

Academic Personnel Committee

Meeting Minutes: April 4, 2024

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

Discussion Topics:

- **Documenting Meeting Procedures:** The committee revisited the topic of how meetings are documented, focusing on the pros and cons of using audio or video recordings versus traditional written minutes. The discussion emphasized the importance of accessibility, transparency, and archival quality in deciding the best method for preserving meeting details.
- **Salary Agreement Revisions:** Extensive discussions were held about the necessity to revise the existing salary agreements. The committee examined current compensation structures, assessing their alignment with faculty expectations and market competitiveness. Key issues included ensuring fairness in compensation across various academic disciplines and roles.
- **Enhancing Faculty Compensation Models:** Members explored several innovative compensation models that could be introduced to provide greater flexibility and recognition for diverse faculty contributions. The conversation covered performance-based incentives, equity adjustments, and mechanisms for regular salary review to keep pace with academic and market developments.
- **Feedback Integration in Salary Decisions:** The importance of incorporating feedback from faculty regarding their satisfaction and concerns with current compensation policies was highlighted. The committee discussed ways to systematically gather and utilize such feedback to make informed adjustments to salary structures.

Conclusions:

- **Optimal Meeting Documentation Strategy:** The committee concluded that while recording meetings offers a comprehensive archival record, the privacy concerns and potential inhibitions in open discussions led to a preference for detailed written minutes. It was agreed that minutes should capture key discussions and decisions clearly and succinctly to ensure they are useful and accessible to all stakeholders.
- **Urgency in Revising Salary Structures:** There was a consensus on the urgent need to revise the salary agreements to make them more equitable and competitive. The committee emphasized that these revisions should reflect both the internal value of different academic roles and external market conditions.
- **Commitment to Regular Salary Reviews:** The committee resolved to establish a routine for ongoing salary reviews to ensure that the university's compensation practices remain responsive to changes in the academic environment and competitive pressures.

Votes:

- **Approval of New Meeting Documentation Method:** A vote was taken on adopting the new approach to documenting meetings through enhanced written minutes. The motion was approved, with the majority in favor and a few abstentions concerned about the transition process.
- **Formation of a Salary Review Committee:** The committee voted to form a dedicated group to oversee the implementation of new compensation models and conduct regular salary reviews. This motion passed unanimously, reflecting the committee's commitment to improving faculty compensation practices.