

Faculty P & A Affairs Committee
Meeting Minutes
Tuesday, December 6, 2016
Prairie Lounge, 8:00 – 9:00 a.m.

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

Minutes from the 11/8/16 meeting were reviewed and approved.

Subcommittee reports:

Salary Survey – Chlene Anderson handed out a Salary Study Definitions and Discussion sheet. The subcommittee thought it would be helpful to have the definitions as they review the salary survey report. Nancy Helsper attended the subcommittee meeting. The new salary data doesn't become available until February or March so they really can't move ahead until then. The subcommittee decided to write a more in depth introduction and maybe include the definitions in a paragraph when revising the salary report. There was some discussion about including P & A salary information to be included in salary report; however, most institutions don't include P & A so it would be hard to find comparisons. We could just add a salary comparison for UMM P & A salaries for prior years. The subcommittee will check with Nancy Helsper again to see if she has that P & A data available.

Workload - the subcommittee met on 11/21 and continued to talk about work load issues in particular as it relates to faculty involvement in Undergraduate Research. Gordon McIntosh contacted the Academic Center for Enrichment (ACE) office and received a number of useful reports concerning Undergraduate Research activity. The ACE office annual report for 2015 – 16 shows a summary of undergraduate research participation along with a summary of activity for the year; another report provides annual undergraduate participant numbers, and shows a significant increase from 2011-12 to 2015-16. Gordon also sent a request to the Division chairs and asked for information on how faculty workload in respect to Undergraduate Research is evaluated (annual review, promotion & tenure), and he reported on comments received from two of the DC's (Sci/Math, and Humanities). The subcommittee also discussed sending out a short survey in dealing with faculty involvement in Undergraduate Research to get data and comments in order to see whether this is indeed part of the faculty workload issue. The committee agreed that a survey seemed like a useful idea. The Workload Subcommittee will probably meet prior to the next regular scheduled meeting to finalize questions for the survey, as well as to define what is meant by undergraduate research. Julia Dabbs will add these questions for the survey in the shared folder for your review along with the reports from the ACE office.

New Business:

Chlene Anderson and Julia Dabbs were contacted by the Planning Committee inquiring about progress towards the 2006 UMM Strategic Plan. They were sent a survey with questions they felt our committee could respond to. This information will be shared with the new Chancellor. This survey/questions were due back to them this week with responses answered on all but 2 of the questions; the committee agreed that these two questions did not apply to the charge of this committee. Chlene and Julia reported on the

responses we had given to the other two questions, which tied into work this committee has done in the past year.

A faculty member not on FacPaac shared an issue they felt should be explored by our committee, prompted by a recent publication, *The Faculty Factor: The American Academy in a Turbulent Era*, in which there is discussion of the “diminishing influence” of faculty. The faculty member asked us to tackle the broader view which they believe is the source of much of the discontent that is evidence in the divisional engagement survey. The faculty member suggested sponsored a book club and perhaps purchasing books so that these issues could be discussed. Upon further discussion, the committee consensus was that the book club issue would be better addressed by the Faculty Development committee since we no longer have the Faculty Center. There followed discussion of the existence and usefulness of the past Faculty Center for Teaching & Learning at UMM. Should this committee make a recommendation to administration to bring the Faculty Center back into existence? Julia Dabbs will draft a statement from this committee to start a discussion on bringing back the Faculty and will bring to our next meeting.

Spring Semester:

Please update google calendar for spring semester so Jenny Quam can set up the meeting dates and times. We'll add as a goal to invite the new UMM Chancellor to a March or April meeting.

Submitted by Jenny Quam, staff support