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Faculty P & A Affairs Committee
Meeting Minutes
Wednesday, March 29, 2017
Prairie Lounge, 9:00 – 10:00 a.m.

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

Old Business

I. Minutes from the 2/22/17 meeting were reviewed with a correction to include the resolution to balance the FY18 budget. The revision to the minutes were discussed, voted on and unanimously approved.

II. Subcommittee reports

A. Salary Survey Report: The subcommittee has not met due to waiting for the available salary data for the report. This information should be available on April 15th. The subcommittee will set up a meeting and try to have the information added to the report and a draft available for the committee to review. If possible this draft will be sent out to the committee prior to the next meeting.

B. Workload Survey results: The survey deadline was right after spring break having been extended a week; we did see responses increase to 50. However, this still gave us a response percentage of 16%, which was unexpectedly low. The subcommittee met last week to go over the results and drafted a report for findings and recommendations. The report draft starts with information gathered from DC's and Dean on the evaluation and workload implications of the mentoring of undergraduate research activities. All the divisions include the mentoring of undergraduate research in a faculty member's teaching portfolio. The second section shares information on survey results and reactions followed by a recommendation section. Some revisions were suggested to the report, which will be made by J. Dabbs. C Anderson will print out 6 survey results/summary booklets:- J Dabb's will share these reports with the VC's, Dean, and Chancellor in advance of our next meeting. An electronic version of the report will be sent out to campus later this semester, once the Salary Survey Report is ready to be sent out.

Other discussion: How should faculty be compensated for involvement in undergraduate research activities? Maybe administration should try to frame a comprehensive strategy as to where it fits in and how will compensation happen. Another suggestion is to establish an award that's given yearly. This could be a topic for next year's committee.

III. Response from Faculty Development Committee reference our suggestion to reinstate the Faculty Center for Learning & Teaching (FCLT); and next steps?

C Anderson & J Dabbs received a response from Tracy Otten, chair of Faculty Development committee, re our preliminary proposal that the FCLT be reinstated. Tracy indicated Fac Dev had a couple discussions of the topic, and that "while the committee was generally supportive of the idea, noting in particular the early career development opportunities that existed when the Faculty Center was in action, many members questioned how well utilized it was otherwise. Members noted concern regarding the relatively low rates of participation in David Langley's individual consultations and monthly sessions. Concerns related to the possible diversion of already scarce resources were also raised. As a result the committee concluded that, if possible, a data based proposal including past usage would be the most compelling argument for reinstatement."

Further discussion continued by committee with a conclusion that we would bring this issue up at our next meeting with the Dean & Chancellor, and see if they would be open to a proposal, with or without further study.

New Business

- I. Planning for our meeting with the Chancellor and the Dean: Salaries are the first thing on the agenda, followed by a summary of what the committee has been working on this year. If time allows, go thru the salary survey report and undergraduate research investigation, and bring up a possible proposal for reinstating the FCLT.

Ask Dean Finzel if the updated collegiate academic personnel plan for UMM has been submitted to the Provost. C Anderson will check with the Dean prior to the meeting so he can report to us at the meeting.

Additional discussion on salaries could be to inquire if there is a timeline or goal with respect to our comparison group? C Anderson will check with the planning committee to see if anything was done on the strategic plan goal 19.

- II. Ideas for FacPaac committee work, 2017 – 18:
Faculty Center for Learning & Teaching, should we pursue this instead of continue with the Salary Survey Report.
Consider follow-up to suggestions put forward by the Faculty Workload subcommittee.
Unionization – if the TC campus moves forward on this, UMM will be the only campus where faculty are not unionized; should it be pursued here?

Other topic:

Peh Ng, UMM's Faculty Rep on the Senate Committee on Faculty Affairs (SCFA) shared that a proposal to add a new section, "Modified Duties: Parenting Accommodations" to the Administrative Procedures for Reviewing Tenure and Promotion for Tenured and Tenure-track Faculty was discussed at a recent SCFA meeting. The proposed policy aims to ensure that adjustment to new family commitments (birth, adoption, or foster care) does not adversely affect the faculty member's academic career. This provision is separate from other U of MN policies such as parental leave, unpaid leave, or extension of the probationary period.

Next meeting: Fri. April 21, 3-4 pm with Chancellor Behr and Dean Finzel. (note: this meeting date has been rescheduled to April 26, 4 – 5 pm in the Moccasin Flower Room)

Submitted by: Jenny Quam, Staff support