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Faculty and P & A Affairs Committee
Minutes of Monday, September 23, 2013

The following topics were discussed: email to campus, future meeting dates, inviting Dean Finzel to meet with the committee, P & A leave request, faculty sabbatical supplement, faculty & P & A search process, FAPAAC salary report, and other issues.

Present: Roger Wareham, Tom Ladner, Athena Kildegaard, Peh Ng, Kevin Stefanek, Dave Roberts, Vicki Graham and Sara Haugen. Absent: Cyrus Bina, Laddie Arnold.

Minutes: The September 5, 2013 minutes were reviewed. A motion to approve with minor correction, seconded and passed.

Inviting issues for the committee to address (e-mail): R Wareham has yet to send out an email to campus. He will do so this week inviting campus to send issues for the committee to address; it will list the committee charge.

Committee meeting dates: With not many committee open meeting times to work with, the most workable committee meeting day and time will be various Monday's from 9:00 – 10:00 a.m. Since this does not work for all members, the membership committee will find a new Social Science representative. The following dates have been set for meeting: October 7, October 28, November 18, and December 9, 2013.

Dean Finzel to attend committee meeting: R Wareham confirmed next meeting on October 7, Dean Finzel is available to attend. If committee has any topics that would like to be addressed, please email to R Wareham; otherwise, topics for discussion will be faculty sabbatical supplement, faculty and P & A search process, P & A leaves. If time permits other possible issues, air/heat conditions across campus, Academic Center for Enrichment, and Director of Assessment/Institutional planning position.

P & A leave request question: Did anyone know why last year's P & A leave request was denied? Probably was due to costs, backfill, and how would position be covered? R Wareham suggested asking Dean as to what are some of the challenges and how would someone be granted a P & A leave.

Faculty sabbatical supplement: Discussion from the committee on this topic included - the committee did talk to the Dean last year about this topic but did not ask last time about the required UMM match, if we were able to get more funds from provost office, and would UMM be able to match more. The central office funds up to the lesser of 30% or \$30,000 and UMM must match 1/3 of supplement that central is allocating. A key sentence from the provost website states that a portion of this central fund is allocated to each college and campus based on its proportion of the university's tenured faculty. If this is accurate, then UMM is likely way short of getting the appropriate amount. We believe the application process has changed from a competitive one to everyone who applies is given a piece of the amount. Not everyone has applied even though they are eligible. Why does UMM have an application process if the supplement is getting divided equally? Not all people use the supplement as some people take sabbaticals and are receiving funds from another position they have taken and others receive some external funds.

Some suggestions were given to collect data on prior faculty sabbatical supplement amounts? Can we get information from the last 5 to 10 years, the number of people who have gone on sabbatical, how many have applied, how much they received from central and how much from UMM? R Wareham will ask Dean's office if they have this information and will share with committee.

Faculty and P & A search process: Some questions have surfaced on the search process. Frustration with the wait time for some positions to receive final approval, and why do committee members who serve on more than one search committee need to attend each HR search briefing?

Faculty Salary Report: R Wareham asked committee to look at the draft copy of report. This report has been updated year after year. Does this report still make sense and can we change anything? It does compare average faculty salaries for the Morris-14 and also the new comparative group even though it's not official. Committee suggestions on charts with restructuring and removing the NA lines with possibly listing that information on the bottom, and separate the italics sentences from chart. R Wareham asked committee to continue reviewing and this will be a primary topic for the October 28th meeting.

Other topics - **Background checks:**

All new employees (campus wide) are required to have a background check. There was some discussion by committee and concern on this process and the time lag. Sometimes temporary positions need to be processed with a quick hire and how will the required background check delay this? P Ng shared the Dean is working with the division chairs on this new required background check process.

Motion to adjourn, seconded and approved.

Submitted by Jenny Quam, staff support