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FAPAAC minutes 02/03/2014

Faculty and P&A Affairs Committee

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Faculty and P&A Affairs Committee

Monday, February 3, 2014

Humanities 112

1 p.m.

The following topics were discussed: Other business, Faculty Salary Report, and Sabbatical Issues, Faculty Salary Report

Present: Vicki Graham, Roger Wareham, Tom Ladner, Peh Ng, Kevin Stefanek, Sara Haugen, and Athena Kildegaard. Absent: Tom Johnson, Hannah Goemann, and Dave Roberts

Reviewed and approved committee minutes from December 9, 2013

Other business: V Graham, Humanities, asked if the new pulse survey had a section to answer on salary discontent. The pulse survey made it clear that UMM was unhappy with salaries and showed higher than other campuses. R Wareham shared new pulse survey results should be shared to campus sometime this spring. From pulse survey results, Chancellor Johnson had shared that items were being addressed. Committee is curious on results and suggested when Chancellor Johnson sends out email to campus about the new engagement survey results that the prior pulse survey issues with any results be included. R Wareham to follow up with Sarah Mattson or Chancellor on topic.

R Wareham shared the planning committee has been asked to look at over 200 items of 2006 strategic plan and comment on how well we are doing with the goals of the strategic plan. *(Roger do you want to list anything what you read about the 3 questions or issues- please fill in from your report or give to me and I will key in)*

Faculty Salary Report: R Wareham shared a formal approval of the new comparative groups is needed before moving forward with the report information. This item should be on the campus assembly agenda soon. He will continue to work on final review, work with V Graham and T Ladner and report back to committee.

Sabbatical Issues: A Kildegaard who is on the sub-committee with D Roberts and K Stefanek shared suggested survey language for sabbatical supplements. She will share on google drive with committee for review and additional suggestions. When we come to agreeable language, we could send a survey out thru survey monkey to campus in which participants could remain anonymous. Another suggestion is to add a line for comments with asking for ideas. We would want to make sure people cannot respond more than once and encourage all to participate. Sub-committee will address at next meeting and try to have action points that we move forward on.

P Ng who is serving on a SCFA subcommittee looking at the sabbatical and development leave policies and reviewing our current structure. SCFA liked some of the sub-committee suggestions.

P Ng is asking Linc Kallson, U of M Budget and Finance, to run a budget model for SSL and sabbaticals. Faculty development is ultimate goal of a sabbatical. SCFA meets in a few weeks so she'll let us know more at next meeting.

Next meeting: February 24, 2014

Submitted by Jenny Quam, Staff Support