

Academic Personnel Committee

Meeting Minutes: February 7, 2024

Spring 2024: Eric Baker, Connie Fulmer, Jamie Hodgkins, Kendall Hunter, Michael Jenson, Lin Liang, Xiaojun Ren, Jeffrey Schreder, Kat Vlahos

Discussion Topics:

- **Campus Salary Agreements Review:** The meeting opened with a comprehensive review of the current campus salary agreements. The focus was on evaluating whether these agreements are aligned with both market conditions and the university's strategic objectives to attract and retain top academic talent.
- **Equity and Competitiveness in Compensation:** The committee extensively discussed how salary structures could be adjusted to better reflect equity across disciplines and roles. Considerations included market competitiveness, internal equity, performance-based incentives, and transparency in the compensation process.
- **Feedback from Faculty on Compensation Issues:** Members reviewed feedback received from faculty regarding their perceptions and experiences with the current compensation model. This input was critical in identifying key areas where adjustments were necessary to address concerns about fairness and clarity.
- **Potential Models for Salary Structure Adjustments:** Various models for restructuring compensation were explored, including tiered systems based on role and performance, and more flexible frameworks to accommodate different academic and research contributions.

Conclusions:

- **Need for Comprehensive Salary Structure Revision:** There was a consensus that the campus salary agreements need substantial revisions to address current disparities and enhance overall competitiveness. The committee emphasized the importance of creating a more transparent and fair compensation system that could adapt to evolving academic requirements.
- **Incorporating Faculty Feedback:** The conclusions highlighted the necessity of continuing to gather and integrate faculty feedback into the revision process. This approach would ensure that any changes in compensation structures are well-informed and broadly supported within the academic community.
- **Exploration of New Compensation Models:** The committee agreed to further explore innovative compensation models that could be implemented to provide greater flexibility and responsiveness to faculty needs and contributions. The aim is to develop a proposal for a new salary structure by the next academic year.

Votes:

- **Motion to Revise Campus Salary Agreements:** A formal vote was taken to initiate a revision of the campus salary agreements based on the discussions and findings. The motion was passed with overwhelming support, reflecting the committee's commitment to enhancing faculty compensation practices.
- **Establishment of a Compensation Review Panel:** The committee voted to establish a panel to continue exploring and developing new compensation models. The vote was unanimous, underscoring the urgency and importance of this initiative.