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Faculty and P&A Affairs Committee

Campus Governance

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10-7-2014

### FAPAAC minutes 10/07/2014

Faculty and P&A Affairs Committee

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**Faculty and P&A Affairs Committee**  
**Meeting Minutes**  
**Tuesday, October 7, 2014**  
**Humanities 112, 11:00 a.m.**

Present: Peh Ng, Athena Kildegaard, Dave Roberts, Paul Schliep, Melissa Weber, Sara Haugen, Kevin Stefanek, Hiroyuki Imai. Absent: Vicki Graham

The following topics were discussed: Job Family Classification Study and continued discussion of what the committee would like to do this year.

**Minutes from 9/16/14 discussed and approved.**

**Job Family Classification Study:**

D Roberts met with LeAnn Dean and Michelle Page the co-chairs of the Consultative Committee. They communicated concerns about the ongoing job reclassification for P & A and Civil Service staff members at UMM. A letter was shared that was sent about this topic to Kathy Brown, VP of Human Resources at U of M, from the Consultative committee. D Roberts shared some comments from letter and stated lots of complaints from UMM staff, lack of consultation with UMM, and how what's decided at U of M applies to all campuses. One appeal on a reclassification was denied with not much of an explanation. The overall agreed strategy is to do nothing until spring.

Other discussion amongst committee on topic included how people who are currently directors will probably be demoted to supervisor. We wear so many different hats here at UMM and shouldn't be compared to U of M positions. Some results of the reclassification study could be demotions and feel this is not a good way to retain staff or attract for new hires if you are looking for a director position rather than manager. Some salaries have gone up as a result of the reclassification study and also impacted some Civil Service employees who could be promoted to P & A with also an increase. All of the increases resulting from the Job Family Classification Study could amount to \$100,000 with \$46,000 currently implemented.

At the Regents meeting with staff at UMM last week this was the main topic of conversation. Regents seemed surprised in hearing so many comments on this. UMM administrators have been involved in expressing concern to U of M on the classification study.

**Discussion of what the committee would like to do this year:**

Should a salary report be done again? It's been the principal activity for this committee for the past 5 years and a majority of last year's activity. Salary increments were given to tenure track faculty and a pool of money being distributed in various amounts to Full, Associate, and Assistant Professor. Chancellor Johnson commented during convocation that the increases given are a positive note with expectations of similar increases next year and the following. A decision by committee not to attempt the salary report this year but stay alert and look at it again next year.

The committee decided to send out an email asking Faculty and P&A for issues they would like to draw our attention to. Depending on the response, this will determine if we should host an open forum this fall which could yield more ideas.

The employee engagement survey will be sent out soon. The results will highlight our strengths and inform ongoing efforts across colleges, campuses, and units to take meaningful steps to enhance the workplace. The committee continued discussion about survey with a suggestion to encourage others to participate. D Roberts will send Chancellor Johnson an email asking about last year's engagement survey two "opportunities" with the possibility of something the committee could follow up on?

**Next meeting location:**

The next committee meeting on October 28 will be held in Behmler Hall Conference Room # 201.

Meeting adjourned.

Submitted by: Jenny Quam, staff support