

3-6-2012

FAPAAC minutes 03/06/2012

Faculty and P&A Affairs Committee

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Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 03/06/2012" (2012). *Faculty and P&A Affairs Committee*. 7.
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Faculty and P & A Affairs Committee (FAPAAC)

Minutes of March 6, 2012

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

ME Bezanson introduced Ray Schultz, Associate Professor in Theatre. He was asked to describe his concerns about the Single Semester Leave (SSL) process. He is interested in the SSL program and policy. In earlier years, he was very frustrated in the vagueness of the SSL policy and tried to compile data from it. Ray was granted a SSL during fall semester (2011). Ray said it took him 4 or 5 times in the application process before he was granted a SSL. Prior to his leave, he was not terribly surprised that he was, in fact, only the second performing and fine arts faculty to receive a SSL under the semester system. Tracy Otten being the first one from fine arts had been granted a leave in a prior year. That was, perhaps not coincidentally, immediately after he pointed that fact out to then Dean Schwaller. Administration asked if many faculty had been applying? He thought senior faculty were not mentoring junior faculty in applying. Probationary faculty could benefit from SSL. Next year, another performing and fine arts faculty will receive a SSL.

In terms of policy and ways we could do better? In applying, Ray never got a feeling of consistent measurement and only sometimes would receive feedback from application. Reason for non selection was very vague with a reason of some people need it more than another person. Was it difficult to fill out the form? Yes, some of the questions seemed slanted towards Science and Math as to data and measurement. In fine arts, it's hard to plan that far in advance especially in reference to auditioning for parts. Theatre companies, for example, do not make a hiring decision a year and a half in advance. Some in theatre wouldn't be cast.

R Wareham noted once application included more content on researching and writing along with acting and directing then the SSL was awarded. Being more strategic in filling out the application would help. J Kuechle noted that when the make up of the committee changes there will be differences in the application of the selection criteria. Sometimes after tenure, you are granted a SSL. R Schultz noted make up of campus has changed being more senior people and less probationary people.

J Kuechle asked who is on the committee to review SSL? Does it come from Faculty Development? Others commented that SSL committee is appointed by Dean and composed of people who have received SSL in the past. R Wareham noted the committee has no continuation of members from year after year.

Some discussion on the criteria of SSL should be reviewed. C Bina stated the importance of cohesion within the faculty. H Waye was on SSL committee as she was awarded a SSL before. It was difficult to read range of proposals as application is targeted to her field and difficult to get a handle on what to look for in the applications. You need to write the application for a very broad audience. R Wareham suggested maybe at the beginning of year have an hour on how to write proposals could result in more quality.

The window to apply for a SSL is so narrow if you're in a very small discipline. R Wareham commented that when Junior Faculty get awarded and then 2 or 3 don't get any it's like they feel disadvantaged. Should review questions on SSL have a question on have you been awarded a SSL before rather than asking have you applied? J Kuechle feels a change is needed in the SSL policy with everyone who applies at least receiving one in the first 6 years. Ray Schultz. feels strongly that everyone should have a fair shot in receiving one. ME Bezanson thanked Ray Schultz for sharing his comments to the committee.

Next discussion on revised Salary Report. Is the report accepted and final to email to campus? R Wareham would prefer the committee review report and responds for approval. ME Bezanson asked the committee to email her of approval as she will email out to campus. She noted Chancellor Johnson is going to UMM compact meeting on Twin Cities campus this week and would take the report information with. R Wareham reported Chancellor Johnson had some questions. One being on the table on the top of the 2nd page, where did the list of schools come from? It was taken from N Helsper's data book and was a list that J Imholte and B Blake has said to use years back. No longer have TC campus in it and have a chart that gives better data. Another question being in the faculty salaries for the Morris 14 – which is our comparative group, why don't we use the average , excluding UMM? We'd bring it lower if were not listed. More comfortable making argument for higher salaries with UMM listed. Another change is in the agreement of total number of professors at UMM with changing to 29 Full, 52 Associate and 17 Assistant. A question from R Wareham to ME Bezanson and Chancellor Johnson would be is there a value in including the appendix that lists the TC campus and comparison group? As U of M Duluth appendix compares to doctorate institutions.

ME Bezanson visited with J Ericksen, Humanities Division Chair about the salary issue as suggested by the Dean during his visit. Janet expressed strong support for attention paid to salary and raised a concern regarding salary compression. S. Haugen, who also serves on the Finance Committee, reported that Finance passed a motion prioritizing faculty salaries as very important. C. Bina reiterated his belief that this is the crucial year for salary increases. That in another year another issue like SEE can be a priority but this year, faculty salaries should be the priority.

ME Bezanson has not heard anything back form TC campus as to a conflict resolution visit date. SSL, sabbaticals, and supplemental pay topics for next meeting agenda.

Submitted by: Jenny Quam, Staff Support

