

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

11-15-2018

FAPAAC minutes 11/15/2018

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Faculty P&A Affairs Committee
Meeting Minutes
Thursday, November 15, 2018
Imholte #218, 11:40 am – 12:40 pm.

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

Bibhudutta Panda called the meeting to order.

Minutes: October 11, 2018 meeting minutes reviewed and approved.

Agenda Item

Full Committee Work:

Academic Personnel Plan – Faculty Promotional Tracks and Position Descriptions

(Discuss email to DCs about non-tenure track professional development and advancement)

The committee reviewed the email with some final revisions on the questions as noted.

Could you please provide us with some of the following information by **November 28, 2018**?

1. How many non-tenure-track faculty (full-time and part-time separately) are currently (2018 - 2019) in your division?
2. What mentoring and professional development do non-tenure-track faculty in your division currently receive? Are there differences based on job titles?
3. What are the current review processes for non-tenure-track faculty in your division? Are there differences based on job titles?
4. What are the current career advancement opportunities for non-tenure-track faculty in your division? Are there differences based on job titles?
5. What roles do non-tenure track faculty currently play in your division? What are the expectations of them in terms of advising, service and research? Are there differences based on job titles?

The workload subcommittee will begin to review the Division Chairs responses at the next subcommittee meeting on November 29, 2018 and share with the committee at the next committee meeting on December 13, 2018.

Engagement Survey

(2017 Morris Campus Engagement Survey Summary)

Faculty Results

Key Drivers	2014	2015	2017	All U
Commitment and Dedication	71%	71%	71%	74%
Effective Environment	58%	56%	62%	66%

Top Three Key Strengths

- My department is committed to high quality student support.
- I have enough authority to carry out my job effectively.
- The people in my department are committed to delivering high quality service.

Top Three Key Opportunities

- There is an equitable distribution of workload within my department.
- The information from this survey will be used constructively.
- Action was taken on issues raised in the last survey.

The committee reviewed the engagement survey and the components listed above.

Subcommittee Work:

Faculty and P&A of Color Subcommittee: Chlene Anderson, Sara Lam

- Climate Survey - no report
- Email response to Regent Omari - the subcommittee will continue to gather information for a response. Bibhudutta Panda will gather information for a cost of living comparison for Morris to the cities from the peer aspiration group noted in the salary survey report.
- Salary Forum - the subcommittee will focus more on responding to Regent Omari's questions and not proceed with setting up a salary forum.
- Chlene Anderson attended the Sharon Washington shared governance meeting on campus and shared the information from this meeting to the committee.

Work Load Subcommittee: Bibhudutta Panda, David Ericksen, Stephen Deslauriers

- Discipline Coordinator Workload - will review the workload responses from the survey conducted by the Consultative committee.
- UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity - Bibudutta Panda inquired with the UMM Development Office and they referred him to Kaitlyn McBrady in Alumni Relations. He is waiting for an email response on the request for funding the \$1,000 reward.
- Bibhudutta Panda emailed the Salary Survey Report to the FACPA email group. The Salary Survey Report was uploaded to the Digital Well as a 2017/2018 submissions. It is also available at the Faculty and P&A Affairs Committee website at <https://committees.morris.umn.edu/faculty-and-pa-affairs-committee>. The report is password protected in accordance with AAUP Research Office policy.

Upcoming meeting dates:

Full Committee: 12/13

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

Submitted by:

Jenny Quam, Staff Support