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FAPAAC minutes 04/03/2012

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Faculty and P & A Affairs Committee (FAPAAC)

Minutes of April 3, 2012

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

Meeting minutes from March 6, 2012 were accepted and approved.

Meeting minutes from March 20, 2012 were revised, accepted and approved.

ME Bezanson reported Carolyn Chalmers who was asked to UMM for conflict resolution meetings will not be able to commit for April 3, 2012 visit due to a conflict. ME Bezanson has asked Sarah Mattson, Human Resources, to invite Carolyn back to UMM this fall and schedule the meetings.

Committee discussed single semester leave policy and recommend next year's committee continue with this topic. Committee felt progress was made but SSL is an issue that constantly comes up. Minutes and reports are available for follow up to new committee.

ME Bezanson had received P & A Salary survey report from Sarah Mattson. The information contained in report was from last year. R Wareham to email Sarah Mattson and ask if this report has been updated this year? Committee discussed report and asked if there a way this report can have more detail included like the faculty salary report. Committee would like to have report on our committee minute website along with the Faculty Salary Report.

ME Bezanson handed out a copy of 2010 – 2011 Faculty and instructional Staff workloads report given to her by Nancy Helsper. ME Bezanson had asked Nancy if there was information regarding teaching load, release time, how many credits people teach, and who has release time from teaching to do other tasks? Committee discussed report. ME Bezanson stated the report did exclude people on sabbaticals.

ME Bezanson contacted Roland Guyotte, chair of finance committee, about our committee review of finance minutes. The committee has not had a chance to approve minutes yet and there hoping before the next meeting in April they will have this done.

Upon request, R Wareham discussed the \$25,000 fund for faculty release time. This fund looks like it will not be ready to be given out this summer. The Dean originally asked Faculty Development committee to develop the request for proposals and the application process and now the Grants Development office in the process of finishing developing draft application documents that will need to be reviewed and approved. It is anticipated there will be 5 grants awarded at \$5,000 each that can be used as 1) course release or 2) summer research support (if course release is not a viable option for faculty in a specific

discipline). It is hoped the program will be announced by the end of semester with fall deadlines. Funds would probably be available for spring, summer and fall of 2013 and spring 2014 to would give an 18 month window of awarding and enough time to plan for release time, but this has not been finalized an approved yet.

ME Bezanson will draft a statement which would be sent to the Chancellor, Janet Ericksen, Division Chair of Humanities, future Division Chair of Humanities Pieranna Garavaso, and Dean Bart Finzel on the issue of work load in theatre and music. We appreciate that the campus is committed to notion of equity and future hires create as much equity as possible. Salary report was endorsed by finance committee. Single semester leave review to continue to next year's committee.

ME Bezanson has resigned from committee. H Waye, R Wareham, A Kildegaard, and J Kuechle committee terms are finished this spring. C Bina and T Ladner have two more terms to serve. The process of how this committee membership is formed has changed and now you are appointed by the membership committee. Anyone can make a motion to the Steering Committee to change this process and should consider doing so.

R Wareham was asked by M Kuchenreuther to attend the planning committee and committee agreed on his attending.

The committee meeting of May 1st, will be cancelled due to conflicts in member's schedules. The final meeting of semester will be on April 17, 2012.

Submitted by: Jenny Quam, staff support

