

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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12-13-2018

### FAPAAC minutes 12/13/2018

Faculty and P&A Affairs Committee

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Faculty P&A Affairs Committee  
Meeting Minutes  
Thursday, December 13, 2018  
Imholte #218, 11:40 am – 12:40 pm.

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

Bibhudutta Panda called the meeting to order.

Minutes: November 15, 2018 meeting minutes reviewed and approved.

## **Agenda Items**

### **Full Committee Work:**

***Academic Personnel Plan – Faculty Promotional Tracks and Position Descriptions*** - Discuss email to DCs about non-tenure track professional development and advancement)

All four Division Chairs responded to our email inquiry asking for input on the roles non-tenure-track faculty in their division play and whether there are ways to better clarify their positions and possible career tracks. D Ericksen shared a draft created from the Division Chairs responses and the committee continued with the following discussion.

In the UMM Academic Personnel Plan submitted to the Office of the Provost in February 2017, one area noted as under-developed concerned "career advancement options and systematic reviews for non-tenure track system appointments. We should determine what role non-tenure track appointments have at UMM. Some non-tenure track appointments continue year after year. Some years it is not known how many positions are needed and there is no justification to hire into a full time position.

Interim Dean Ericksen asked our committee to make clearer the types of non-tenure track appointments used at UMM and the career advancement opportunities and reviews that are available to personnel in those appointments. The work load subcommittee will continue to edit the draft. The revised draft will be reviewed at the next full committee meeting.

### **Reports from Subcommittees:**

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

Update on Campus Climate work:

- The subcommittee shared ideas for responding to Regent Omari's question about comparing the cost of living in Morris with the cost of living for other campuses and institutions. The subcommittee provided cost of living data for Morris as well as for the cities where other U of MN system campuses are located. Data was also provided for the cities where our peer and aspirational groups, as per the salary survey study, are located.

***Work Load Subcommittee*** - Bibhudutta Panda, David Ericksen, Stephen Deslauriers, Ray Schultz

Discipline Coordinator Work:

- The workload responses from the discipline coordinators survey conducted by the consultative committee did not include how many hours the discipline coordinators put in every week or month.
- Should we conduct a small survey from current discipline coordinators asking for percentage of time or weekly average hours per semester? The subcommittee will think about questions to include in this

survey and how to obtain meaningful time comparisons. More discussion will continue at the next full committee meeting. If a decision is made to send out this survey, it should be sent before spring break.

UMM Award for Excellence:

- B Panda received an email response from K McBrady in Alumni Relations in reference to funding the \$1,000 award.
- For sustainability purposes, it was suggested we pursue either 1) giving the award every year with a smaller award amount such as \$500.00 or 2) giving the award every other year at the \$1,000 award amount.
- Since the subcommittee has not tried to seek other sources of funding, this will be discussed at the next meeting.
- The suggested award amounts would need to be discussed with the Alumni Board for approval of the award in the spring.

Upcoming meeting dates:

Full Committee: 1/31, 2/28, 3/28, 4/25, 5/9

Sub Committee's: (218 Imholte or 212 Wel Ctr) 2/14, 3/14, 4/11

Submitted by:

Jenny Quam, Staff Support