Faculty and P&A Affairs Committee   Campus Governance

11-11-2014

FAPAAC minutes 11/11/2014

Faculty and P&A Affairs Committee

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Recommended Citation

Present: Peh Ng, Dave Roberts, Paul Schliep, Sara Haugen, Kevin Stefanek, Bibhudutta Panda, and Chlene Anderson. Absent: Athena Kildegaard, Melissa Weber, and Vicki Graham. Guest: Chancellor Jacqueline Johnson.

Chancellor Jacqueline Johnson attended meeting with discussion on last year's Engagement Survey recommended areas of improvement.

D Roberts welcomed new committee member Bibhudutta Panda who will replace Hiroyuki Imai as the Social Science faculty representative.

D Roberts explained that he had sent out an email to Faculty and P & A staff asking for input on how to improve the general welfare of faculty members and P & A staff. Our committee had reviewed each response, discussed, and categorized input to coincide with Jacquie's list of three items of improvement from last year's Engagement Survey.

For today's discussion with Jacquie, the committee decided to start with the engagement survey improvement recommendation of more professional development for both faculty and staff. Much discussion followed with comments.

Professional development is different for Faculty and P & A. There are many choices depending on if you're tenured or tenure track faculty. More opportunities for faculty development here at UMM than what is seen at a lot of other campuses. The UMM Faculty Research Enhancement Funds (FREF), supported by the University of Minnesota Office of the Vice President for Research (OVPR), provides funding to help UMM faculty members support their research-related activities. Some of the funds available in (FREF) could be going away. We should talk to the Dean to get the exact amount. There's a wealth of opportunities that are supported centrally. We do a good job in participating in development that's tied to your discipline. A suggestion to chronicle what is currently available for professional development for faculty, what are the highest priorities and how do we allocate appropriate funds.

For professional development for P & A staff, there is not as much institutional support other than what funds are available in the department budget. Teaching P & A and Administrative P & A have different needs. Teaching P & A can apply for funds for development opportunities. For non- teaching P & A, there are some opportunities on campus through training offered and through experts that may come to campus. Again, funding for development is an area of concern.

The next improvement recommendation reviewed was appreciating people's work. Much discussion followed with comments.

There were no specific examples given in the engagement survey. This topic ties into talks about mutual respect for each other. Everyone is important at UMM. There are formal and informal ways to show appreciation. Some feel it's not the formal way that people are wanting but the informal appreciation that we are lacking. From work environment to salaries being inadequate could be contributing factors for feeling unappreciated. Implement a mentoring program is seen as important for faculty but also for P & A staff. It's necessary if you want people to be

successful. Would like to see training in pedagogy and how to improve this as no faculty teaching center or resources are devoted to this. Could we see training for supervisors in learning a positive way to share negative feedback? Wouldn't it be better to have this knowledge before you actually need it?

The final improvement recommendation discussed was raising faculty salaries. Much discussion followed with comments.

Commitment remains to do same salary adjustments for 2016 and the year after assuming that enrollment continues to be stable and we meet our allocation targets. That will put the salary ranges a lot closer to our peers. We also had a plan in place to address P & A salaries but that is delayed until the job family study is completed. We will continue to work on promotional tracks for P & A. Because of the job family study there have been significant jumps in some P & A salaries. We are making some progress but don't think it will ever be enough. If we can continue with salary adjustments, this should help improve moral issues too.

Final comments in reference to the discussion today:

What about an action plan? We need to be looking for realistic things we can do. This year's engagement survey just completed shows a 60% completion rate. In reference to lack of professional development opportunities for faculty and staff, we feel it is lacking clarity as we are uncertain what this means. Could we do a detailed follow up survey to clarify what does this mean along with what does lack of appreciation mean? Could HR possible do this? It should be a survey not difficult to complete and give us the information

Next committee meeting is 11/18/14 at Humanities Conference Room.

Meeting adjourned. Submitted by: Jenny Quam, staff support