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Faculty and P&A Affairs Committee

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FAPAAC minutes 10/10/2019

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Faculty P&A Affairs Committee
Meeting Minutes
Thursday, October 10, 2019
Imholte #115, 11:40 am – 12:40 pm.

Present: Chlene Anderson, Emily Bruce, Nick Skulan, Sara Lam, Simon Tillier, Ray Schultz, Brad Deane.

C Anderson called the meeting to order.

Being the first committee meeting of the semester, all were introduced by name/department.

Agenda Items

Invited Guest: B Panda, 2018-19 FACPAAC Chair, gave a brief report to committee about the following activities and projects that were completed during last year. B Panda will share the FACPAAC Annual Report 18-19 with the Steering Committee. C Anderson and B Panda sent the remaining reports to the FACPA email list.

- Faculty and P& A Affairs Committee Annual Report 18-19
- Discipline Coordinator Survey Report 18-19
- Faculty Salary Survey Report 18-19
- Faculty Salaries and Compensation at UMM

Other discussions:

UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity: this award has been approved but the committee has been unsuccessful in finding funding to support it. The Alumni Board did not grant the funding.

Meeting time:

We are scheduled to meet in 115 Imholte Hall at 11:40am-12:40pm on the 2nd and 4th Thursdays (except in January). J Quam, FACPAAC support, will add the fall meeting times to your Google calendar and, if needed, will request access to your Google calendar.

New Business:

- Single Semester Leave and Sabbatical Plan
B Deane (Senate Committee on Faculty Affairs) gave a brief report in reference to the following information listed below that was shared in the meeting agenda from VCAA/Dean Janet Ericksen. Also B Deane to email C Anderson a draft of the proposed Faculty Development Leaves administrative policy.

*For at least the next few years, some changes **may** be made to our Single Semester Leave (SSL) program. As many of you know, revisions to the [Faculty Development Leaves](#) policy have been in process for some time and will be considered at the November UMN Faculty Senate meeting. The revisions, if voted into policy, solidify the additional option of a single semester sabbatical at up to 100% of salary for tenured faculty, effective for 2020-21. Correspondingly, the Vice Provost for Faculty and Academic Affairs, in a memo to deans regarding SSL for 2020-21, notes the expectation that SSL opportunities may be eliminated or decreased. The Division Chairs and I have been working, as directed by the Vice Provost, on a plan for implementation of the single semester sabbatical option, and we expect to consult with the Faculty and P&A Affairs Committee about our ideas for accommodating what could be a significant increase in sabbatical requests. The plan is due to the Provost by Dec. 4, but we hope to have it in place earlier as it may affect your decisions and the evaluations for both SSL and sabbaticals. For the 2020-21 academic year, however, we have decided to leave in place our existing SLL availability and procedure. If you have questions or concerns to raise as we work on the plan, please let the Faculty and P&A Affairs committee, your Division Chair know, or me know.*

Number of UMN Morris faculty eligible for sabbatical in the next three years:

- 2020-21: 33 (it's highly unlikely all 33 will take sabbatical, but we have to plan as if they will).
- 2021-22: 10
- 2022-23: 16
- This sequence means we cannot simply defer people from the first to the second year.

C Anderson will check with VCAA/Dean to see if the committee could see a draft of the SSL proposal that the Dean and Division Chairs have been working on before the next committee meeting on October 24th. J Quam will review committee's Google calendars and propose a meeting time next week for committee members to meet with the VCAA/Dean to discuss the proposal and receive committee feedback.

There was a question about whether we use University of Minnesota graduate students as sabbatical replacements. Additional discussion continued with suggestions for criteria for the SSL policy:

- Years of service
- Seniority
- Division Structure
- Interim set of guidelines for the first years

Possible project/topics for committee to work on this academic year:

- Engagement Survey
- Follow up on recommendations from the Discipline Coordinator survey
 - C Anderson will send an email to Division Chairs referencing the policy recommendations.
 - Where is the document located in each Division so staff can find it?
- Campus Climate Survey: put the project on pause because it was being added to the campus strategic plan and the subcommittee was waiting to see what the aspirational group recommended. C Anderson will email C Grussing, Chancellor's Office, for list of members on the aspiration group.

Subcommittees:

Some discussion ensued explaining how the committee is allocated approximately 2 meetings a month on the community hour schedule and that last year the entire committee met once a month and the subcommittees met once a month. It was determined that the committee will not form subcommittees for the fall semester meeting dates; however, this will be revisited in January for the spring semester meeting dates.

Submitted by: Jenny Quam, staff support