

Academic Personnel Committee

Meeting Minutes • October 4, 2023

Fall 2023: Eric Baker, Connie Fulmer, Jamie Hodgkins, Kendall Hunter, Michael Jenson, Lin Liang, Lonnie Schaible, Jeffrey Schreder, Christoph Stefes, Kat Vlahos

Discussion Topics:

- **Policy Review - APS 1019:** The committee delved into a detailed review of APS 1019, which governs faculty roles and progression. This policy was identified as crucial for supporting faculty development and ensuring clear pathways for career advancement within the university. The discussion aimed to identify gaps and outdated provisions that may hinder faculty progression or fail to align with current academic standards and expectations.
- **Faculty Compensation Structures:** Extensive discussions were held on revising the faculty compensation system to ensure it remains competitive and fair. The committee examined how compensation structures align with peer institutions and industry standards. Key considerations included the adequacy of compensation in attracting and retaining top talent, as well as the transparency and fairness of the processes used to determine pay scales and increases.
- **Comparative Analysis with Other Institutions:** To inform their revisions, the committee reviewed compensation and advancement policies from other leading universities. This comparative analysis helped highlight best practices and innovative approaches that could be adapted to improve their own systems.

Conclusions:

- **Necessity for Policy Update:** The discussions concluded with a unanimous agreement on the need to update APS 1019 to better facilitate faculty development and reflect contemporary academic practices. The committee recognized that clearer, more transparent advancement criteria are essential for maintaining faculty morale and institutional competitiveness.
- **Revising Compensation Structures:** There was a strong consensus on overhauling the compensation structures to make them more equitable and competitive. The committee emphasized the importance of such revisions in not only retaining talent but also in attracting new faculty in a highly competitive academic environment.
- **Ongoing Benchmarking:** The committee resolved to continue their benchmarking efforts, regularly reviewing and comparing their policies with those of peer institutions to ensure best practices are continually integrated into their systems.

Votes:

- **Motion to Revise APS 1019:** A formal vote was taken on whether to proceed with a comprehensive revision of APS 1019. The motion was passed unanimously, underscoring the committee's commitment to enhancing faculty development policies.
- **Establishment of a Compensation Review Task Force:** The committee voted to establish a task force dedicated to the revision of the compensation structures. The vote reflected strong support for this initiative, with a majority in favor and only a few abstentions.