

3-14-2019

## FAPAAC minutes 03/14/2019

Faculty and P&A Affairs Committee

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

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

Bibhudutta Panda called the meeting to order.

Minutes: February 14, 2019 minutes reviewed and approved.

## **Agenda Items**

### **Reports from Subcommittees:**

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

Update on Salary Study Cost of Living Information:

- The committee is still working on this report. Some discussion continued if we should add house pricing information in comparing Mpls to Morris.
- Who is getting the report? We would send the Cost of Living information study to Chancellor Michelle Behr who could share this information to Mpls when advocating for additional salary funding along with sending to Regent Omari.
- B Panda will talk to B Finzel or R Rose for any additional insight on the data comparison.
- The committee would like to see this report added to the Salary Report.

*Faculty and P&A Work Load/Salary Subcommittee* - Bibhudutta Panda, David Ericksen, Stephen Deslauriers, Ray Schultz, Peh Ng

Academic Personnel Plan – Faculty Promotional Tracks and Position Descriptions:

- The committee made good progress since the last meeting.
- D Ericksen met with Sarah Mattson, Human Resources, and she provided two samples of personnel plans/promotional tracks from other campuses. The campuses were Rochester and Crookston. The plan we are working on is following Crookston's which has a process listed, a timeline, formulation of a committee, and materials for a dossier; however, since Crookston is different than Morris we are working on our current practices and what promotional process should be in place.
- We need a process in place to promote staff and will start out by defining responsibilities and the evaluation process. Once this plan is completed, we will send to the Dean for review and sent to Mpls for approval.

Discipline Coordinator Work:

- The committee has created questions about workload issues and would like the committee to review and edit.
- Various suggestions were discussed and should include the following:

1. How long have you been serving as a discipline coordinator?
2. How long do you expect to remain in this position?
3. How are the discipline coordinators selected and does it rotate among the faculty?
4. Do you think the discipline coordinator workload can be reduced by delegating/dividing the duties with the discipline?

- Anyone completing the survey could remain anonymous.

The committee should email additional recommendations to the work load subcommittee, as they would like to finish the edits and send out in April.

UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity:

B Panda emailed the draft of points of discussion to be shared with the UMM Alumni Board to E Machkasova for review before sending to the Alumni Board. E Machkasova will respond to Bibhu in April. After spring break, we hope to get this sent out.

Upcoming meeting dates:

Full Committee: 4/11, 5/9

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

Submitted by:

Jenny Quam, Staff Support