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FAPAAC minutes 10/07/2013

Faculty and P&A Affairs Committee

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Faculty and P & A Affairs Committee
Minutes of Monday, October 7, 2013

Present: Peh Ng, Vicki Graham, Kevin Stefanek, Sara Haugen, Roger Wareham, David Roberts, Athena Kildegaard

Absent: Tom Ladner, Laddie Arnold

Guest: Dean Bart Finzel

Action going forward:

The committee will seek advice from colleagues regarding allocation of sabbatical supplements, and move forward to provide guidance to the Dean for allocation of supplements on the UMM campus.

Ng will seek data about Central's allocation of supplement funds; Dean Finzel will follow up if necessary.

1. Minutes of 9/23/13 meeting were approved.
2. Discussion with Dean Finzel

Sabbatical Supplements

Ng gave an update on the Senate vote of last week regarding allocation of sabbatical supplement: it is recommended that units implement a process of competitive distribution. There was no mention of allocation amounts. Ng urged that UMM receive a larger allocation than in recent years.

Finzel noted that the policy language regarding sabbatical allocations is unclear; UMM puts forward a request for clarity every year; this year the Provost's Office has allocated \$10,000 in addition to the UMM's usual allocation of \$30,000; carryover of unused funds is inadvisable; all faculty deserve some supplement; the allocation is divided only to those who apply; though it might be desirable to create a pool of funds so as to regularize the amount of the supplement, this is unlikely to happen; the total allocation for 2013-14 is \$55,000 (\$30,000 from Central, \$15,000 from UMM, \$10,000 additional this year from Central).

It was noted that from 1999 to 2005 the sabbatical supplement was 25% of salary; whereas, since 2005 it has been 10%.

Roberts called for comparative figures from all units in order to truly ascertain whether there is, in fact, an imbalance on the UMM campus. Ng noted that it's difficult to get this data for every unit. Dean Finzel noted that this data has been requested but has not been forthcoming.

Recommended for action is noted above; it was agreed that the committee should move quickly if we want to see a change in this process. Dean Finzel urged the committee to take up this issue.

Faculty Salaries

Dean Finzel noted that the study has been presented as a priority request to the Campus Compact meeting the last two years but there has been no change from Central. UMM primarily focused the raise allotment on senior faculty this year and on junior faculty last year.

Dean Finzel urged the committee to meet with others on the Vice Chancellor's team to discuss salaries.

P&A Leave

Dean Finzel noted that there is no dedicated funding for P&A leaves and that this is the biggest challenge. Finzel recommended that the committee determine how much funding would be needed to cover P&A leaves, since without such numbers, the request for funding is unlikely to be met.

Faculty & P&A Search Process

Dean Finzel noted that a proposal has been made to hold an “equal opportunity” training session for anyone involved in searches in order to relieve faculty of repeating this training in a short period of time.

Background Checks

Background checks are now routine for all new hires, for employees moving assignments or receiving augmentation, and for all students who work with children. The process, we've been assured, is quick and relatively inexpensive. Only the hiring authority and candidate are to be informed of the background check result. Should a felony conviction be revealed, it would be reviewed and discussed between the 3rd party administrator, HR, General Counsel, and they may seek clarification of job duties with the hiring authority. It appears that UMM HR will bear the costs.

Submitted by Athena Kildegaard