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## FAPAAC minutes 04/24/2013

Faculty and P&A Affairs Committee

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**Faculty and P&A Affairs Committee**  
Minutes of Wednesday, April 24, 2013

*The following topics were discussed: Spring FAPAAC Forum, Pulse Survey, FAPAAC Salary Report, Next committee meeting, and other topics.*

Present: Vicki Graham, Sara Haugen, Athena Kildegaard, Tom Ladner, Kevin Stefanek, Roger Wareham, and James Wojtaszek. Absent: Cyrus Bina, Ben Baglio, and Gordon McIntosh.

**Minutes:** approval of minutes from March 27, and April 10, 2013.

Spring forum held on April 9<sup>th</sup>. Topic and discussion from attendee's was about employee morale which seemed to be a big issue on campus and a feeling of decentralization of power in which it seems some committees are given charge but don't really have power for final decisions.

Pulse survey summary has not been sent out to campus yet. R Wareham to contact Chancellor Johnson and recommend that it gets sent out by May 1<sup>st</sup>. S Haugen to send out to committee the audit survey results.

Next Year's Salary Report will be an early topic of conversation for the committee when it returns in the fall

Last Meeting: No further committee meetings will be held for this academic year.

Other topics:

R Wareham updated committee on who will be not returning on the committee for fall: J Wojtaszek, Gordon McIntosh and Ben Baglio. R Wareham asked J Wojtaszek who was in attendance for any suggestions to committee on proceeding ahead? J Wojtaszek comments were to keep working on the salary report, follow up on recommendations made to administration, and to continue with the Faculty and P & A forums once a semester.

Some discussion on Sabbatical replacements: UMM receives \$30,000 a year. For faculty requesting funds, it's not competitive but just divided out among all that apply. Maybe we need to make more of an issue during the compact annual request or to the provost for additional funds? Or to suggest to Dean to develop a recommendation for sabbatical supplements and increase funding.

R Wareham informed committee that a P & A leave request has been submitted to the Dean's office and this is a good thing to finally have one request because it will likely spur further campus and administrative conversations.

Committee agenda suggestions for next fall: schedule Dean to attend at the beginning of semester with topics of staffing, plans for short and long term salary increases. It's been 8 years since the committee was formed. Has it evolved as to what the campus wanted? Constitution has been revised and it changed the structure of the committee which members are now appointed and is this in alignment with the needs of the campus? We would need recommendations to campus assembly for any change.

V Graham will continue in the fall to work with Commission on Women in drafting a letter to administration on weather related campus closing/etc.

Submitted by Jenny Quam, Staff support