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Faculty P&A Affairs Committee
Meeting Minutes
Thursday, March 29, 2018
Prairie Lounge, 8:30 – 9:30 a.m.

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

C Anderson called the meeting to order and welcomed guest Interim Dean, Janet Ericksen.

Minutes: February 22, 2018 meeting minutes reviewed and approved.

New Business:

UMM Academic Personnel Plan:

Note: (The Academic Personnel Plan from February 2017 includes the response from former Vice Chancellor of Academic Affairs and Dean, Bart Finzel explaining the appointment categories used at UMM and the percentage of tenured/tenure-track faculty to the Full Time Equivalent (FTE) count. For each department in which the number of FTE's in non-tenure appointment types exceeds 25% of the number of tenure system faculty, the college must address in a supplemental plan the appropriate balance of tenure system faculty and academic staff responsibilities).

After the plan was reviewed by the U Senate committee on Academic Freedom & Tenure, Interim Dean J Ericksen met with Vice-Provost Rebecca Ropers Huilman about UMM's Academic Personnel Plan and discussed the context, challenges, and plans. One challenge concerns the ratio of UMM non-regular faculty to regular faculty. The way that the Provost's office calculates appointments is different from the more precise calculations of FTE UMM does for itself. The Provost's Office was very receptive to the explanation comparing the numbers and report from N Helsper, UMM Director of Institutional Research, and did not realize the limitations of the Provost's count. Interim Dean Ericksen shared UMM is committed to tenure track hiring and, by our count, the percentages of non-tenure-track faculty are not dramatic. From our point of view, we are below the 25% ratio when using N Helsper's numbers. We are above 25% if we use the Provost Office's numbers. In addition, for the non-tenure count, N Helsper shared, "It's gotten difficult to answer: how many faculty are here at UMM?" Does this mean ranked faculty or instructional faculty?

Interim Dean Ericksen shared with the committee other comments from the meeting with the Vice-Provost, which included:

- 1) The plan includes very little about mentoring or professional development opportunities. From the conversation, it seems you are interested in doing more in this area. Please add what you plan to do to this document, even if you are uncertain about specifics at this point.
- 2) You mentioned that you are planning to have a conversation with your faculty assembly this spring. Feel free to wait until after that event and then incorporate suggestions from that conversation. If you wait, please note what changes you've made in relation to faculty suggestions.
- 3) As we discussed, Ole and I look forward to helping you think through definitions of the categories of academic personnel. Please let us know when and how we might be helpful. Ultimately, it would be good to have those definitions in this plan.

In response to these comments, Interim Dean Ericksen is interested in finding out why we use the current job codes for appointments at UMM and how we might develop promotional tracks for non-tenure-track positions. The University system has many job categories for academic personnel and some of these categories are not used at UMM. Some of these categories do include a promotional track.

A concern of Interim Dean Ericksen is the UMM Academic Personnel Plan's lack of direction concerning mentoring or professional development opportunities for non-tenure line faculty. She will be working with the Division Chairs to come up with a plan as a base line for all divisions for mentoring new faculty whether they are in a permanent position or not.

Suggestions:

Interim Dean Ericksen said it would be helpful if our committee could look at the definitions of the job categories of academic personnel, which categories would include a promotional track and try to figure out how to map them clearly to positions at UMM. We need to clarify at the time of appointment what you would need to achieve to receive a promotion.

Committee discussion continued with the following questions:

If the committee works on the job categories of academic personnel used for UMM hires as a project for next year, is there a time line for completion?

Interim Dean J Ericksen will draft a response to the Provosts Office for UMM's Academic Personnel Plan with the prior suggestions noted and will email to the committee for review and approval before she sends it forward. This would be included in a report to Campus Assembly.

Faculty and P&A of Color Subcommittee:

N Helsper shared information from a report created on all UMM Tenured and Tenure-track Faculty Attrition and Faculty of Color (FOC) Attrition.

The subcommittee will not be interviewing former employees of color about their experiences at UMM because they were requested not to by the Office of Human Resources. Instead, the subcommittee will discuss with other interested groups about the possibility of conducting a campus climate survey and look into possibilities for system level support for such a survey.

Work Load Subcommittee:

B. Panda and K. Harell reported out about their progress on investigating discipline coordinator responsibilities. The subcommittee will work on this in the next four weeks and report back.

Discussion for next meeting:

- Salary data: available for salary report?
- Work load subcommittee
- Review Interim Dean J Ericksen email to Provost Office
- J Dabbs will provide update concerning the Faculty Mentorship in Undergraduate Research Award.

The next meeting will be held on Thursday, 4/26/18, 8:30 – 9:30 am, in the Prairie Lounge.

Submitted by Jenny Quam, staff support