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Faculty P & A Affairs Committee
Meeting Minutes
Wednesday, April 26, 2017
Moccasin Flower Room, 4:00 – 5:00 p.m.

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

Introductions: C Anderson welcomed Chancellor Behr, Dean Finzel, and Nancy Helsper (Institutional Research) to this meeting.

New Business

- I. Faculty & P & A Salary Study: C Anderson and P Ng shared information from the report created for 2016-17 on UMM Faculty Salaries. Further discussion continued from all in attendance. The salary report indicates that the salary gaps relative to other UMN campuses remained sizable at each rank despite the infusions in the last few years. Dean Finzel shared information on the infusion of additional non-merit funds that were contributed to the Faculty Salary pool beginning in fall 2014. C Anderson shared in a future report, we will attempt to include a P & A salary study. We hadn't done one recently because the University of Minnesota was in the midst of the Job Family study which will be completed this spring. This summer UMM Human Resources will begin a UMM P&A Salary Study by comparing UMM P&A salaries to CUPA-HR data for which HR has access. Dean Finzel and Chancellor Behr were asked if they had information regarding any projected salary increase for next year. Both commented that there is still a great deal of budget uncertainty and the campus would be informed as soon as it was determined. C Anderson shared that the past salary reports were removed from the publicly viewable digital well because they include AAUP salary data that is for internal UMM use only. A UMM login protected folder was created for the salary reports and linked on the Faculty and P & A Affairs webpage [the digital well curator has since added the salary reports back to the digital well with password protection].

- II. Faculty Workload & Undergrad Research Study: G McIntosh shared information from the report created by the committee on faculty involvement with undergraduate research at UMM. Further discussion included the survey results and reactions along with the recommendations. Developing a Faculty Undergraduate Research award was met with a positive response. The service aspect of workload was noted in a number of instances in the survey so this committee will continue to review this in the fall. In reference to how to involve more students in faculty research/creative activity it is recommended to offer a session or two at Faculty Development Day as had been done in the past. The Dean suggested involving the Faculty Development Committee.

- III. Re-institute Faculty Center for Teaching & Learning? J. Dabbs shared background on the previous incarnation of the FCTL for Chancellor Behr's information, as well as our discussion with the Faculty Development committee on a preliminary proposal for reinstating the Faculty Center. Dean Finzel noted that Briggs Library has created carrel size space to house some of the Faculty Center resources from the former location. When the prior center closed, most of the savings were from the elimination of the staff support position. Much previous Faculty Center work was transferred to the Dean's office and is supported by the Dean's Office staff. Dean Finzel shared that a 2011 survey, created by Heather Peters at the request of the previous dean, expressed support for a center but suggested the faculty were not using it very often. The results of the survey were shared with the Faculty Development Committee at the time. Re-establishment of the Faculty Center was not a high priority, according to the survey. At the time there was greater interest that resources be used for individual faculty development. Further discussion included current faculty mentoring programs used at UMM and elsewhere, and programs that involve the University of Minnesota Center for Educational Innovation and the UMM Faculty Development Committee. So while there was consensus that this was an area that could benefit from some new ways of organization and delivery, it was recommended that FacPaac not conduct a survey on the FCTL question in the near future.

Old Business

- I. Approval of Minutes from March 29 meeting: there was no discussion for any revisions to the minutes so voted on and approved.
- II. Sending out reports to campus and reporting at Campus Assembly: C Anderson will email the salary survey report and the faculty involvement with undergraduate research at UMM report to the UMMFACPA listserv prior to Campus Assembly. The salary report will include the internal use only disclaimer.

This is the final meeting of the academic year.

Submitted by: Jenny Quam, Staff support