (Lani Williams)
- Parking Appeals Committee (Theresa Todd)
- Parking Services Committee (TBD and TBD)
- Physical Development Committee (Beth Etter)
- President's Sustainability Committee (TBD)
- Professional Development Award Committee (Confidential)
- University Benefits Committee (Julie Paolucci, Skyler Miller - chair, TBD)
- University Sexual Harassment Panel (a confidential pool of 10 APs)

Ad Hoc Committees

- HR/Business Realignment Work Group