

4-7-2014

## FAPAAC minutes 04/07/2014

Faculty and P&A Affairs Committee

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### Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 04/07/2014" (2014). *Faculty and P&A Affairs Committee*. 32.  
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## **Faculty and P&A Affairs Committee**

Minutes from Monday, April 7, 2014

Humanities 112

1 p.m.

*The following topics were discussed: Faculty Salary Report, Engagement Survey, UMM insurance changes, and other.*

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

Reviewed and approved committee minutes from March 17, 2014.

**Faculty Salary Report** was emailed out to all employees. Positive feedback was received (yet most respondents were depressed by the results). Some campus members feel total compensation figures should also be included with the salary information. When we first created this report the committee discussed how the information should be presented – salary information only, total compensation or both. The strategic decision at the time was to concentrate on salary figures only so it was never addressed in report. More discussion followed.

R Wareham attended the Chancellor's community meeting regarding materials that were recently presented at the annual budget/compact meeting in the Twin Cities. In her formal presentation Chancellor Johnson was asked to address some challenges and opportunities. Challenges include the financial challenges of UMM's Native American tuition waiver, faculty salaries and utility costs. Possible areas of investment include retention projects; unfunded mandates such as increased salary costs due to the U of M job study classification process; funds to address the Native American tuition waiver; and support for the pre-doctoral diversity fellow program (for the last 2-3 years, UMM has had two diversity fellows in residence but was cut down to one fellow). UMM would like to continue to fund a second one. Other comments on investment opportunities were if we did receive funds for the Native American tuition waiver possibly using some of these funds to address the faculty and staff salary issues.

**Engagement Survey:** committee members discussed the Engagement Survey and their understanding of how different divisions are addressing issues raised by the survey.

**UMM insurance changes:** a concern came to the committee regarding the University's increase in medical insurance occurring one year before the University is being charged extra. What is the University doing with this money (in addition to giving us a one pay-period reprieve on our health insurance premiums)? R Wareham to contact HR for follow up information. J Quam to check if UMM currently has a representative on the Benefit Advisory committee. *Note: UMM does not.*

**Other:** the final committee meeting this year was scheduled for May 5<sup>th</sup> but has been moved to April 21. Agenda for final meeting of semester will include recommending topics for next year's committee.

Submitted by J Quam, staff support