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Faculty and P&A Affairs Committee
Minutes from Monday, February 24, 2014
Humanities 112
1 p.m.

The following topics were discussed: Sabbatical/Semester Leave, Faculty Salary Report, Engagement Survey, and other business.

Present: Vicki Graham, Roger Wareham, Tom Ladner, Peh Ng, Kevin Stefanek, Sara Haugen, Athena Kildegaard, Tom Johnson, Hannah Goemann, and Dave Roberts.

Reviewed and approved committee minutes from February 3, 2014.

Sabbatical/Semester Leave Issues:

At the campus assembly meeting on February 17, the topic of possible changes to the Single Semester Leave and Sabbaticals was brought up and followed with a brief discussion. Some faculty did have questions and suggestions. More discussion continued with the committee deciding on holding an open forum for Faculty and P & A in reference to faculty leaves and possible changes to the program. This will be a chance to provide a broader opportunity for discussion. The format will include an overview of current opportunities for leaves, a description of possible changes (which are not set in stone) to the program, and an opportunity for attendees to provide feedback well before any institutional recommendations or changes are made. Dean Bart Finzel and our Senate Committee on Faculty Affairs (SCFA) representative, Peh Ng, will attend, and P Ng will take faculty concerns and ideas back to her committee. The forum will be held on Monday, March 3 in Imholte Hall. R Wareham had confirmed prior to meeting the date on the Dean's schedule. Room # will be determined and R Wareham will send out email to campus on forum information.

Faculty Salary Report: R Wareham shared a revised draft of the salary report which appeared simpler and primarily included a series of charts. It is still showing comparisons with the old comparison group along with the new comparison group. Discussion continued from group with suggestions on italicized lines, inserting a blank before the averages and bold face. The report would need a summary at the end. R Wareham will finish the editing.

Engagement Survey:

University as a whole had an information session about the engagement survey today at 12:00. R Wareham has checked with Human Resources and the Chancellor as to when survey results will be shared to campus. He said UMM has received the results and are still in the review period with discussion with U of M. Soon results will be shared and the committee will be informed. Committee discussed with comments towards if results are not shared it's hard to get employees to participate in survey. The Engagement Survey will be given again next year. NOTE: On March 4, UMM did hold a campus meeting regarding Engagement Survey results

Other: no further discussion. Meeting was adjourned

Next meeting: March 17, 2014

Submitted by Jenny Quam, Staff Support

