

2-27-2013

FAPAAC minutes 02/27/2013

Faculty and P&A Affairs Committee

Follow this and additional works at: http://digitalcommons.morris.umn.edu/fpa_affairs

Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 02/27/2013" (2013). *Faculty and P&A Affairs Committee*. 18.
http://digitalcommons.morris.umn.edu/fpa_affairs/18

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 Faculty and P&A Affairs Committee by an authorized administrator of University of Minnesota Morris Digital Well. For more information, please contact skulann@morris.umn.edu.

Faculty and P&A Affairs Committee
Minutes of Wednesday, February 27, 2013

The following topics were discussed: Salary Pool, Compensation, Faculty Salary Report, Pulse Survey, Spring Forum

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

Minutes: minutes from last meeting were tabled pending review by guest Dean Finzel

Salary Pool: discussion regarding how the .5% increase is distributed (see Chancellor Johnson's salary instruction memo)

Compensation: discussion continued regarding P & A membership. It was noted that most (not all) non-tenure track faculty are P & A members, with the key difference being retirement benefits and qualification for certain internal grants. A member asked if there is a limit to the length of time non-tenure faculty can continue without tenure review.

Faculty Salary Report: the Chancellor's Office requested to have the Salary Report in preparation for upcoming budget discussions. R. Wareham expressed the information in table 6 of the report may not be complete as it is impacted by the Planning Committee completing its work regarding UMM's new recommended comparison group. A. Kildegaard said the changes contained in table 6 have not yet been officially adopted.

The group agreed that the Salary Report should be sent to Chancellor Johnson and cc'd to the Planning and Finance Committee, along with a statement encouraging the administration to develop both short-term and long-term strategies for addressing salary deficiencies.

Pulse Survey: the Committee is still interested in making sure the campus is aware that the results of the 2012 Pulse Survey have been released. Chancellor Johnson has also expressed interest in the Survey as well as if there may be other, more effective measures of gauging the pulse of the campus. Chancellor Johnson has indicated she would be willing and interested in discussing this more.

Spring Forum: the group agreed that it would be a good idea to hold a spring FAPAAC forum, possibly more tightly focused on salary issues and the Salary Report. A. Kildegaard, J. Wojtaszek and V. Graham agreed to work on putting together a format and look at possible dates.

Next Meeting: Wednesday, March 6, 2013, 9:30 a.m., Humanities 112

Submitted by Tom Ladner



Roger Wareham <warehamr@morris.umn.edu>

salary letters

1 message

Jacqueline Johnson <jrjohnso@morris.umn.edu>
Reply-To: Jacqueline Johnson <jrjohnso@morris.umn.edu>
To: UMM-P-AND-A@lists.umn.edu

Tue, Jun 19, 2012 at 5:40 PM

As a member of our faculty or P&A staff, you will soon be receiving a letter indicating your individual salary adjustments for the 2012-2013 academic year. I thought it might be helpful for you to have some background/context for this letter.

We received explicit instructions from the Twin Cities Human Resources office regarding the allocation of funds for salary increases for FY 2013, which we have followed.

1. The Regents have approved a budget which includes a salary *pool* of 2.5%. Collective bargaining and civil service employees will receive this increase and notification of it separately.
2. For faculty and P&A staff, we followed the instructions which called for an initial \$500 across the board increase.
3. We established a 2.0% average pool for meritorious performance, which includes the \$500.
4. We preserved a .5% pool for adjustments for extra merit. The Vice Chancellors have been working with supervisors in their areas (including the division chairs) to determine how this additional .5% will be allocated.
5. We have also identified a pool of recurring dollars which we have reallocated to address salary equity issues for faculty and P&A employee groups. This reallocation is intended to begin to address problems identified in the salary studies (one for faculty and one for P&A) that were presented at compact/budget meetings in 2011 and again in 2012.
6. One goal is to begin to move faculty salaries toward the 60th percentile for baccalaureate colleges as identified in an AAUP salary study. Equity and salary compression adjustments have been made at the assistant, associate, and full professor levels. A similar goal was identified in relation to various P & A staff positions tied to College and University Professional Association for Human Resources (*CUPA-HR*) averages.

The salary letter that you receive will include (1) an account of your *current* year's *base* salary; (2) an account of any dollars that are the result of tenure and/or promotion decisions; and (3) your *new* base salary for 2012-2013 (FY 13). The new salary is impacted by the components described above.

Additional augmentations not included in base (e.g., augmentations for the Horace T. Morse award or administrative augmentations for division chairs) or salary adjustments related to things like sabbatical leaves will be addressed separately and not in this salary letter.

If you have any questions about your new base salary and what factors impact it, please consult with your supervisor. I would also be happy to answer any general questions that you might have. Jacquie

--

Jacqueline Johnson, Chancellor
University of Minnesota, Morris
600 East 4th Street
Morris, Minnesota 56267
[320-589-6020](tel:320-589-6020)
jrjohnso@morris.umn.edu