

3-7-2018

Consultative minutes 03/07/2018

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Recommended Citation

Consultative Committee, "Consultative minutes 03/07/2018" (2018). *Consultative Committee*. 159.
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Consultative Committee
Meeting Agenda
Wednesday, March 7th, 2018 (8:00 am Prairie Lounge)

Members: Sarah Buchanan, Michael Cihak, Ann DuHamel, Nancy Helsper, Tiernan Lenius, Janel Mendoza, Michelle Page, Noah Pilugin, Angela Stangl, Jeri Squier, Roger Wareham, Elsie Wilson

Present: Sarah Buchanan, Michael Cihak, Ann DuHamel, Janet Schrunk Ericksen, Nancy Helsper, Tiernan Lenius, Janel Mendoza, Angela Stangl, Jeri Squier

Minutes: Ann DuHamel

I. Guest: Janet Schrunk Ericksen, VC and Dean (8-8:30am)

A. Academic personnel plan

The provost of the university asks periodically for an academic personnel plan; Dean Finzel wrote and explained last year. This plan explains tenure-line tracks, how non-tenure-line faculty fit into campus.

According to Provost, we have too many non-tenured faculty in line with AAUP, particularly in Humanities (e.g. Music). Nancy Helsper recalculated according to her data (i.e., full time for one semester is 50%, vs. 100% FTE). Nancy does a detailed count of faculty FTE every year. What the provost is looking for is 25% or less non-tenure faculty. This makes it look like the data from Nancy's office (which is more accurate for our purposes) is at odds with the data from the Provost's office.

Michelle and Janet met with the Provost's office last month and they were receptive to our approach. Somewhat complicated with Academic Job Classifications.

Janet will charge FACPAC with determining which classifications are best for our campus. Clarifying for people in non-tenure lines, what they are eligible for. It is no longer the case that if someone is in a track for 6 years, that we have to make a persuasive case to the Provost about why it should become a tenure-line.

Nancy - concerns about bringing this to FACPAC, with nuances involving HR.
Janet - 3-year contracts have become a bad idea, for years when we have a budget crisis.

Developing a clarity on which appointments are most useful on our campus, as well as a promotional track.

Sarah - two accreditation reports ago, the HLC said we didn't have enough faculty per academic discipline (as seen in HLC report - you need to have diversity of opinion in each discipline).

Angie - We've asked about strategic staffing type plans, being intentional about how we hire. There isn't currently something specific we can turn to, to say "Campus is trying to hire in this way." Is there a way to connect this to the academic teaching staff? Janet - if we can clarify job classifications for academic teaching staff, perhaps we can clarify for other areas of campus.

B. Grant Proposal

Chancellor Behr was at Mellon institute last fall; they have awarded grants to private liberal arts schools, they are interested in expanding to public liberal arts/COPLAC. Full proposal for a planning grant - up to \$150,000. How to get campus buy-in so it doesn't become extra work for the people on our campus? Making a better case for the Humanities at schools like ours.

Strengthening the case for how Humanities is central to

1. Convocation series over 3 semesters, bring in 1-2 speakers who are not academics, who have a perspective on the Humanities that is different than the academic perspective. On this campus we have a sort of "speaker-weariness." Janet would talk to IC faculty first for suggestions.
2. Funded research - like UROPs, but faculty would get paid. Collaborative, so it could include faculty and staff -- applied Humanities projects, cross-disciplines.

The follow-up grant -- how do we build on that? Stories that are powerful to legislators too.

Sarah - maybe there needs to be a big brainstorming session - get people on board early.

Tiernan - doesn't think speakers would make a difference in student engagement, or prospective students.

Janet - her focus is to shift discourse on campus. They upped considerably the amount in the grant to pay people to speak on campus, this puts us in a different tier.

Angie - asks if the Dean would like us (Consultative Committee) to collect/aggregate information.

Angie will keep this open until Thursday/Friday, we'll go from there.

Sarah - working with IC courses, to make it more hands on.

Angie - other campuses have highlighted non-traditional projects in the

Humanities (i.e., digitally engaging).

Mike - a consortium of units in the Twin Cities that wants to digitally engage in Humanities, Sciences and Arts (DASH) as a university. How we can engage the stories to bring them to the forefront, as they are often overlooked.

Sarah - it would be nice to have a newsletter for the Humanities.

Mike - pushed for a programming element having a program or series that is a 15 minute piece (live or on-demand), where we interview faculty, or speakers on campus. People can “consume” it in a different way. Nancy - must be tagged in a way to attract attention to make people want to watch/attend.

II. Announcements/Check-in with Subgroup(s)

Tiernan reports that Elsie is in discussion with transfer students.

Nancy has data to share re: transfer students.

We'll continue discussion when more committee members are in attendance.

III. Continued: conversation re: budget

The remainder of the discussion is off the record.