Minutes from 11-04-14 were approved as distributed.

The Committee voted to go into closed session.

Barb Hanson, designee of Assistant Vice Chancellor Rindo, consulted committee regarding search and screen committee for Director of Facilities Planning.

The Committee voted to come out of closed session.

Volunteers were asked for to serve on an ad hoc working team with members of the Compensation Committee regarding recommendations for a post-tenure-like review process for academic staff. Lori Snyder and Linda Carlson volunteered and will contact the chair of the compensation committee to determine how to proceed.

The committee discussed the possible motion regarding clarifying promotion timeline language. Issues discussed include:

- Is the existing policy consistent for IAS or APAS? Is this important?
- Should years of service be calculated by calendar year or FTE years?
- Should language be changed to indicate that APAS apply after their 6th calendar year (in other words, during their 7th year)?

This discussion was tabled until next meeting.

Mike Wick has asked Chair Wilson to consider changing the timeline for application for promotion. The current deadline of November 15 is problematic for departments as this leave a short window for the department to observe and other necessary steps before their December 1 deadline. The committee discussed the benefits and drawbacks of moving up that November 15 deadline. The hesitation of the committee is that an earlier deadline for an academic staff member to apply leaves less time for staff members to become informed of the process and determine when they are eligible to apply. The committee agreed that until such time as personnel calendars are more clear, we do not support moving that November 15 deadline. There was a suggestion that perhaps an additional deadline of November 1 could be added that would be the date by which an academic staff member would need to notify his/her supervisor of an intent to apply, with November 15 remaining the actual date by which the person would submit the necessary materials.

Additional agenda items were delayed until next meeting.

Adjourned at 3:00 p.m.

Minutes submitted by Holly Hassemer