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Faculty P & A Affairs Committee
Meeting Minutes
Tuesday, September 13, 2016
Prairie Lounge, 8:00 – 9:00 a.m.

Present: Chlene Anderson, Julia Dabbs, Gordon McIntosh, Kerri Barnstuble, Peh Ng, Bibhudutta Panda, Kiel Harell, and David Ericksen. Absent: Melissa Vangness

Minutes of the 4/28/16 meeting were reviewed and approved.

Committee discussion included:

1. Meeting time for fall semester:

Dean Finzel would like to attend the October committee meeting to talk about the academic personnel plan.

Proposed meeting times will be 8:00 – 9:00 a.m. once a month with the dates of October 11, November 8, and December 6, 2016 for fall semester.

2. Any feedback regarding committee Reports (salary survey, SRTs) sent to campus, April 2016?

Last year, we had two subcommittees which worked on the faculty salary survey and student rating of teaching surveys (SRTs). In reference to the final reports emailed to campus, G McIntosh received a couple of faculty responses with thanks for the effort on both reports. No committee members heard any comments from the Chancellor or other members of the administration.

Should the committee continue with the salary survey for this year? This is the last year of the campus compact additional salary funding so it might be more beneficial to wait until next year so we can look at all 3 years where we injected extra money into the salary pool to see its impact. Another opinion was that we should do a salary study this year as well as next year. Also could expand to include P & A salaries as a data table in comparison only within the university system.

3. SRT Session by David Langley --- recommend spring semester 2017?

An earlier recommendation of a session during fall faculty development day did not happen. We will look at a possible spring semester session after the SRT results from fall are out, which could be especially beneficial for new faculty. Also an additional fall session could be beneficial for tenured faculty and administrators regarding how to interpret SRT data for annual review and promotion and tenure review purposes. J Dabbs will contact the faculty development committee for possibility of two sessions with D Langley.

4. Other discussion:

C Anderson will attend joint meeting of steering committee and committee chairs on September 27, 2016. Meeting topics for discussion to include suggestions for increasing deliberative content for future campus assembly meetings, improving shared governance, and revisiting committee service to see if committees can be combined or consolidated. A suggestion to ask at this meeting if anyone has any feedback concerning the two reports that our committee sent

out as to if anyone thinks they are valuable or not. This could help us know whether we should continue creating these reports for this year.

5. Consideration of projects to pursue this year:

- Do salary survey again, with added attention to P & A classification concerns.
- Faculty workload issues; perhaps especially in regards to faculty time involvement with student research assistants, or who have UROPs, MAPs, etc. Student research has developed greatly in the last 25 years and it has increased faculty workload. It was also suggested that we examine teaching overloads due to capstone courses.
- P & A workload should also be considered.
- Other issues that might be identified from the Engagement Surveys, the follow-up listening sessions (Spring 2016) and/or the Fac & P & A listening sessions (Spring 2015)?
C Anderson will contact Sarah Mattson to see if there are comments from the listening sessions held. Results are posted from the last engagement survey held and C Anderson will share link.
- Dean Finzel will visit committee on the October meeting so we will wait to see if he has suggestions for committee topics/projects before deciding on what topics to pursue.

6. Final discussion:

C Anderson will ask Dean's office to provide information on what the academic personnel plan is, so we can review and give reasonable feedback during our meeting with the Dean. Also include during the Dean's time with us, discussion on the engagement survey results for UMM and any plans for implementation on our campus.

C Anderson has created a google folder for sharing committee documents.

P Ng who is the UMM representative to the Senate Committee on Faculty Affairs will have a U of M committee meeting soon with discussion regarding if Twin Cities faculty unionize, how might this affect us at UMM?

7. Next meeting:

When October meeting date is confirmed by Dean's office, meeting will be added to calendar.

Submitted by: Jenny Quam, staff support