

University of Minnesota Morris Digital Well
University of Minnesota Morris Digital Well

Consultative Committee

Campus Governance

9-17-2014

Consultative minutes 09/17/2014

Consultative Committee

Follow this and additional works at: <http://digitalcommons.morris.umn.edu/consult>

Recommended Citation

Consultative Committee, "Consultative minutes 09/17/2014" (2014). *Consultative Committee*. 61.
<http://digitalcommons.morris.umn.edu/consult/61>

This Minutes is brought to you for free and open access by the Campus Governance at University of Minnesota Morris Digital Well. It has been accepted for inclusion in Consultative Committee by an authorized administrator of University of Minnesota Morris Digital Well. For more information, please contact skulann@morris.umn.edu.

Consultative Committee minutes
Sept. 17, 2014

Present: LeAnn Dean, Rita Bolluyt, Nancy Helsper, Julie Eckerle, Allison Wolf, Michelle Page, Sam Daniewicz, Megan Jacobson, Jayne Blodgett

Absent: Lisa Harris

Guest: Pieranna Garavaso

It was moved and seconded to nominate Michelle Page as co-chair. The motion passed.

It was moved and seconded to nominate LeAnn Dean as the other co-chair. The motion passed.

Pieranna Garavaso, Chair of the Humanities Division attended the meeting to discuss the issue of adjunct music faculty salaries, primarily the people who teach individual lessons. She indicated this has been an issue of concern for many years, but it is a very complicated issue, so resolution has been difficult. The past also saw substantial deficits in the individual lessons budget, but that issue has been solved by adjusting how much instructors are paid. Currently there are 18 adjunct music faculty members who are paid \$300/semester for 14 30-minute lessons or \$550/semester for 14 60-minute lessons (reduced from \$600 in previous years). They are also reimbursed for mileage at \$0.50/mile. (This is a change this year; they used to be reimbursed at the state rate of \$0.55/mile.) There are concerns about enrollment in lessons because the instructors' salaries are already guaranteed by a contract, so there needs to be enough students enrolled to cover the cost of the program. This can lead to budget deficits or if enrollment is insufficient to cancelling lessons for a particular instrument(s). The division also believes instructors should be paid a living wage, and while UMM's salaries are in line with other institutions, the school also feels obligated to pay reimbursement for mileage to make sure instructors are willing to teach here.

At the end of last year, Garavaso met with the adjunct music faculty to get suggestions for how to handle the pay issue. In the end, she, in consultation with others including Dean Finzel, decided to lower the 60-minute lessons to \$550/semester and reduce the mileage reimbursement to \$0.50/mile. Everyone who was offered a contract accepted and the budget was also in the black. Garavaso is hoping to have another meeting with the instructors to get additional feedback. She is also looking into possibilities for remote instruction using ITV options. (A pilot was run last spring, and it seemed to go well. There are discussions about what instruments this might work best for.)

Garavaso was interested in hearing the thoughts of the committee about possible options. She is also interested in doing more research on the topic, which might be conducted by a faculty member.

Questions from the committee:

- Why do we pay mileage to these instructors but not to others? It's the only way to have people drive out from the Cities to hold lessons. Most of the instructors are not from the area despite attempts to recruit locally.
- If there was a higher salary but no mileage, would they be willing to come? Something to investigate.
- What if the pay was based on degrees and experience like other salaries? That was explored as an option, but it was the least favorite among the adjuncts, many of whom do not have terminal degrees.
- Could driving be paid at an hourly wage instead of reimbursed as mileage? Yes, that is an option to investigate.
- Is there a way to incentivize teaching of lessons by tenure-track faculty like what happened in the past? Currently if lessons are given to 7 students for the semester, there needs to be a course release. In the past, some faculty would conduct lessons and not ask for course release, but the current group of tenure-track faculty has additional research interests plus creative work, and that make teaching lessons more difficult. Also, if tenure-track faculty are to teach enough lessons to garner course release, that would mean fewer classes would be taught.
- Instead of having a faculty member research this issue, could you find a student to help? Perhaps as a MAP? Yes, that is definitely an option.

Respectfully submitted,
Jayne Blodgett