

3-17-2014

## FAPAAC minutes 03/17/2014

Faculty and P&A Affairs Committee

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### Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 03/17/2014" (2014). *Faculty and P&A Affairs Committee*. 33.  
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**Faculty and P & A Committee**  
**1:00 p.m. Monday, March 17, 2014**  
**Humanities 112**

The following topics were discussed: Faculty Salary Report, Sabbatical / Semester Leave, Engagement Survey

PRESENT: Athena Kildegaard, Vicki Graham, Tom Johnson, Hannah Goemann, Sara Haugen, Tom Ladner, Peh Ng

Review and approve committee minutes from February 24, 2014

**Faculty Salary Report**

Review of changes as recommended by members (Dave Roberts, etc.):

- Tables 2, 5, 7 – keep to highlight where Morris is ranked compared to other UM system schools. Peh suggested adding note that Duluth (except medical school) and Crookston faculty are unionized.
- Sara Haugen and Tom Johnson asked if table 5 “Assistant Professor” includes non-tenured and adjunct faculty. Resolved to find ask Nancy Helsper, but not change table.
- Table 7 – keep, but change order with table 6.
- Make sure commas are inside the quotation marks.
- Dave suggested editing the summary. Roger streamlined summary and identified short, mid and long-term recommendations
- Question: is peer group the existing Morris 14 (table 2), the newly recommended group (table 1), or the COPLACs? Somehow clarify what is being referred to in the summary.
- Clarify difference between comparison group and peer institutions within the comparison group.
- Question (Athena): who is the target audience? UMM Admin?
- Question: should draft go to planning and / or finance to ask for input, particularly regarding time frames?

**Sabbatical / Semester Leave**

Campus discussion was not heavily attended. Peh will update SCAFA subcommittee on UMM campus discussion regarding possible changes.

**Engagement Survey**

Administration wanted recommendations of 1 – 2 items to celebrate, and 1 – 2 opportunities for improvement. FAPAAC recommends results be conspicuously linked from UMM HR web site and / or link distributed via email.

**Other:** no further discussion. Meeting was adjourned. Next meeting April 7, 2014  
Submitted by Tom Ladner