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Faculty and P&A Affairs Committee

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9-21-2017

FAPAAC minutes 09/21/2017

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Faculty and P&A Affairs Committee, "FAPAAC minutes 09/21/2017" (2017). *Faculty and P&A Affairs Committee*. 70.

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Faculty P&A Affairs Committee
Meeting Minutes
Thursday, September 21, 2017
Prairie Lounge, 10:30 – 11:30 a.m.

Present: Chlene Anderson, Julia Dabbs, Gordon McIntosh, Bibhudutta Panda, Kiel Harell, Argie Manolis. Absent: Peh Ng, David Ericksen, and Sara Lam.

K Harell welcomed the committee and reviewed the committee charge/responsibilities:

“The Faculty and P&A Affairs Committee develops, reviews and recommends policies and procedures that influence the professional and personal welfare of the faculty and the P&A staff. It recommends improvements in the design and implementation of personnel policies, including such matters as tenure and promotion, workload, salary and benefits, and hiring and retirement alternatives. It also monitors any legislation and other policies affecting faculty and P&A staff welfare and procedures.”

Minutes: April 2017 meeting minutes were approved via email vote and were posted to the Digital Well last spring.

New Business:

Feedback on the 2016-17 Salary Survey Study and Faculty Workload & Undergrad Research Study was sent to campus Monday, May 1. We did not receive much feedback and it was very brief.

Consideration of Topics and/or Projects for the Year and Follow Up:

Faculty Survey Report: After discussion about last year’s report, the committee decided to wait until the spring committee meetings to begin discussion and then edit and submit the report. The new report will not include any additional allocation to the faculty merit salary pool as this three-year initiative, which started in the Fall of 2014, has ended.

Also included in the 2016-17 Salary report was a recommendation to include P&A salaries in future reports. K Harell will check with Sarah Mattson to see if UMM HR has completed a new P&A salary study now that the University-wide job family study has been completed.

Academic Personnel Plan: Last year Dean Finzel attended our committee meeting with a report on the Academic Personnel Plan; he suggested that the Faculty and P&A Affairs committee review this policy on a yearly basis to see if UMM is meeting the goal. This plan was to be updated and resubmitted to the Vice Provost for Faculty and Academic Affairs at the U of M. The committee would like to know if the plan was revised and submitted.

The Employee Engagement Survey will begin again this year. The committee will review the survey results next year to consider possible committee projects.

Faculty/P&A Involvement in Undergrad Research: Last spring when FACPAAC met with Dean Finzel and Chancellor Behr, we received encouragement to work on a proposal for developing an award for faculty involvement in undergraduate research. To move forward, the committee should determine the award criteria and submit it to administration for review and approval. On another issue related to Faculty/P&A involvement in undergrad research, it was also suggested that our committee work with the Faculty Development Committee to consider hosting an educational/informational session on the best practices for involvement in undergraduate research/creative activity.

Last spring Consultative Committee co-chair M. Page sent the Chancellor and our committee co-chairs a summary of the discipline coordinator survey results with a request to follow up. We would like to invite M. Page to a future committee meeting to explain the report and suggest areas where we might follow up. K. Harell will contact M Page. C Anderson will add this report to the shared folder for our committee review.

A Manolis suggested a committee project study into attracting and retaining Faculty and P&A of Color and advancing faculty diversity on our campus. Argie will research existing data sources.

The committee decided to form subcommittees again:

Work Load: G McIntosh, J Dabbs, and B Panda. J Dabbs will head subcommittee.

Faculty and P&A Salary Survey Report: we will wait until spring semester to continue.

Faculty and P&A of Color: A Manolis, C Anderson, K Harell and possibly S Lam. A Manolis will organize the subcommittee.

Other Business:

Sandy Olson-Loy was unable to attend our meeting today. K Harell will check with her or S Mattson if she is available to attend the October 12th committee meeting to review President Kaler's Initiative to Prevent Sexual Misconduct and the work that we are doing at the Morris Campus.

Tim Lindberg will attend the October 12th meeting and discuss Freedom of Information Act (FOIA).

Interim Dean J Schrunk Ericksen will be invited to attend the November 2nd committee meeting.

M Page from Consultative Committee will be invited to attend the November 30th committee meeting.

Submitted by Jenny Quam, Staff Support