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Faculty and P&A Affairs Committee

Campus Governance

3-17-2014

FAPAAC minutes 03/17/2014

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Faculty and P & A Committee
1:00 p.m. Monday, March 17, 2014
Humanities 112

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

PRESENT: Athena Kildegaard, Vicki Graham, Tom Johnson, Hannah Goemann, Sara Haugen, Tom Ladner, Peh Ng

Review and approve committee minutes from February 24, 2014

Faculty Salary Report

Review of changes as recommended by members (Dave Roberts, etc.):

- Tables 2, 5, 7 – keep to highlight where Morris is ranked compared to other UM system schools. Peh suggested adding note that Duluth (except medical school) and Crookston faculty are unionized.
- Sara Haugen and Tom Johnson asked if table 5 “Assistant Professor” includes non-tenured and adjunct faculty. Resolved to find ask Nancy Helsper, but not change table.
- Table 7 – keep, but change order with table 6.
- Make sure commas are inside the quotation marks.
- Dave suggested editing the summary. Roger streamlined summary and identified short, mid and long-term recommendations
- Question: is peer group the existing Morris 14 (table 2), the newly recommended group (table 1), or the COPLACs? Somehow clarify what is being referred to in the summary.
- Clarify difference between comparison group and peer institutions within the comparison group.
- Question (Athena): who is the target audience? UMM Admin?
- Question: should draft go to planning and / or finance to ask for input, particularly regarding time frames?

Sabbatical / Semester Leave

Campus discussion was not heavily attended. Peh will update SCAFA subcommittee on UMM campus discussion regarding possible changes.

Engagement Survey

Administration wanted recommendations of 1 – 2 items to celebrate, and 1 – 2 opportunities for improvement. FAPAAC recommends results be conspicuously linked from UMM HR web site and / or link distributed via email.

Other: no further discussion. Meeting was adjourned. Next meeting April 7, 2014
Submitted by Tom Ladner