

[In these minutes: Status Report on Committee Items, Faculty Salaries Discussion w/ Steve Gudeman, Hearing Officer's Panel Recommendations, Retirement and Benefits Subcommittees Reports]

Senate Committee on Faculty Affairs

Tuesday, April 25, 2000

433 Johnston Hall

3:00 PM

MINUTES

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the view, nor are they binding on the Senate or Assembly, the Administration, or the Board of Regents.]

Present: Richard Goldstein (Chair), Josef Altholz, Carol Carrier, Robert Fahnhorst, Daniel Feeney, Andrea Hinding, Marti Hope Gonzales, Charlene Mason, Cleon Melsa, Larry Miller, Sam Mok, Marcia Pankake, Carol Wells

Regrets: Avner Ben-Ner, Carole Bland, John Fossum, Roland Guyotte, Robert Jones, James Perry, George Seltzer, Geoffrey Sirc, Tom Walsh, Sheila Warness

Absent: Meghan McCauly

Guests: Ellen Berscheid

1) Chair's Report

Faculty Workloads: Dean Rosenstone will be at the May 3 meeting to discuss the CLA faculty workload issue with various CLA faculty and the committee.

Survey: The survey group recently met and decided that Professors Bland and Walsh will work with Darwin Hendel to develop a purpose for conducting a faculty survey.

Committee Charge: The proposed amendments to the committee's charge were approved by the University Senate on April 20.

Interpretation to the Tenure Code: The interpretation for the 7.12 statements was presented for information to the Faculty Senate on April 20 and will be implemented upon Regental approval.

Faculty Emeriti Policy and Administrative Procedures: The faculty emeriti policy and administrative procedures were approved by the Faculty Senate on April 20. The policy will soon be presented to the Regents for action.

Tuition Remission: The tuition remission resolution was presented to the University Senate for information on April 20. It will be acted upon by that body once the administration confirms the calculations developed by Professor Fossum.

Faculty Development Task Force: The appointment letters have been distributed and most of those asked to serve have agreed to do so.

2000-01 Meeting Schedule: There are two options available for meetings during the 2000-01 academic year and members should indicate their preference and/or conflicts.

2000-01 Issues: There will be a planning meeting over lunch on August 31 to discuss potential issues for the 2000-01 academic year.

1999-00 Meetings: The two remaining meetings for the 1999-00 academic year are Wednesday, May 3, and Thursday, May 18.

2) Approval of March 23, 2000 Minutes: The minutes were approved as presented.

3) SCFP Salary Study – Discussion with Professor Steve Gudeman

Professor Gudeman provided an update on the ongoing analysis of faculty salaries by the Finance and Planning Committee in a closed discussion.

Comments:

- Salary compression between senior and new faculty members has always been present, but it has recently gotten worse.
- The percentage of faculty salaries within the entire budget should be compared to other institutions' budgets.
- It is not clear why civil service employees will receive 4.5% salary increases while faculty and academic professionals will only receive 3% increases.
- Raising tuition by 5% should allow for a larger faculty salary increase.
- What percentage of faculty salaries are accounted for by O & M funds?
- The Finance and Planning and Faculty Affairs Committees should meet jointly to determine what data from Peter Zetterberg would be useful in a salary analysis.
- The Capital Campaign does include money for faculty salaries, but it is only going to be used as increments.

4) Hearing Officer's Panel

The committee decided that the following individuals should be recommended to the President for appointment to the Hearing Officer's Panel: A. Saari Csallany, Genevieve Escure, Cynthia Gross, Ilene Harris, Chris Macosko.

5) Retirement Subcommittee

Professor Feeney provided an update on issues before the Retirement Subcommittee:

- Two new funds and the option to split funds between more than one company will be available in July when Payroll is converted to the PeopleSoft system.
- Development of a plan for subsidized retiree health care is underway and the cost analysis will be similar to that which was used for the tuition remission proposal.
- Minnesota Life ratings were good by various sources.
- Consideration has been given to how to alter the waiting period for entering the investing program and will be further considered next year.
- Follow-up on the faculty emeriti policy and administrative procedures will take place as appropriate.

- The appearance of the Minnesota Life statement has changed, but not all suggestions were incorporated because expenses related to the alterations would have been distributed to the participants.

6) Benefits Subcommittee

A Base Vacation Policy

Professor Fossum informed the committee of the Academic Staff Advisory Committee's (ASAC) suggested changes to the vacation policy for those employees on A appointments:

- The changes include changing the appointment from 11 to 12 months, earning 2 days of vacation per month, the ability to accrue up to 48 days of vacation, and payout for any unused vacation.
- There would not be separate policies for faculty and academic professionals so the changes would affect those faculty on A appointments.

Comments:

- Concern has been raised with the accrual proposal since someone could potentially take 10 weeks off, leaving departments without appropriate staff.
- Civil Service employees are able to accrue up to 77 days of vacation, but the administration is working with the Civil Service Committee to alter that.
- Vacation is a benefit and administrators should determine how to handle vacation leaves while still maintaining their area.
- Vacation buyouts would not be available for those on grant funds.
- It should be recommended to ASAC that at least 2 weeks of vacation must be used each year or will be lost.
- It is unclear how those who switch between A and B appointments will be affected by the proposal.
- The ASAC has yet to present the proposal to Human Resources, but it will also have to be reviewed by the Dean's Counsel before it will be close to implementation.
- Adding two more days of paid vacation for everyone on an A appointment is a major budget increase.
- Existing base salaries will remain the same even if the appointments go from 11 to 12 months. There will not a one-month increase added to the base.

Frequent Flyer Policy

Professor Fossum provided an update on the ongoing review of the Frequent Flyer Policy:

- Concern has been raised with the University earning frequent flyer miles for travel that is paid for with funds not provided by the University.
- The subcommittee will meet with a representative from the General Counsel's Office to discuss the interpretation of what constitutes state funds that was made by the General Counsel's Office when the policy was implemented.

7) Other Business: No other business was raised.

8) Adjournment: Professor Goldstein adjourned the meeting at 5:10 PM.