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| **Zoom Etiquette Reminders**  Please keep yourself on ‘mute’. If you would like to chime in or have a question, please raise a hand or chat in the text box.  The Executive Committee will be keeping watch for questions/comments, and will ask you to hop in and turn on your microphone to share. |

**APC Fun Committee Opener (Lee Saunders): APC Book Share!**

**Join me in sharing and discovering books on Goodreads:** [**https://www.goodreads.com/friend/i?invite\_token=YjFmOGJlMjctYzJiOC00MzNjLTk2NzgtYjllNDZkNTUyNGFm**](https://www.goodreads.com/friend/i?invite_token=YjFmOGJlMjctYzJiOC00MzNjLTk2NzgtYjllNDZkNTUyNGFm)

1. Motion to commence meeting – Lee, Seconded by Emily
   1. Review and approval of April Minutes – Lee, Seconded by Emily
2. Committee Updates
   1. University Committees Reports
      1. Professional Development/Social Events (APC Executive Committee)
         1. Monthly Reminder: Ongoing Professional Development Opportunities Available via Extended Studies and Academic Impressions
            1. New hires – please be sure to take your sexual harassment training. There was an issue with the links, but it will be fixed and resent.
         2. APC Adopt-A-Highway Cleanup Updates - Tentative Summer Reschedule - the hope is that we can do it in June. Stay tuned!
            1. We’re still looking for people to join! Sign Up [HERE](https://docs.google.com/forms/d/e/1FAIpQLSe0DwzBarrc1XROlh3pdBeq9ReeRZuRINCwDxKrGTMmdQha-g/viewform)
         3. Campus Operations Updates (Donna Souder-Hodge; Niki Toussaint) – we have a new operational plan and getting approvals. We are trying to manage the number of us on campus, what we can do to open up our campus more to guests, conferences, camps, etc. and to do it safely. You can expect a new plan this week or so. What we’re imagining is staffing at a more normal level – offices open regular hours and staffing at 50%. Gives employees more certainty. You’ll be at work 50% of the time. Goal is to keep in person services open and available in the normal 8-5 hours or whatever your hours for your area are. Gives us certainty until August 1. If we do things right this summer, we are hoping that fall will be better. We are hoping for our community to get vaccinated to offer services pre-covid.
      2. University Leadership Team (Tracy Samora, Derek Lopez, Emily McElwain, Abby Davidson)
         1. Meeting Recap: No new meeting since February APC report out
         2. Next ULT Meeting: May 20th
      3. President’s Budget Advisory Committee (Abby Davidson, Alejandro Rojas-Sosa)
         1. Meeting Recap: No new meeting since April APC report out
         2. Alejandro – at the BOG meeting last week – have an all funds view for FY 20, FY 21, FY 22 incremental. As we moved through our fiscal year, we received more funding from HEERF and reduce the need for system support. FY 22 assumes an increase in enrollment for fall and spring, either a 0% or 3% tuition increase in undergraduate tuition. State funding will go back to FY20 levels and additional funding 1.6 mill. They are proposing a merit pool of 3%. They are also anticipating a decrease in fringe benefits cost. Net impact to our resources less expenses is 2-2.5 million before adjustments. We can balance budget for both scenarios for FY 22. We have been good stewards of CARES funding and have significant funding to balance the books without need for system support.
      4. HR Projects and Updates (HR Team)
         1. Compensation Committee Updates - In presentation
      5. CSU Pueblo Pathways and Works Initiatives (Committee Members) with pathways, we are still making progress to have all new fall students being on a pathway. The content and portal are still under development. Things are still moving forward. There is a launch for the pathways website in June. They will be the guest speakers for next month.
      6. Search Committee Updates and New Staff Introductions (APC Group)
         1. Admissions new admin assistant – Adria
         2. Admissions processer interviews start next week
         3. New retention specialist in Pack Center almost hired
      7. APC Foundation Scholarship and Fundraising Activities – more updates next month.
      8. Upcoming Events and Opportunities
         1. APC Elections - Opportunities and Timeframes (Tracy Samora)
            1. Timeline – at our June 9th meeting, we will call for nominations for those that are interested. Availability of positions will be sent out ahead of time. June 16th nominations close. June 23rd those nominated will be contacted. July 14th APC meeting candidates will introduce selves and we will open voting.
            2. More info soon!
         2. Events and Opportunities - APC members share out – let us know and we will keep track!
3. New Business: Guest Speaker APC Compensation Committee to discuss results of compensation study
   1. Dr. Mottet – thank you to Abby and our employees that helped with commencement last Saturday. Compensation has been an ongoing story at CSUP. Handed a study – Fox Lawson study. This report will be presented to the BOG in August. It will explain the methodology, our gap, where we are in terms of the market, how we will fix the gap to get folks as close to market as possible.
   2. Abby – the group has been meeting since Fall 2019 when the committee was assembled. Spring 2021 has been the roll out. The workbook was paused April 1, and the work to that date will be reported today. The report was presented to G6, the Cabinet, and now to APC. This summer, the committee will present any documents and materials that will be used for the August BOG meeting. From fall 2021 and beyond, they will meet monthly to review and maintain compensation study requests and contentions.
   3. Kat – the committee used CUPA codes, COC codes, and cost of living adjustment, while looking at gender equity, compensation data from past studies, and compa-ratio. Did a market compensation analysis – analysis: what was done, compensation: what was analyzed, market data: how it was analyzed.
   4. Compensation study methodology: helped the workbook bring in cost of living adjustment, gender equity, years of experience, and pay band ranges. The workbook was built around live formulas and a CUPA lookup table. After the analysis – it shows where the compa-ratio was greater than 125% and was labeled as “over pay range” and rows where compa-ratio was less than 80% to be “under pay range.”
   5. Results – more than 90% of staff are at or above range. Only 4.4% of staff are under pay range – 12 people. Only 5.2% are over pay range. The university needs $99k to bring the folks under pay range within range. The gender pay gap was statistically insignificant based on different positions. There are also very few jobs that do the same thing. There are no gender equity issues. The 12 that are below pay range were on average only 4% below. The campus has done a good tjob to make sure folks are paid equitably.
   6. The bulk of it has been done and this work has a lot of impacts across campus.
   7. Jennifer – Equal pay for equal work in Colorado – needed to adhere to SB 19-084 to ensure that people performing substantially similar work makes the same pay.
   8. Individual compensation study reports – it’s such an individual and personal measure. So we need better context for all of this. So all staff will receive an individual compensation report to show you how you compare to your CUPA code and market analysis. All staff will receive this by the end of May and to receive this annually. There will be a physical copy that can be checked out.
   9. Merit based increase process – we are transitioning from COL adjustment to merit adjustment. Those rated at – at or above – will be eligible. When they are available, current compensation data will be receiving a scaled percentage of the 3% to keep the gap from expanding. This is only a recommendation, but it is the discretion of the President and leadership. There are also equity and parity increases to understand competitiveness of salaries at other institutions.
   10. Process to contest the findings – folks may disagree or want to be curious to learn more. We worked with the position descriptions most current to us, job descriptions may have changed if they want to contest where they ended up in the study. Jennifer Q. is the contact once you receive your individual study report to have questions and want to context your results.
   11. Sustainability plan – there will be an annual report with the findings. Supervisors will also receive a printout as well of their employees. There is also a new process for promotion – 3 day internal process for promotion.
4. Next Meeting: Wednesday, June 9th 10-11:15am
   1. Guest Speaker: Dr. Chrissy Holliday and members of the committees to share about CSU Pueblo Pathways and Works
5. Motion to Adjourn Meeting – Lee, seconded by Haley.

Attendance:

Abby Davidson

Abby Gade

Lee Saunders

Alejandro Rojas-Sosa

Alex Brady

Allie Hall-Vanhook

Amy Robertshaw

Anissa Manzanares

Aolany Navas-Griggs

Ashley Mohrenweiser

Brenda Trujillo-Aranda

Brent Schofield

Courtney Gust

Daniel Minich

Dariana Roybal

David Herman

David Wood

Derek Lopez

Emily McElwain

Greg Hoye

Gwen Young

Haley Sue Robinson

Heather Cornell

Howard Campbell

Jacklynn Green

Jen Martin-White

Jennifer Quintana

Jessica Kramer

Jo Smiley

John King

John Redmond Palmer

John Sandoval

Joshua Robinson

Justin Hiniker

Kat Abernathy

Kim Dillon

Kristen LaRoy

Laura Barela

LeAnn Rodriguez

Lorri Foockle

Mallory Bustow

Marcus Martinez

Marisa Nunn

Michelle Gjerde

Nicole

Paul Valdez

Peggy Foley

Reginald Harge

Ryan Kendall

Sandy Brice

Sarah Lawson

Sheila Young

Shelby Blitz

Steph

Tasi Tuatoo

Tracy Samora

Trang Engelhaupt

Violeta Hernandez

Wayne Todd

Dax Charles

Ainsley Holloman

Amanda Butts

Britni Heubschman

Chad Pickering

Cody Engelhaupt

Bonnie Fruland

Chris Milliken

Connie

Helen Caprioglio

Karen Stever

Kylie McGill

Marcus Martinez

Mark Guerrero

Melissa Marquez

Shawn Devine

Strider Swope

Tiaramarie Banham

Tiffany Kingrey

Timothy Mottet

Trisha Macias