

## Academic Personnel Committee

Meeting Minutes • November 1, 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:

- **APS 1019 Review Continuation:** The committee continued its critical examination of APS 1019, focusing particularly on the sections relevant to faculty performance evaluations and promotion criteria. The goal was to ensure these policies support equitable and merit-based advancement and reflect the diverse contributions of faculty across disciplines.
- **Faculty Compensation and Equity:** Discussions extended to the specifics of implementing more equitable compensation practices. The committee debated adjustments necessary to address pay disparities and ensure that compensation packages are aligned with both performance and market conditions.
- **Integration of Feedback Mechanisms in Policy Updates:** Emphasis was placed on how feedback from faculty can be systematically integrated into the policy revision process. The committee explored mechanisms for gathering and incorporating broad-based faculty input to make the policy update process more inclusive and transparent.
- **Strategies for Effective Policy Implementation:** The committee considered strategies for the effective implementation of revised policies, discussing potential challenges and solutions to ensure smooth adoption and minimal disruption.

### Conclusions:

- **Updates to APS 1019:** The committee agreed that APS 1019 requires significant updates to better align with current academic standards and faculty expectations. There was a particular focus on making the policy more transparent and supportive of faculty needs.
- **Commitment to Equity in Compensation:** Conclusions highlighted a commitment to restructuring compensation practices to enhance equity and competitiveness. The committee resolved to develop a comprehensive plan to address salary disparities and adjust compensation structures to be more reflective of individual and collective achievements.
- **Enhanced Feedback Integration:** There was a consensus on the importance of enhancing feedback mechanisms within the policy revision process. The committee plans to implement a new system for collecting and analyzing faculty feedback on an ongoing basis to inform continuous policy improvement.

### Votes:

- **Approval of Policy Revision Recommendations:** A vote was taken on moving forward with the proposed revisions to APS 1019 based on the discussions. The motion was approved unanimously, indicating strong support for the updates.
- **Formation of a Feedback Oversight Committee:** The committee voted to establish a sub-committee tasked with developing and overseeing the new feedback mechanisms. The motion passed with majority support, reflecting the importance placed on inclusive policy development.