

10-11-2018

FAPAAC minutes 10/11/2018

Faculty and P&A Affairs Committee

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Faculty P&A Affairs Committee
Meeting Minutes
Thursday, October 11, 2018
Imholte #218, 11:40 am – 12:40 pm.

Present: Chlene Anderson, Stephen Deslauriers, David Ericksen, Sara Lam, Argie Manolis and Ray Schultz.
Absent: Peh Ng (at curriculum), and Bibhudutta Panda

Chlene Anderson called the meeting to order.

Minutes: September 13, 2018 meeting minutes reviewed and approved.

Agenda Items

New Business:

Review full committee and subcommittee responsibilities:

Full Committee:

- Non-tenure Track Faculty Position Descriptions and Promotional Tracks - The workload subcommittee started working on this topic; however, the topic was for the full committee monthly meeting agenda. Information about this committee topic is under the subcommittee report.
- Engagement Survey

Faculty of Color Subcommittee:

- Climate Survey
- Draft Email to Regent Abdul Omari – Regent Omari attended the campus presidential search listening sessions on campus. Chlene Anderson visited with him about the UMM salary report and our comparison to other campuses.
- Salary Forum

Work Load Subcommittee:

- Discipline Coordinator Workload
- UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity
- Salary Survey Report

Reports from Subcommittees:

Faculty and P&A of Color Subcommittee – Chlene Anderson, Sara Lam, Argie Manolis, Peg Ng:

The subcommittee will meet on Friday (10/12/18) with representatives of other campus committees interested in a campus Climate Survey.

The subcommittee will draft an email response to Regent Abdul Omari who attended the campus presidential search listening sessions. Following a brief conversation with C Anderson about Morris salaries, Regent Omari invited a continuation of the discussion through email with him. The subcommittee will research the following before drafting the email:

- Regent Omari inquired if our committee's salary reports include benefit data. C Anderson will check with Nancy Helsper, Institutional Research, to see if the information we receive includes any benefit data.
- Regent Omari inquired if our report considered cost of living comparisons. A Manolis will check with Center for Small Towns for cost of living comparison information.
- Regent Omari noted that Duluth and Crookston are unionized campuses whereas Morris is not.

Work Load Subcommittee – Stephen Deslauriers, David Ericksen, Bibhudutta Panda, Ray Schultz:

The subcommittee discussed non-tenure track position descriptions and promotion tracks. They proposed to draft an email to Division Chairs seeking information from each Division to gain a better sense of the roles non-tenure-track faculty play across campus and to investigate whether there are ways to better clarify non-tenure track positions and possible career tracks. D Ericksen shared the draft with the committee for review and revisions. D Ericksen will resend the revised draft email to B Panda who will be emailing the Division Chairs. The committee wishes to make the Division Chairs aware we have been asked to complete this project by the end of the fall semester so they should respond as soon as possible. D Ericksen will ask Sarah Mattson in Human Resources if she could make a list available for each division that includes each non-tenure-track employee's job classification, hire date and job description.

The 2017-18 salary report needs to be sent to the FACPA email list and uploaded to the digital well. Being B Panda was absent, the committee was not sure if the report ready to disseminate. S Lam will check with Kiel Harrell to find out if the report in our Team Drive is the final revised report. She will report back to the committee via email.

Upcoming meeting dates:

Full Committee: 11/15 & 12/13

Sub Committee's: (218 Imholte or 212 Wel Ctr) 10/25, 11/29

Submitted by:

Jenny Quam, Staff Support