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Faculty and P&A Affairs Committee
Meeting Minutes
Thursday, February 18, 2016
Prairie Lounge, 10:30 a.m.

Present: Gordon McIntosh, Chlene Anderson, Julia Dabbs, Kerri Barnstable, Kiel Harell.

Absent: Peh Ng, Melissa Vangsness.

Minutes of the 12/08/15 meeting were reviewed and approved.

Committee discussion included:

Sub-committee developing executive summary for the salary survey report (Melissa, Kiel, Kerri, Peh):

Met twice since last meeting. First meeting was with Roger Wareham, past FACPAAC chair who took the lead on the previous salary survey, to discuss framing of salary survey report. Second meeting was with Melissa Bert and Nancy Helsper from Institutional Research, as well as R Wareham, to discuss the data and interpretation. There are misperceptions about internal and external comparisons. Institutional Research compares internal markers - gender, divisions, etc. The executive summary focuses on salary without compensation, but compensation data will be included in the report. It was noted that even though we are in the second year of a three-year faculty salary infusion, the gap is widening between UMM and comparison groups. The plan going forward is that Institutional Research will work on the data and the sub-committee will produce the 1-2 page executive summary with graphs about salary comparisons. R Wareham has agreed to serve as a consultant for writing the summary. FACPAAC would like to see a companion piece to the executive summary once it is released explaining how to interpret the summary and data. The sub-committee suggested piloting a brown bag information session that Institutional Research would lead and FACPAAC would sponsor. There was discussion on the danger of waiting until April for more data because it leaves little time to get the report written and distributed. Sub-committee will produce a timeline and draft language for the next meeting. They will also ask M Bert to share her PowerPoint with us.

Sub-committee developing best practices for interpretation and implementation of SRTs (Chlene, Gordon, Julia, Peh):

Met with David Langley on February 4. He provided some guidance on interpretation of SRTs and provided two handouts. He planned to share another item he is developing for Crookston. G McIntosh will follow-up with D Langley to get that information and to schedule another meeting. D Langley facilitated two faculty development sessions on February 4: 1) Establishing and maintaining professional relationships with students, and 2) Using feedback and self-assessment productively. None of the committee members present were able to attend. G McIntosh will follow-up with Tracy Otten (Faculty Development Chair) to see how those sessions were received and to get more information about D Langley's March 3 visit.

Discussion on [Rice CTE Student Ratings of Instruction Literature Review](#) shared with committee from G McIntosh:

Chlene Anderson will contact presenter to request permission to distribute a cheat sheet of graphs to the committee and other interested UMM faculty (not on public sites).

Discussion on handout "Student Response to Instruction (SRTI) from UMASS-Amherst" shared with committee from G McIntosh:

G McIntosh will synthesize the UMASS-Amherst article and contact D Langley to see what he is producing for the system.

Discussion on Faculty Development Day email from Peter Dolan:

G McIntosh will contact David Langley to see if he is available to lead a session on interpreting SRT's at Fall Faculty Development Day. Kiel Harell is willing to lead the session if D Langley is not available.

Upcoming meetings:

Jenny Quam will schedule the next FACPACC meeting during the week of March 10th.

Submitted by: Chlene Anderson