At the October APAC meeting we had the pleasure of listening to David Allen, Vice President of Tech Launch Arizona, who gave us an update on the efforts of his office and University faculty and researchers to bring their research in the commercial/patent market.

News from the HR front:

The AP Compensation Study is close to being complete. Appointed Professionals are divided in Job Groups, which are broad categories of occupations that have a similar function; e.g., Fiscal Affairs, Student Services, and Athletic Affairs. The Job Categories are more specific occupational areas within a job group. All employees within the same job category perform the same or similar work despite possible variations in job title; all these positions require a similar skill set, and employees may be able to move within the category with related training. For example, Senior Academic Advisor/Pre-Law Coordinator and Senior Academic Advisor/Pre-Health Professions Coordinator are both in the same job category of Academic Advising Professionals within the Academic Affairs job group. (quoted from the UA HR website)

Once all AP positions are categorized, we will hear how hiring departments will receive GUIDANCE in the future regarding salary ranges, titles, position descriptions and responsibilities for AP positions. Guidance rather than requirement is the deliverable to create some standardization around similar positions across the campus, and allow positions to be more easily compared internally and externally for equity issues and so forth.

If you are interested, here is the HR link:

http://hr.arizona.edu/appointed_professionals_compensation_study_summary

Given that many of you work with APs, what kind of input and guidance might be appropriate for faculty to give in terms of salary ranges, titles, position descriptions and responsibilities for AP positions?

APs are looking at ways to nurture student academic and professional development through opportunities to learn from and working with APs in our specialized roles here on campus (like, in research labs, in Human Resources, in Student Affairs). APAC has been participating with the 100% Engagement Taskforce for the last several months to develop pathways for APs to participate in professional internships for students (still working out details around credit/non-credit). We are about at the stage to develop expectation and resource guidance for both students and intern providers to ensure the programs meet quality standards. The experiences through the APAC Internship Program as part of 100% Engagement, are meant to be high quality and meaningful professional and learning experiences - not simply student employment. APs who participate are expected to be able to show that the student experience and exposure to a professional sphere of work will have evidence-based learning that leads to greater retention, improved employability upon graduation, etc.