

**REPORT OF THE COMMITTEE ON ACADEMIC PERSONNEL,
APPELLATE SUBCOMMITTEE
October 1, 2003 to August 31, 2004**

The 2003-2004 Committee on Academic Personnel, Appellate Subcommittee (CAPAC) considered 28 cases during the summer of 2004 (Table 1) in response to requests from the Vice Provost (Table II) and individual Deans (Table III). CAPAC recommended granting 14% of the appeals, and in seven additional cases, mostly accelerations, agreed with actions which granted the appellant some advancement other than that originally requested. Additional appeals from 2003-2004, which were forwarded after the Committee disbanded on August 31, will be considered in 2004-2005.

Respectfully submitted,

Wolfgang Kollmann, Philip Schneider, Eugene Steffey, Lenora Timm, and Donald Phillips (Chair)

Table I. Origin of CAPAC Personnel Cases for 2003-2004

College, School or Division	Cases
College of Agricultural & Environmental Sciences	8
College of Engineering	5
College of Letters & Science	6
Division of Biological Sciences	2
Graduate School of Management	0
School of Education	0
School of Law	0
School of Medicine	5
School of Veterinary Medicine	<u>2</u>
TOTAL CASES	28*

* one case pending

Table II. CAPAC Personnel Recommendations to the Vice Provost, Academic Affairs

Action	Cases	Recommendation		
		Grant Appeal		Deny Appeal
		Grounds of Procedure	Grounds of Merit	Grounds of Merit
Regular Promotion	4	0	0	4
Accelerated Promotion	1	0	1	0
Multi-Year Accelerated Merit	1	0	0	1
Regular P-VI or Above Scale	0	0	0	0
Accelerated P-VI or Above Scale	<u>2</u>	<u>0</u>	<u>0</u>	<u>2</u>
TOTAL ACTIONS	8	0	1	7

Table III. CAPAC Personnel Recommendations to Individual Deans

Action	Cases	Recommendation		
		Grant Appeal		Deny Appeal
		Grounds of Procedure	Grounds of Merit	Grounds of Merit
Regular Merit Increase	13	0	3	10
Accelerated Merit Increase	<u>6</u>	<u>0</u>	<u>0</u>	<u>6</u>
TOTAL ACTIONS	19	0	3	16