

2-21-2012

## FAPAAC minutes 02/21/2012

Faculty and P&A Affairs Committee

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### Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 02/21/2012" (2012). *Faculty and P&A Affairs Committee*. 8.  
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## Faculty and P & A Affairs Committee (FAPAAC)

Minutes of February 21, 2012

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

ME Bezanson introduced discussion of temperature in Humanities building. The primary concern is the temperature in the building is too high for faculty and students to perform at peak productivity. Secondary concern is that over-heating is a waste of resources and not consistent with UMM's "green" goals. Dean Finzel stated he knows Plant Services is aware of building heat issues in many older buildings on campus, including Humanities and Behmler. ME Bezanson will send note to Lowell Rasmussen regarding the issue in Humanities.

ME Bezanson introduced discussion of the Salary Report. R Wareham prepared an exhaustive review of last year's Salary Report and will soon complete an update that FAPAAC will send to Chancellor Johnson with the hope that the information will assist her in upcoming budget talks by clearly demonstrating the inequities that exist between UMM faculty and the faculty on other University of Minnesota campuses. R Wareham stated that part of the review examined the composition of peer institution lists for each campus, and explained why the most meaningful comparison groups for UMM should focus on baccalaureate institutions in Minnesota. C Bina passionately stated that faculty morale is very low and wanted Dean Finzel (and Chancellor Johnson) to take up faculty salaries as the top priority for next year and to communicate an extreme sense of urgency during the budget discussions. When asked what more FAPAAC could do to support Chancellor Johnson prepare for budget planning, Dean Finzel stated a major part of any salary increase will likely come from UMM internal reallocation (salaries / staffing / supplies), so he encouraged FAPAAC to become aggregators of opinions on where resources may be shifted to free funds to support faculty salary increases. Dean Finzel said no clear priority has emerged regarding faculty salaries, hiring faculty positions, or SEE budgets given limited campus resources.

ME Bezanson introduced discussion of position titles, particularly Director and Coordinator. R Wareham stated there currently seems to be no clear reasoning as to why some positions are given the title of Director, while others positions that appear to have greater responsibilities are given the title of Coordinator. Dean Finzel said generally someone in a Director role would have greater budget and / or staff responsibilities, but in some cases it might be a sign of career progression. Dean Finzel further stated sometimes titles do not accurately reflect a change in roles that may have occurred subsequent to hiring at a certain

level, and reclassification reviews can be initiated by individuals on a case-by-case basis. R Wareham stated a desire to ensure titles and salaries are equitable across campus.

ME Bezanson introduced a discussion of Single Semester Leaves (SSL), sabbaticals, and supplemental pay. There are concerns on the Morris campus regarding the limited number of opportunities, especially for post-tenure faculty. Faculty members have questioned the fairness of the selection process, and some have become so disillusioned they no longer even feel it's worth applying. J Wojtaszek stated faculty leaves have complex budget ramifications on all University of Minnesota campuses, but it seems UMM is particularly disadvantaged because of smaller average base salaries and use of a different funding formula than those used on other UMN campuses. Dean Finzel said the number of available SSLs is a percentage of total faculty. UMM currently has four SSLs, and is sometimes able to add an additional SSL by requesting use of an unused SSL on another UMN campus. Dean Finzel stated the method for awarding SSLs on the UMM campus was developed in the late 1990's and remains the governing policy. ME Bezanson stated that some departments on other UMN campuses have decided to forgo the entire process and simply internally fund and award faculty leaves. Dean Finzel said this is possible not only due to the additional fiscal resources available to some of these departments, but also because there are graduate students who can be tapped to help back-fill. Regarding the formula for awarding the supplemental allocation, Dean Finzel stated it is a non-competitive process and the amount of UMM's contribution is embarrassingly modest.

ME Bezanson introduced the topic of workload / multitasking, citing the new Academic Alert reporting requirements as an example of misuse of faculty time. Dean Finzel stated this particular problem is related to roll out of a new software system and that they will look at making changes to focus faculty time on reporting on the 2-3% of students who need to be included in the Academic Alert system and reduce or eliminate the need to report on the other 97 - 98%.

Submitted by: Tom Ladner