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Faculty P & A Affairs Committee
Meeting Minutes
Wednesday, February 22, 2017
Prairie Lounge, 3:30 – 4:30 p.m.

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

Minutes from the 1/25/17 meeting were reviewed with corrections noted and approved. The revised minutes will be sent out to all of the committee and posted to the digital well.

Old Business

I. Subcommittee reports

A. Salary Survey: The sub-committee continued discussion on the resolution to balance the FY18 budget without freezing the salaries for Faculty and P & A. The following resolution was discussed, voted on and unanimously approved by the Faculty and P & A Affairs Committee:

The UMM Faculty and P&A Affairs Committee strongly encourages the UMM Finance Committee and the UMM Administration to balance the FY 2018 budget without freezing the salary for Faculty and P&A.

Background and Rationale: For many years faculty salaries at UMM have lagged behind those at other University of Minnesota campuses as well as at peer institutions (both our peer comparison group and our aspirational group; see <http://reports.morris.umn.edu/ComparisonGroup.php>). Efforts to narrow that gap have been an important signal that the administration is committed to top quality instruction and scholarship on campus through recruiting and retaining the best possible faculty. Indeed, this is the third academic year that the UMM Administration has made concerted efforts to infuse additional dollars to the faculty salary pool. At the December 14, 2016 UMM Community Meeting hosted by Chancellor Emeritus J. Johnson, one possibility to address the challenges for the FY 2018 budget was “no salary increase” for Faculty and P&A. Since we are currently in the third year of a nominal salary infusion, a salary freeze in FY 18 would undo the efforts of UMM’s commitment and would seriously damage faculty morale, recruitment, and retention.

We want to make it known to campus governance that if UMM has a salary freeze for FY 18 we are setting back 3 years of efforts to infuse the salary money. J Dabbs and C Anderson will send resolution to the Finance and Steering committee’s chairs asking them to share with their committees as soon as possible. P Ng will speak at campus assembly as a member of the salary survey sub-committee and read the statement from FacPaac so that everyone is aware of our position.

Salary Survey sub-committee met on February 15th. The AAUP salary data is not released until April. For now, the subcommittee will work on the introduction sections. A draft of the salary survey introduction will be emailed to the committee to review before the next committee meeting.

B. Workload: The sub-committee incorporated the input from the last committee meeting and created the Google survey: "Survey of Faculty Involvement with Undergraduate Research," thanks to C Anderson's help. This was emailed to the committee and some have completed the survey. J Dabbs will send the survey out to FACPA this week via email with a deadline of March 10, 2017. C Anderson will provide a reminder to complete the survey at Campus Assembly on March 1, 2017. It takes approximately 5 minutes to complete.

G McIntosh reported he received the following response from A Kildegaard, Social Science Division Chair on workload issues as they pertain to undergraduate research. "Teaching' is not limited to classroom instruction. It includes other forms of communicating knowledge to students, such as supervising, mentoring, or advising students individually or in groups.

In practice, without some evidence of direct mentorship (URS students, MAPs, UROPs, grant-funded mentorships, Minority mentorships, co-authored publications or conference papers, etc.) I can't evaluate someone as "superior" or even "strong" on the teaching criterion (unless there is some compelling extenuating circumstance). I ask about it in annual reviews of all faculty, and I (along with the rest of my division) make a point of the importance of this work to tenure-tracking assistant professors."

- II. The following statement was drafted by J Dabbs and approved by FacPaac on the need to reinstate the Faculty Center for Learning and Teaching (FCLT):

"Based on issues that have come before the Faculty & P & A Affairs Committee in the past two years, we would strongly encourage the administration to consider re-instating the Faculty Center for Learning & Teaching (FCLT). We currently have space and materials dedicated to faculty teaching in Briggs Library; yet what is needed is a consistent faculty presence to allow for interactions, advice, and observations in a more timely and regular way than what is currently possible with David Langley's visits to UMM. The FCLT provided a "safe haven" for faculty to talk with a colleague outside of their discipline or division concerning matters affecting teaching and evaluation, and with our increasing number of tenure-track faculty, it would seem to be an excellent time to re-evaluate making the Center a viable part of our campus community."

J Dabbs will send the statement to Tracy Otten, chair of the Faculty Development Committee first, to see if they want to endorse: after we hear from them, it will be sent to the Dean and copied to the Chancellor.

New Business

The committee intends to have both the salary survey and workload survey completed and distributed by the end of the semester.

Next meetings:

- Wednesday Mar 29, 2017, 9:00am – 10:00am, *Prairie Lounge*

- Friday Apr 21, 2017, 3:00pm – 4:00pm, *Moccasin Flower Room*, with Chancellor Behr and Dean Finzel attending (this date was later edited and rescheduled to 4/26, 4:00 – 5:00 in the Moccasin Flower Room)

Submitted by Jenny Quam, Staff Support