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FACULTY AFFAIRS COMMITTEE (SCFA)

MINUTES

THURSDAY, MAY 27, 1999
3:00 - 5:00
229 NOLTE

[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 or, nor are they binding on the Senate or Assembly, the Administration, or the Board of Regents.]

PRESENT: Kent Bales (Chair), Josef Altholz, Avner Ben-Ner, Carole Bland, Carol Carrier, Robert Fahnhorst, Robert Jones, Cleon Melsa, Marcia Pankake, Geoffrey Sirc.

REGRETS: Gary Balas, Gerry Baldridge, Carol Chomsky, John Fossum, Roland Guyotte, Janet Holdsworth, James Perry, Anne Pick, Harlan Smith, Caroline Turner, Tom Walsh.

ABSENT: Andrea Hinding, Richard Purple, Georgina Stephens.

GUESTS: David Hamilton, Russ Jansen, Miriam Ward.

1. GRANTS MANAGEMENT PRESENTATION

Professor David Hamilton distributed a copy of his slide presentation and walked the committee members through the handout. The slides detailed the following areas:
- Brief History and Timeline
- Vision for Faculty
- Vision for Administrators
- Relationship to the Enterprise System Project
- Characteristics of Grants Management Decentralization
- Grants Management Model
- Oversight Model
- Characteristics of Effective Management
- Financial Reports Website
- Financial Forms Nirvana Features
- EGMS Diagram and Features
- Grant Application process now and with EGMS
- EGMS Internal SPA Module and Features
- Expertise Database
- Implementation Timeline

- Websites

He then opened the floor for questions.

Q: What proportion of research dollars are from the NIH?

A: NIH and NSF together represent 70% of research dollars. NIH is 70% of that figure. Last year, the Medical School had $75 million in NIH grants. NIH grants extend to all colleges of the University.

Q: How many other universities have the exceptional status?

A: Only one other, Thomas Jefferson Medical School. The West Los Angeles VA has been denied access to any federal funds for research on humans. Duke University had all their NIH funds suspended for 4 days.

Q: Can Institutional Relations use the vita database to forward calls to faculty members whose area of expertise match that of the call?

A: Yes, they will be able to use it.

Q: How are vitas entered into the database?

A: For the Medical School, a message was sent asking faculty to send their vitas on disk to a central site. Other people can do this by simply cutting and pasting information from their vita into the database. A java applet is also being developed to handle the parsing problem.

Q: Is EGMS adaptable for any funding agency?

A: There is a generic form which can be used for other, non-NIH agencies. There are some smaller agencies which are very rigid regarding the form being submitted. For these agencies, EGMS can be used to construct the budget. The figures can then be transferred to the submission forms.

Q: Who does someone contact to schedule a Grants Management presentation?

A: People can e-mail gmp-appt@tc.umn.edu to schedule a presentation.

Q: Is any special software needed?

A: No special software is needed. This simply runs on a web browser and was geared towards Netscape 2.2, so anything higher also works. Internet Explorer less than 5.0 does not work as well for printing PDF forms.

With no further questions, Professor Bales thanked David Hamilton for the presentation and for all his hard work on this very important project.

2. PEOPLESOFT PROJECT UPDATE

Miriam Ward, a Human Resources Director and HRMS Project Manager, distributed a PeopleSoft HRMS update handout to the committee. She then took the committee through the handout which dealt with the following topics:
* What HRMS is
* Project Objectives
* 1998-99 Timeline
* 2000 Timeline
* PeopleSoft data
* Changes for faculty
* Changes for PI's

Carol Carrier also noted that she and Kent Bales serve on a Faculty One-Stop Committee, which is working on a self-service environment for faculty. This committee follows the same concept as the student one-stop site, which is to link hard to find information from one convenient website. Parts of this project will deal with human resources information, teaching and research processes, and governance.

The floor was then opened for questions.

Q: Is it possible for people to have direct deposit for payroll, but have a check issued for all other expense reimbursements?

A: No, whatever a person picks for payroll will be the methods used for all other reimbursements. Benefits would still issue a stub with details about the claim and reimbursement to employees. In the future, benefits will be able to have multiple accounts for direct deposits.

Q: When faculty are building proposals, will salary and fringe rates automatically be pulled from the PeopleSoft database?

A: This is the vision, but I am not sure if this step has been completed yet.

Q: What will be the total cost for the PeopleSoft project?

A: Approximately $5 - 6 million was spent on the student and human resources pieces, of which HR purchased 5 modules or applications. Maintenance for HR this year has been $250,000. The contract stipulates that this amount can not be more than 14% of the original cost. Final costs for HR will be about $13 million, with the cost of the entire project being about $52 million, which includes software, web front ends, support, and parts of Grants Management. This is less than other Big Ten schools implementing this system.

Q: What are the long-term projected cost savings?

A: In terms of personnel, there will not be savings because even though time will be saved, the skill level and salary associated with these task will increase. The savings will be in terms of switching from an outdated system that might crash at any minute to one that is secure.

Q: In the self-service part of HR, are there protected cells that the user cannot change?

A: Yes, somethings are shown for information, but which cannot be changed by the user. All self-service changes will be accessed through the x.500 system. Safeguards were also built into the system. When a change is made, there is a confirmation notice on the website. Then, an e-mail message is also sent to you stating that a change has been made through the web to your information. This way, if you did not make the change, you can contact your department to correct the change.

With not further question, Professor Bales thanked Miriam Ward for the presentation.

3. OTHER BUSINESS

Professor Josef Altholz said that a magazine article has been distributed to the committee regarding retirement with special focus on emerti faculty.

Kent Bales said that Professor Altholz will draft language during the summer. This language will then be brought to the Retirees Subcommittee and then to the full committee in the Fall. This will then continue on to the FCC and Faculty Senate. He explained that the soon to be drafted policy, which will become a Regents policy, will have fewer provisions then the Bill of Rights because some points in the Bill of Rights would not be enforceable in a policy format.

Robert Jones asked that Carol Carrier, Joe Altholz, and himself work together on the drafting of the language so that opinions can be collected from the provost and deans early in the process, rather than later.

Kent Bales then spoke about the handout on the Academic Appointments Working Group. It lists the members and the revised charge which the working group will discuss at its first meeting. One of the concerns of the joint committee was the dilution of its role, but there are several members of the joint committee appointed to the working group.

Q: Who this report will be presented to?

A: It will go to the provost and the Senate process. While it does not state it explicitly in this document, it was in an earlier version. This issue can be raised at the first meeting of the working group.

A member expressed disappointment in that much of the charge to the working group is a repeat of the work of the joint committee.

Kent Bales then spoke in regards to faculty workload. 3 months ago the question was raised as to whether neutrality was observed in establishing workload in all units of the University. SCFA

asked for any faculty complaints, and received them from only two areas, CLA and GC. At that point, SCFA discussed its possible options. One was to hold hearings. SCFA did decide that it was not the committee's role to adjudicate this matter. Instead, it was the committee's role to only report complaints to the provost. This was done and the provost responded, which was included in a handout to the committee.

The question before the committee is how to proceed. Information received has been second hand. CLA's, distinguished teaching award winners signed a letter of protest in regards to the new workload policy. This letter went to the CLA Council of Chairs, at which point long discussions were held, but no action was taken.

A member said that the dean of CLA has set general guidelines regarding workload which has not worked out to be neutral.

Kent Bales said that, while this decision is unpopular, no governance unit within the college took a stand against the policy.

Another member said that while complaints were only heard from two colleges the first time, it is possible that many other faculty might also feel this way.

Kent Bales concluded that SCFA should have a more general gathering of information to be discussed by the committee next year. He said that he would also talk with Richard Goldstein, next year's chair, regarding this issue.

Kent Bales thanked all the members for attending and adjourned the meeting.

Rebecca Hippert
University Senate