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Faculty and P&A Affairs Committee

Campus Governance

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10-11-2016

### FAPAAC minutes 10/11/2016

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Faculty P & A Affairs Committee  
Meeting Minutes  
Tuesday, October 11, 2016  
Prairie Lounge, 8:00 – 9:00 a.m.

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

Julia Dabbs welcomed Dean Finzel to the meeting. Dean Finzel was asked to talk about the Academic Personnel Plan Policy and Engagement Survey follow up.

**Academic Personnel Plan:**

The current Academic Personnel Plan was created at UMM in 2007. In 2014 the plan was updated with changes to working titles. This plan should be reviewed every 5 years or as necessitated by changes in the balance of individuals in the appointment categories listed in the policy. The Vice Provost for Faculty and Academic Affairs sent an email request for an updated collegiate academic personnel plan for UMM due to the Provost on October 19, 2016. The University is asked to identify the academic appointments that we will utilize over the next 5 years. The plan should provide a rationale for what the college considers the appropriate balance of responsibilities carried out by individuals in the five broad appointment categories. For each department in which the number of FTEs in non-tenure appointment types exceeds 25% of the number of tenure system faculty, the college must address in a supplemental plan the appropriate balance of tenure system faculty and academic staff responsibilities. Dean Finzel suggested the Faculty and P & A Affairs committee review this policy on a yearly basis to see if UMM is meeting the goal.

As a whole our campus is below where we want to be for tenure track faculty. The Provost office provided reports on the academic departments which give an overview of the ratio of tenure system to non-tenure system instructional Full Time Equivalent (FTEs) for each tenure initiating unit in UMM. We have found discrepancy in the way the PeopleSoft system is calculating the part-time music lesson employee's hours and the educational methods instructors as being included as 1/2 FTE. Even with corrections, we would still be below the 25% goal. Reports show as of last fall (2015) at UMM, 31 % of academic staff non-tenure track, 2% are non-tenure track faculty, and 67% are tenure line faculty.

In 2011 at UMM, we launched an effort to rebuild the tenure track faculty. The spring of 2012 the number of tenure-track faculty went below 90. At that time, we planned to hire 7 to 8 each year until 85% of instructional staff were tenured or tenure-track faculty taking into account faculty leaves. This number should allow us to stay above the 25% goal.

As the academic personnel plan is updated, Dean Finzel will share the plan with the co-chairs of FAPAAC. He anticipates no dramatic changes. The first step will be to try to fix the people soft counting problem.

**Engagement Survey follow up:**

The survey shows very different levels of engagement and types of issues in different academic divisions. Issues should be dealt with at each academic level. Listening sessions have been held with Mpls HR in attendance in Humanities with targeted questions asked at the meeting and to come up with a plan.

**Other new business:**

We need to decide on what projects the committee will pursue this year and if subcommittees be formed. After discussion, the committee decided to work on the salary survey report with updated information from the past year and include salary information on P & A classifications as a separate section. The other project would be the Faculty and P & A work load issues. Here are the subcommittees:

Salary Survey:

Kiel Harell

Peh Ng

Chlene Anderson

Bibudutta Panda

Work load issues:

Kerri Barnstuble

Melissa Vangsness

Gordon McIntosh

Julia Dabbs

Julia Dabbs will check with David Ericksen for committee preference. Each subcommittee should try to meet before the next scheduled meeting on November 8<sup>th</sup> (Post-meeting addition: D Ericksen will be on the salary survey subcommittee).

The question was asked if there was any further discussion regarding if the Twin Cities faculty would unionize. P Ng shared that the Senate Committee on Faculty Affairs were still working on a decision of who could vote and who are eligible at the Twin Cities campus.

**Old Business:**

Minutes were reviewed and approved from the September 13, 2016 meeting.

SRT interpretation workshop follow-up with Faculty Development committee:

Julia Dabbs and Chlene Anderson attended the Faculty Development committee meeting with the discussion on follow up workshops with David Langley on the SRT interpretation. D Langley was contacted by the Faculty Development chair and indicated that he felt it was best if he meets with the Dean and Division Chairs regarding any possible changes in policy and administration of SRTs; he was, however, very willing to do an open session on how faculty might better react and respond to their own SRT comments and data. Faculty Development is thinking that the session for faculty would be held in the spring; Julia and Chlene reiterated that we would like this session to be open to all faculty, not just new staff.

Steering committee – with committee chairs:

Chlene Anderson attended this meeting in September. The discussion included introduction from each chair present with what the committee was charged to do. There wasn't any time left for Chlene to ask those present if they felt the salary survey report and SRT interpretation were beneficial to campus.

Submitted by Jenny Quam, staff support