

## Academic Personnel Committee

### Meeting Minutes • December 6, 2023

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

- **Review of APS 1006 (Campus Administrator Policy):** The committee engaged in an in-depth analysis of APS 1006, focusing on the policy's adequacy in defining the roles and responsibilities of campus administrators. Discussions centered on ensuring the policy supports effective leadership and governance within the university.
- **Faculty Governance Enhancement:** Much of the meeting was dedicated to discussing ways to improve faculty governance structures. The committee explored potential reforms that could increase faculty participation in decision-making processes, aiming to foster a more collaborative and transparent academic environment.
- **Benchmarking Against Peer Institutions:** To inform their discussions on governance, the committee reviewed governance structures at peer institutions. This benchmarking was intended to identify best practices that could be adapted to strengthen their own governance systems.
- **Policy Implementation Challenges:** The practical aspects of implementing any changes to APS 1006 were discussed, with committee members expressing concerns about potential obstacles and the strategies for overcoming these challenges to ensure smooth policy integration.
- **Necessity for Policy Revision:** The committee concluded that APS 1006 requires comprehensive updates to better align with modern governance needs and the dynamic roles of campus administrators. There was a strong consensus on the need to make the policy more adaptable and supportive of effective administrative leadership.
- **Enhancing Faculty Governance:** There was unanimous agreement on the importance of enhancing faculty governance mechanisms. The committee committed to developing recommendations for more inclusive and effective governance practices, drawing on insights from the benchmarking analysis.
- **Implementation Strategy:** The committee recognized the challenges associated with policy revision and agreed on the importance of creating a detailed implementation strategy. This strategy would include timelines, resource allocation, and communication plans to ensure successful policy rollout.

**VOTES:**

- Motion to Revise APS 1006: A vote was taken on initiating a formal revision process for APS 1006. The motion was passed unanimously, reflecting the committee's commitment to updating the policy.
- Establishment of a Governance Reform Task Force: The committee voted to establish a task force dedicated to exploring and implementing governance enhancements. The motion received strong support, with only minor opposition concerned with resource allocation.