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Faculty and P&A Affairs Committee
Minutes of Wednesday, February 13, 2013

The following topics were discussed: executive summary of faculty salary report; guest Dean Bart Finzel with discussion on salaries, P&A leaves and leaves in general, sabbatical supplement, workload, etc.

Present: Ben Baglio, Vicki Graham, Sara Haugen, Tom Ladner, Gordon McIntosh, Kevin Stefanek, Roger Wareham, James Wojtaszek, and Athena Kildegaard. Absent: Cyrus Bina. Guest: Dean Bart Finzel

Reviewed and approved committee minutes from January 25, 2013.

R Wareham handed out a draft executive summary of the faculty salary report and asked the committee members to review and send comments to him within the next week.

R Wareham introduced guest Dean Bart Finzel and welcomed him to the committee meeting.

The committee shared topics for possible discussion:

- P&A leaves and leaves in general – still seems to be a mystery on this campus. There is currently a University policy and a UMM procedure and practice but there is no knowledge of anyone ever receiving a leave. Sarah Mattson, Human Resources, has indicated she has no knowledge of anyone applying for a P&A leave. J Wojtaszek, a representative on the University SCFA committee, shared that P&A leaves are not just an issue on our campus but system-wide it seems none are being taken. Are there funds available from a fund development account or elsewhere that could be used for this type of leave? For instructional/teaching P&A there is nothing that states they cannot apply for a Single Semester leave, but they usually do not apply for one because very competitive and seems to be reserved for tenure-line faculty members.
- Sabbatical Supplement – how much are we given for our campus and how is that amount determined? Sabbatical supplements come up to FAPAAC as an issue fairly frequently; there seems to be varying views on whether the supplement should be more of a competitive process or the current program that distributes a percentage of available funds to all who apply for the supplement that year.
- Salary increases – the committee would like to hear more about the process of determining faculty/staff salary increases, including what amount goes into the chancellor's discretionary funds and how raises are decided. Also, we'd like to hear more about the extra \$130,000 in funds that was used to address Morris faculty/staff salary inequities for FY13, such as where did the funds come from and is there anticipation that more funds will be made available in future years?

Comments from/discussion with Dean Finzel:

- P&A leaves are essentially up to the unit to recommend and determine how to staff the absence, similarly to Single Semester leaves (although those go through a competitive process as well). Unit heads and P&A employees need creative thinking as to how they could backfill and reassign duties while on leave. There are currently some minor funds in a fund development account but would take a larger fundraising campaign to build enough resources that could fully support leaves.
- Usually there are 13 to 14 applications for Single Semester leaves each year and UMM is able to grant 4 to 5 per year. Regent's policy states that a four percent cap of faculty can be granted Single Semester Leaves per year. Therefore, UMM is allocated 4 per year; because there are some units (primarily on the Twin Cities campus) that do not use their full allotment of leaves, UMM normally requests one additional leave each year and has been quite successful in receiving it.

- Regarding the supplement, UMM is given \$30,000 per year to fund sabbaticals. Several years ago, grant funds were also available for those who applied and it was distributed in a more competitive manner. Now the allocated campus amount is split between those who have been granted the sabbaticals and who apply for the supplement. The Vice Provost office comes up with the amount for each campus and UMM has, in the past, inquired why the amount is so paltry but has not received a satisfactory response. If UMM believes it is receiving a much smaller amount than our other University colleagues then perhaps FAPAAC can help address this issue. Dean Finzel asked J Wojtaszek if he could ask at the next Senate committee meeting the following “What is the average sabbatical supplement across the University?” If UMM continues to allocate the supplements to all going on sabbatical who apply for it and not necessarily merit-based, there was a question regarding whether or not an application for the supplement was even necessary.
- Dean Finzel asked the committee members “How do you see your role in this committee?”(i.e., is this a committee that interacts with the Dean and identifies priorities? Or should it have a more concrete role and be prepared to make decisions such as reviewing grant programs or similar activities)? There were comments indicating that the Faculty Affairs Committee (now the Faculty and P&A Affairs Committee) was originally set up to serve and address faculty issues; it seems that it could put the committee in a possibly precarious and/or contentious position if it were to start making decisions as to which faculty members received certain things and which ones were denied certain things. The charge of FAPAAC is to address the issues and needs of all faculty and P&A members on campus. Therefore, discussion leaned toward the committee being more of an advisory committee than taking on projects as assigned. That said, the committee is open to considering issues/tasks asked of them, such as its work with the Faculty Salary Report.
- Regarding the extra \$130,000 that was made available for FY13 to address low UMM faculty/staff salaries, the funds came from a variety of sources across campus: some from Academic Affairs account strings, some from consolidating accounts from the former Continuing Education unit, some re-allocation that involved auxiliaries and some funds from areas across campus when they were available. While faculty salaries are an issue UMM plans to continue to address, it is unlikely an extra amount of funds will be able to be culled together in FY14 to address the inequity in UMM salaries. That said, it currently looks like there will be a salary pool that will allow average raises of 2.5% this year.
- Chancellor discretionary funds from the salary pool are used for promotion, retaining faculty, individuals who were identified by division chairs, used to have more of a salary floor for different ranks, individuals who were hired in at a lower salary, and a few targeted individuals where salaries need to be more in line with peers. Faculty salary recommendations begin at the division level and each division has a process of how those recommendations are made. Dean Finzel suggested that FAPAAC might want to invite the division chairs to the committee to discuss this process.

R Wareham thanked Dean Finzel for his time and comments.

Next committee meeting will be held on Wednesday, February 27th.

Submitted by Jenny Quam