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FAPAAC minutes 02/07/2012

Faculty and P&A Affairs Committee

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Faculty and P & A Affairs Committee (FAPAAC)

Minutes of February 7, 2012

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

Meeting minutes from 1/24/12 were accepted and approved.

Back fill policy has been publicized to campus.

Dean Finzel will attend our next meeting scheduled for Tuesday, 2/21/12.

M Bezanson asked for a list of topics to discuss and email to her by next week.

M Bezanson reported that there is a report from a study done on the Faculty Development Center. Faculty Development Committee did not support the re-development of the center but rather disbursement of the money for faculty travel.

Conflict resolution visit day for our meeting on April 3: M Bezanson hasn't called Mpls yet to schedule but has talked to Sarah Mattson in Human Resources who has worked with her before. We'll probably set up meetings with the U of M contact and Chancellor, Advisory committee and possible others.

Single Semester leave will be our meeting topic on March 6th. M Bezanson will ask Ray Schultz to attend and discuss topic for around 10 minutes. R Wareham reported a correction from last month's discussion on Single Semester Leave. Instead of 3 disciplines mentioned it should be 2 disciplines that have never received semester leave which are German and Music.

Salary report finalization and much discussion followed. R Wareham handed out updated appendix tables. There now a little more consistent and had no change in any wording. Changed the table to showing highest paid to lowest paid. Discussion on how to make a stronger report with more passionate language for salary increase as we want our own voice represented to central administration. Updating the report to include language from previous Faculty Affairs salary report, including a conclusion section, and inserting words of dismal and demoralizing outlook for tenure-line faculty as its imperative that UMM's salaries are brought into alignment with those of its peers and its fellow U of M campuses. Report will be updated and sent to Chancellor, copy to Dean and Finance Committee.

Next meeting will be held on Tuesday, February 21, at 9:00 a.m. with Dean Finzel as guest.

Submitted by:

Jenny Quam, staff support

