**UCPC FY25 Summary**

The University Council Personnel Committee met three times in FY25 on October 28, 2024, November 25, 2024, and January 6, 2025.

In FY25, the UCPC focused on two separate issues. The first was continued discussions on how the university can advance and promote its commitment to inclusive excellence. To accomplish this, the committee recommended language and materials that should be considered to inform potential candidates for employment about the university’s values and culture.

The second was a review and adoption of the university’s compensation philosophy for staff. (<https://www.niu.edu/hrs/departments-managers/compensation/philosophy.shtml>). In addition to adopting the compensation philosophy statement, the UPCP reviewed and provided feedback on creating consistent procedures surrounding compensation.

The committee will meet again in September 2025.