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

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

K Harell called the meeting to order.

Minutes: November 2, 2017 meeting minutes were reviewed with no corrections and approved.

New Business:

Faculty and P&A Work Load Committee – Julia Dabbs; updated draft-award proposal for UMM Faculty & P & involvement in Undergraduate Research or Creative Activity:

J Dabbs, G McIntosh, and B Panda met with the Functions and Award committee to review the proposal for the Faculty Involvement in Undergraduate Research Award. The meeting went well and included a long discussion about the content of the award. The Functions and Award committee were in support of the Research award and suggested a few text edits. They did not vote to approve the award being we are still editing the content.

- Title: recommended to remove Involvement and change word to Achievement. After discussion at the meeting today, the committee would like to change the title to read “Award Proposal for UMM Faculty/P & A Excellence in Mentoring Undergraduate Research Award”.
- Eligibility: after today’s discussion, the committee decided to use the same language as the Horace T. Morse Award eligibility requirements. We will edit the Eligibility section to read the following: Regular faculty (tenure-track and tenured), non-regular faculty (term appointments), and academic professional (P&A) instructors, who are salaried through the University, hold a 66 2/3% time or greater appointment, and have been at the University of Minnesota for at least **five** years, including the current year, may be nominated for the Faculty/P & A Excellence in Mentoring Undergraduate Research or Creative Activity Award.

J Dabbs also reported that she did receive a response back from Interim Dean J Ericksen in reference to the award. The Dean thought the award was a good thing in concept. She suggested that instead of a cash award it could be directed to the recipient’s own faculty development. The committee commented that this type of reimbursement is a good way to keep track of the expenses. Another concern from the Dean is the award possibly orientating towards stem field achievements and not as much to Humanities or other disciplines. J Dabbs didn’t feel this would be the case given our relatively open criteria, our explicit inclusion of “creative activity” in the award title and description, and the fact that this award is about mentorship in its various manifestations, rather than simply co-authorship of articles.

Further discussion continued from the committee with ideas including:

J Dabbs and E Machkasova, who is chair of the Functions and Awards Committee, will meet with Interim Dean Ericksen on December 11th to continue discussion of funding the award and any changes to the proposal. J Dabbs will share at the FACPAAC meeting in January any additional revisions and should be ready for the committee to vote on for approval. To receive some additional feedback about the award proposal, the committee could contact the Division Chairs to review.

Faculty and P&A of Color Committee – Argie Manolis:

A Manolis met with Nancy Helsper about quantitative data for faculty and staff of color compared to faculty and staff that are not of color. She does have data from 1961 to 2003; however, she would need to create the report

for further dates/information. Other discussion included if it is available to see data on those that ended employment at UMM as to where they chose to continue employment. When Nancy works on creating the report after year 2003, could the quantitative data be split to include men/women totals and not only the domestic people of color.

S Lam shared that a group of Associate Professors in Social Science have developed a survey for Junior Faculty to help find ways to become for supportive of them. The committee suggested to ask if this survey could be shared with our committee and possibly shared with other divisions?

Other Business:

Any suggestions for topics to work on during the upcoming spring semester? When salary data is available the sub-committee will meet.

K Harrell will follow up with Sarah Mattson in Human Resources since the University-wide Job Family Study is completed to see if a report has been created comparing UMM P &A Salaries to CUPA-HR data for which HR has access.

Jenny will work on finding a day and time on google calendar once all committee members have inputted there spring semester schedule. We will try to start up the meetings beginning the week after winter break and meet every third or fourth week to follow.

Submitted by Jenny Quam, staff support