APARC PRIORITY RECOMMENDATIONS 2022-2023

Recommendation 1: Create a faculty hiring plan
One of the recommendations coming out of the Academic Affairs Budget Working Group is to create a faculty hiring plan. This faculty hiring plan would be publicly available and will help departments/programs plan when they can anticipate a hire. Some of the initial ideas for a hiring plan include incorporating Program Review findings and data based on enrollment projections.

    A. Research faculty hiring plans at other universities, particularly within the CSU system.
    B. Link hiring plan to COPLAC identity and strategic university-wide priorities.

Recommendation 2: Implement Multi-Year Scheduling
Given the amount of work associated with implementing multi-year scheduling, it will take an additional year to fully unpack and understand all of the components related to multi-year scheduling.

    A. Establish the process for multi-year scheduling of classes aligned with SSU's strategic priorities and core values.
        a. Multi-year scheduling will provide greater predictability for temporary faculty and tenure-track faculty.
        b. Multi-year scheduling will allow students to plan their schedules further in advance to allow them more flexibility in studying abroad, taking classes in the modality of their choice, etc.
        c. Multi-year scheduling course planning will be based on RQ code queries.
    B. Establish consistent low-enrollment and excess enrollment policy across the University.
    C. Examine assigned time related to chairs, coordinators, etc. to increase transparency and equitability.

Recommendation 3: Continuing Transparency and Faculty Collaboration in the Budget Process
Given the formation of the Academic Affairs Budget Working Group for the 21-22 Academic Year, it is recommended that academic affairs faculty and staff continue to be more intimately involved in budget discussions moving forward.

    A. Consider a standing committee that would build on the work of the Academic Affairs Budget Advisory Working Group.
    B. Increase transparency in how resources are distributed between schools, including funding for a tenure track faculty, release time, promotion raises, faculty salary, and lecturer budgets.
    C. Utilize APARC as to get feedback from faculty regarding budget discussions.