

2-14-2019

FAPAAC minutes 02/14/2019

Faculty and P&A Affairs Committee

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Faculty P&A Affairs Committee
Meeting Minutes
Thursday, February 14, 2019
Imholte #218, 11:40 am – 12:40 pm.

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

Bibhudutta Panda called the meeting to order.

Minutes: December 13, 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

The Academic Personnel Plan Suggestions document has been edited. D Ericksen will meet with Sarah Mattson, Human Resources Director, for review of promotion tracks from other campuses. The committee continued further discussion about the document with the following additional suggestions:

- Do we need additional language for promotion content?
- Is the three-year threshold for term faculty the appropriate language? Some are hired for two years with most cases not a sense of long-term employment. Three years is usually the maximum length of contract with some positions expected to be a longer term.
- How should we move forward with this document? The work load subcommittee will continue with additional updates to the document and report to the full committee at the next meeting.

Reports from Subcommittees:

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

Update on Campus Climate work:

- Updates were completed on the cost of living information study. The subcommittee is asking how they should proceed with this information and sending it to Regent Omari. This document should be shared with Chancellor Behr for additional support. The subcommittee will work on this document and report at the next full committee meeting.

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

Discipline Coordinator Work:

- Nothing new to report. Will work on developing questions for a survey and report at the next full committee meeting.

UMM Award for Excellence:

- B Panda met with E Machkasova, Functions and Award committee chair, who informed that funding for this award may not be sustainable and suggested to possibly alternate every other year between the UMMAA Teaching Award and a research award, or add this or similar criteria to what already exists for an award but not take away from the award.

- B Panda created a draft of points of discussion to be shared with the UMM Alumni Board as both FACPAAC and FAC committees strongly believe in having a separate award for mentoring undergraduate research or creative activity. This document included the following reasons:
 1. Undergraduate research is one of the unique features of UMM education.
 2. The award recognizes sustained high quality research and/or artistic productivity of a UMM faculty member.
 3. Recently drafted strategic visioning and planning statement also prioritizes UMM commitment to scholarship by supporting faculty, staff, and students in research and creative activities.

Upcoming meeting dates:

Full Committee: 3/14, 4/11, 5/9

Sub Committee's: (218 Imholte or 212 Wel Ctr) 2/28, 3/28, 4/25

Submitted by:

Jenny Quam, Staff Support