

Academic Personnel Committee
Meeting Minutes • March 6, 2024

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

Discussion Topics:

- **Review of APS 1006 (Campus Administrator Policy):** The committee undertook a detailed examination of APS 1006, which outlines the responsibilities and governance frameworks for campus administrators. Discussions focused on ensuring that the policy supports a robust administrative structure capable of adapting to the evolving needs of a dynamic educational environment.
- **Faculty Governance Enhancements:** A significant portion of the meeting was dedicated to exploring ways to enhance faculty governance. The committee discussed how to increase faculty engagement in university decision-making processes to ensure more democratic and representative governance structures.
- **Implementation Challenges and Solutions:** The practical challenges associated with implementing the proposed changes to APS 1006 were thoroughly discussed. The committee considered various strategies to overcome potential obstacles, such as resistance to change or logistical complexities, to ensure smooth and effective policy updates.
- **Comparative Analysis and Benchmarking:** Members reviewed governance models and administrator policies from other leading institutions as part of a benchmarking effort. The goal was to identify best practices that could be integrated into their own governance frameworks to foster a more effective and responsive administrative system.

Conclusions:

- **Revisions to APS 1006:** The discussions concluded with a strong consensus on the need for comprehensive revisions to APS 1006. The committee agreed that the policy should be updated to better reflect the contemporary roles of campus administrators and to support more effective governance mechanisms.
- **Strengthening Faculty Governance:** There was unanimous agreement on the importance of enhancing faculty governance structures. The committee resolved to develop specific recommendations for increasing faculty involvement in governance, aiming to make the decision-making process more inclusive and transparent.
- **Adoption of Best Practices:** The committee decided to adopt several best practices identified through the benchmarking exercise. These practices are expected to improve the efficiency and responsiveness of governance structures at the university.

Votes:

- **Motion to Revise APS 1006:** A vote was taken on initiating the revision process for APS 1006. The motion was approved unanimously, indicating a strong commitment across the board to update and improve the policy.
- **Formation of a Governance Enhancement Task Force:** The committee voted to establish a task force dedicated to implementing the governance enhancements discussed. The motion passed with majority support, reflecting the priority given to improving faculty governance.