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

The following topics were discussed: Open topic, Faculty Salary Report, Pulse Survey, Spring Forum

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

Minutes: minutes from February 13th and February 27th were approved.

Campus late start: some discussion on campus late starts or possible closing due to bad weather. If information is saying no travel advised then should we be trying to decide whether to come in to work in these conditions if UMM is remaining open? If unable to make it into work is staff docked for pay if UMM is remaining open? Could more communication be given to Faculty on student's attendance related to weather issues? Human Resources does send out communication to supervisors on employee absences due to weather issues. The Commission on Women has discussed this issue and a member is drafting a letter to administration on this topic; our committee is interested in addressing this as well. V Graham will touch base with the Commission on Women regarding the letter and showing this committee's support.

Faculty Salary Report: R Wareham did receive response from Chancellor Johnson and others thanking committee for the Salary Report information. The committee is still very interested in making sure that UMM faculty salaries achieve the average of the 60th percentile of AAUP salaries among baccalaureate institutions (as outlined in table 11 of the salary report). Wareham will be meeting with Chancellor Johnson on March 29th for preliminary discussions on the Pulse Survey and to touch on the salary report.

Pulse Survey: The survey will not be used again in the future. Information on the website shows it going away and to watch for employee engagement plans and a new tool. Also report indicates that some administrators had access to confidential information regarding the report and the committee is wondering what sort of information was made available. R Wareham will ask Chancellor Johnson how this information is different than what we see on the report. We would still like to see some sort of announcement sent to campus on pulse survey results.

Committee noted that, along with salary discontent, work and family conflict was an issue that seemed of extra concern to UMM faculty. A member asked if the low participation rate could be due to people thinking that only administration see the results?

Spring Forum: The date of April 9th was selected for a spring open forum meeting for Faculty and P & A employees. J Wojtaszek will send out email communication to campus of this date and check on reserving Imholte #112 for meeting. Time of forum will be from 4:30 – 6:30 p.m. Suggested in our announcement to campus for the spring forum will be to touch on themes included in the pulse survey results, particularly salary and work/family conflict.

Next Meeting: Wednesday, March 27, 2013, 9:30 a.m., Humanities 112

Submitted by Jenny Quam



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

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