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FAPAAC minutes 10/04/2011

Faculty and P&A Affairs Committee

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Faculty Affairs Committee

Minutes of October 4, 2011

Present: Mary Elizabeth Bezanson, Roger Wareham, Athena Kildegaard, Judy Kuechle, Heather Waye, Evan Vogel, Tom Ladner, Sara Haugen, James Wojtaszek, Cyrus Bina

Mary Elizabeth Bezanson, chair, asked the committee to please introduce themselves and their department:

Mary Elizabeth – Humanities, 3rd term, chair

Roger Wareham, 3rd term, P & A, Grants

Athena Kildegaard – 3rd term, P & A, Humanities

Judy Kuechle – Education, 2nd term, Faculty

Heather Waye – Sci & Math, 1st term, Faculty

Evan Vogel – Student Rep, Junior

Tom Ladner – 1st term, P & A, Res Life

Sara Haugen – Ex Officio, Civil Service, Com of Women

James Wojtaszek – SCFA Rep, Faculty

Cyrus Bina – Soc Science, 1st term, Faculty

Minutes from previous meeting were approved. Discussion then accepted minutes as amended.

Heather Waye will send previous minutes to Jayne Blodgett for campus posting

J. Wojtaszek commented on 3 main items from the Senate Committee on Faculty Affairs meeting: 1. Benefit changes in 2 years: increase in co-pay and prescription change. Pending collective bargaining. 2. Length of time for Faculty to full Professor 3. Re-actions to Faculty Retirement Incentive.

S Haugen – commented on back fill support. \$30,000 fund established, has been accessed once already. How will this fund be communicated to campus? Chancellor Johnson to email Commission on Women, Finance, Fac Affairs, campus at large and Admin meeting. Discussion on seeing the criteria and asking for funds? Route for asking – thru your supervisor. Who's in charge of fund? It will reside in Chancellor's office.

Committee topic List: M Bezanson listed the following:

Update Salary Report (priority)

Salary Compression

Support for Sabbatical Replacements (concern of aren't enough, sabbatical is a right not a privilege)

Leave Policy: P & A(allowed to go but no money to replace them), Faculty, Sabbatical, Single Semester Leave

Placement of "director" within hierarchy – where it falls?

Work Load (uneven distribution, course release time, advising loads, directing research – should this count in workload?)

Academic Staffing Plan – RAR

Conflict resolution

Pay for discipline coordinators

Searches (how long is the process? has really improved)

Credit load for temporary and part time faculty

Compensation for new course development

Working conditions in Camden and Humanities

Committee should each choose top 3 and consider timeliness, and how easily can we accomplish this?

Next committee meeting will be held on Tuesday, October 25th, at 9:00 a.m. in the Humanities Conference Room.

Respectfully submitted by Jenny Quam