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FAPAAC minutes 02/03/2015

Faculty and P&A Affairs Committee

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Faculty and P&A Affairs Committee
Meeting Minutes
Tuesday, February 3, 2015
Behmler #201, 8:45 a.m.

Present: Dave Roberts, Athena Kildegaard, Chlene Anderson, Melissa Weber, Sara Haugen, Bibhudutta Panda, Peh Ng. Absent: Vicki Graham, Kevin Stefanek.

Minutes of the 1/13/15 meeting reviewed and approved.

General thoughts on forum:

We were hoping for more attendees so felt a lack of turn out. It was a good location that gave a feeling of more of a social environment where you felt you could go around to different tables. The people attending were willing to talk and not just listen. A reason given for not attending was some felt the information shared at forums is never shared back to campus.

Beside the committee members, the following people attended the open forum:

Mark Logan, Angela Stangl, Steve Burks, Rebecca Haider, Tracy Anderson, Jenn Goodnough, Elena Machkasova, Mary Elizabeth Bezanson, Jayne Blodgett, Troy Goodnough, Roland Guyotte, Windy Roberts, Kelly Asche, Sarah Mattson, LeAnn Dean, Hilda Ladner.

Forum topics with comments from attendees:

1. Professional Development

- Need more opportunities for professional development for P & A
- No money to support P & A for conference reimbursements
- Employee felt time away is an issue but supervisor said this is not the issue but with funding
- Lack of funding is the problem and couldn't funds be allocated for this
- Add teaching development as never taught how to give an official presentation
- More availability for research
- Need help in teaching writing. Could there be a writing room requirement as there are struggles with writing assignments due to poor writing and not enough language training for SUFE students. Could curriculum take up the need for more ESL classes and we need to figure out how.

2. Mentorship

- A go-to person for work information which can help you do your job better
- An employee with years of service in the same job classification
- No transition training if you move to a different job classification

3. Appreciation

- Obvious different needs in each area
- Appreciation should come from a unit level, others felt administration level and others at a system level. Most feel ignored by the Twin Cities.

- The staff gifts seemed tacky and unnecessary to give out. People would like to be appreciated in a personal way rather than by this gift.
- No thanks are given personally for individual's strengths and values
- No recognition for all the hats you wear but instead you are given more and more responsibilities
- Lots of committee meetings with work involved and no showing of results
- Having an employee leave after many years at UMM and told no money for retirement celebration gives a feeling of no appreciation.
- Appreciation should be more personal
- Feel like being watched all the time and tenured people have freedom and P & A people feel threatened.

4. Training

- The help desk seems understaffed and hours should be extended to cover the on demand need
- Training should be offered but would like it to be available at the moment rather than to sit through hours of it.

5. Communication

- Communication is not as clear as it could be on this campus. Could this be addressed? For example, the new advising model was not communicated and no consultation about reduction in payment for summer classes. This lack of communication gives a sense of not being treated as professionals. People want consultation and given an opportunity to express concern.

6. Faculty or staff lounge area

- Places for casual interaction and physical places have gone away in campus buildings. Every building on campus should have a location for lounge for staff and faculty. Some suggestions for a central location would be the Student Center or the Welcome Center. If you leave your office space during the day either for lunch or break, it can help for better employee productivity which is a good thing. This can help develop appreciation for people by being together.

7. Fall Faculty Development

- Go back to holding this event outside of UMM. Money needs to be given to accomplish this. Also good for interaction among colleagues and sets a good start for all incoming new faculty.

Final discussion amongst committee included what to send out to campus in reference to the open forum. Do we ask for more input from campus? Do we share what the committee is going to do by sharing with administration or giving some of the concerns to committees it applies to.

Next committee meeting (2/24 in HFA #112) will be reviewing draft of completed open forum communication.

Submitted by Jenny Quam, staff support