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FAPAAC minutes 10/25/2011

Faculty and P&A Affairs Committee

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Faculty & P & A (FAPAAC) Affairs Committee

Minutes of October 25, 2011

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

Guests: Nancy Helsper, UMM Institutional Research, Bart Finzel, Dean, and Michael Korth, former Division Chair of Science and Math and current UMM faculty

Nancy, Bart and Michael were present to discuss the discrepancies in the data collected for the AAUP Salary Averages and our local faculty salary averages for 2010- 2011. Bart stated the AAUP report was quite wrong and UMM had salaries of over reporting and under reporting. Overall, it appears that Morris rank with regards to salary would decrease around an average of \$2000.

Mary Elizabeth handed out a report on Faculty Salaries at the Univ of MN, Morris, followed by a copy of an email from M Korth to M Bezanson which stated "After a brief look at salary data for the past couple of years, I contacted Nancy Helsper to get more information on the differences in the AAUP average salaries and our local faculty salary averages for 2010-11. She said the AAUP data comes out of UMTC not from UMM. In the email he noted the UMM averages seem peculiar.

N Helsper reported her first thought was that the two studies included different faculty. As a first step, she sent an email to a staff member in Institutional Research in the TC who prepares AAUP data for all of the UM campuses, asking for individual faculty salary detail for last year's AAUP submission for Morris.

She found discrepancies on average salaries and had a question for them who is being included in this report? Len Goldfine, U of M Institutional Research, emailed her who is included:

must have been on payroll 09 (October 20, 2010), full time (100% FTE), on Morris campus, with primarily instruction or primarily instruction/research/public service roles. We report Professors, Associate Professors, Assistant professors, Instructors, and Lectures.

Nancy reports for faculty salary averages: All regular, full-time faculty positions, plus a few less than full-time at their full-time base if the position is tenure-track or ongoing at rank. Phased retirements included at base salary. No lecturers, no Division Chairs.

When Nancy received the detailed individual data, she found to her surprise that individual base salaries did not agree. She checked with Mary Zosel, UMM payroll, who provided her with the base salaries last year, and who after spending some time with the data, concluded that the major issue is a one-time error that occurred as a result of the 27th pay period and salary reductions of last year. Nancy read an email from Mary Zosel:

last year faculty and P & A had a 1.15% reduction for the year and there were 27 pay periods. Due to reduction and 27th pay period payroll had two additional steps to implement. One of these steps was missed in the salary conversion process on the Morris Campus, causing our salary in October of 2010 to be incorrect. The employees comp rates were correct but because we missed a step, all of the Annual

benefits base rates were calculated too high. This error was caught and fixed before 1/1/11. In most cases the Morris campus calculations are off by approximately one biweekly comp rate.

Nancy handed out an email from Len Goldfine, U of M Institutional Research as to why the discrepancy between our numbers and what was reported to AAUP:

I (with MUCH help from Linda) think we've figured out why there is the discrepancy between your numbers and what we reported to AAUP. Now, while the explanation will shed light on why the numbers differ, I don't know that at this point there is much that can be done about it. So, what follows is my explanation on what we believe occurred, followed by my recommendation for how to proceed with your salary negotiations.

All the reporting OIR does with regards to salaries are based on a snapshot file cut on payroll 09 (in this case on 10/20/2010). Based on calculations and code provided by HR, we calculated everyone's FY2011 salary (which included calculations for the pay cut, pay raise, and 27th pay period).

When we check the salaries on the snapshot file we get the numbers OIR reported (as expected). - a roughly 6 1/2 percent salary increase from FY2010. When we check the numbers on the ps_dwhr_job_hist table (historical, but not snapshot), they show the numbers you were able to generate - a roughly 1 1/2 percent salary increase.

So here's what we think happened. As you note in your email below, Morris salary data was "fixed" sometime in January, and there are notes of adjustment to indicate that that is what happened. Of course, this is the first I'm learning about this and the problem seems isolated to Morris (tests on Twin Cities data didn't show this problem). All AAUP data is prepared off the snapshot file and submitted before the new year. So, the reason the snapshot file and the historical file do not match is because something was changed in the file after the snapshot - and it was not recorded as an adjustment (it's own separate record in the file), rather the original line was changed. That is why calculations done now give a different result than the ones we used and are locked in time (10/20/2010).

So, while little to nothing can be done with Morris' faculty salary data with regards to the AAUP submission, my recommendation is that for the purposes of your salary negotiations, use the data you've collected in your study, as it reflects the corrections that were made to the salary data after the AAUP submission. You should have the comparison data that was presented to the Board of Regents, and you could simply use your Morris data and re-calculate Morris' ranking among its peers. Based on an informal glance at the tables, it appears that Morris' rank with regards to salary (not compensation) would drop down 1 or 2 ranks based on a rough average \$2000 salary decrease.

I hope this helps, although perhaps not an entirely satisfying answer. Again, the problem appears localized to the Morris campus - the the bulk of the problem is due to timing. That is, the time delays between the taking of the snapshot file, the reporting to AAUP based on that file, the subsequent fixing of the Morris problem, and finally the knowledge of said problem back to OIR who report on the data.

If you have any questions or I can continue to be of help, please let me know. (below are two queries that demonstrate how a person's salary changes between the snapshot and the current historical file - exact same query, just different table [see FROM line])

--historical file

```
SELECT emplid, change_pct, effdt  
FROM ps_dwyr_job_hist  
WHERE effdt > '01/01/2011' and effdt < '02/15/2011'  
and um_jobcode_group in('FA','AA','AP')  
and emplid='1212492'  
AND action='PAY'  
and action_reason in('ANU','INC','MER','API','INR');
```

--historical snapshot file

```
SELECT emplid, change_pct, effdt  
FROM ps_dwyr_job_hist_102010  
WHERE effdt > '01/01/2011' and effdt < '02/15/2011'  
and um_jobcode_group in('FA','AA','AP')  
and emplid='1212492'  
AND action='PAY'  
and action_reason in('ANU','INC','MER','API','INR')
```

-

*Leonard S. Goldfine, Assistant Director
Office of Institutional Research
University of Minnesota*

Nancy noted to see his response in paragraph 5 for recommendations for future salary reports. Mary Elizabeth asked Nancy to cc Chancellor Johnson on this. She asked Nancy when the annual salary data is created each year? Nancy said in February and Mary Elizabeth asked if it could be sent to her when completed. Nancy will send new numbers so Roger can update to the Faculty Salary report. The committee really appreciates all her work. J Wojtaszek asked if AAUP would print corrections? Nancy thought little could be done. Mary Elizabeth noted the most important item on page 6 of the Faculty Salaries report shows the percentile distribution of average salaries on U of M campuses, compared to AAUP institutional category is other campuses were at the 60th percentile and UMM at 40th percentile. She asked Michael Korth with help on the computations. Nancy reported the corrected average UMM faculty salaries for full Professors \$75,132, Associate Professors \$60,134, and Assistant Professors \$49,528. Nancy will send new numbers to Roger Wareham to update report. Mary Elizabeth thanked the guests for attending and Bart F said he'd like to come back another time with other topics.

Other discussion:

C Bina made a motion to approve minutes of 10/4/11 and J Wojtaszek seconded it. All approved. Jenny Quam to send approved minutes to Jayne Blodgett, Library, for posting on line. Jenny Quam to find out from Jayne Blodgett what is the website used for posting the minutes and the web location/etc.

Mary Elizabeth handed out a committee topic list of 13 items which committee members were to choose a top 3 and consider timeliness and how easily can we accomplish this. Committee discussed the topic list and order of importance after #1 then #4, #6, #11 for review.

#1 Update Salary Report still being the most important

#4 Leave Policy (relates to recognition and support for sabbatical replacement plan)

#6 Work load will change title to Employment equity

#8 Conflict Resolution will be left for spring review

#9 Pay for discipline coordinators (add formalizing the job description)

#10 Searches (process and length seem satisfactory, some discussion on no meetings on study day and what about summer searches?)

#11 Credit load for temporary and part-time faculty (previous Dean had a draft on hiring people but it never got passed the draft mark, Mary Elizabeth to email Dean for salary schedule for part time faculty; a question of what there being paid to do and where there being asked to do; Mary Elizabeth to check with Sarah Mattson, HR, for level of benefits and retirement eligibility)

Next meeting is Tuesday, November 1st (due to missing the meeting that fell during fall break).

Meetings will then return to every other Tuesday after November 1st.

Jenny Quam, Staff support