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Faculty and P&A Affairs Committee

Campus Governance

10-24-2019

FAPAAC minutes 10/24/2019

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Faculty P&A Affairs Committee
Meeting Minutes
Thursday, October 24, 2019
Imholte #115, 11:40 am – 12:40 pm.

Present: Chlene Anderson, Nick Skulan, Sara Lam, Simon Tillier, Ray Schultz, Brad Deane, Stephen Deslauriers (fall leave). Emily Bruce was absent.

C Anderson called the meeting to order.

Meeting minutes from 10.10.19 were reviewed with no corrections and approved.

Agenda Items

Reports:

C Anderson commented about the following reports available on line:

- [UMN Morris Strategic Vision and Planning Website](#)
- [UMN Morris Strategic Vision and Planning Canvas Site](#)
- [U of M Systemwide Strategic Plan Website](#)
- [U of M Systemwide Strategic Documents from Gabel](#)

Unfinished Business:

UMN Morris Division Structure Documents

C Anderson emailed division chairs asking for division structure documents with information for discipline coordinators. She shared the following information about each division in a Google document in our committee shared drive.

- **Education:** Division of Education has an Education Faculty Resources webpage that contains a Division Structure (governance) document. C Anderson could not access it and could not tell who can access it. The DC reviewed the recommendations regarding discipline coordinators with those in attendance at a Tue, Oct 15, 2019 meeting. The DC is drafting a document which will be shared for comment with division faculty and they will vote on it (with amendments according to comments) at the division meeting on November 17th.
- **Humanities:** Division of The Humanities has a governance document which is on the Humanities Division Current Faculty Resources webpage. The responsibilities of the discipline coordinators are specified on page 4. The DC emailed all division faculty Tue, Oct 15, 2019 to address the discipline coordinator recommendations.
- **Science and Math:** Division of Science and Mathematics has a governance document, and it is also on the Science and Math Resources web page. C Anderson could not access it; the DC indicates that it is accessible by all regular faculty in science and math including coordinators. The DC provides an orientation to all faculty (especially new faculty) and shows/provides them with the link to resources, including the division governance document. C Anderson to share with DC that the link couldn't be accessed by all regular faculty.
- **Social Sciences:** Division of the Social Sciences has a Current Social Sciences Faculty Resources webpage. The DC emailed all division faculty Oct 16, 2019 to address the discipline coordinator recommendations. The division's Policy Committee will work on a governance document in spring 2020 to be approved by the division. Once approved, the division will share it with FACPAAC.

Aspirational Statement Groups

C Anderson requested an Aspiration Statement Groups document which lists the ten aspirational statements and group member names for each statement. There wasn't a document per se, so C Anderson created one. Later that day, one was created and sent to C Anderson from the Office of the Chancellor. The aspiration statements were endorsed by Campus

Assembly last fall and statement #6 references the Campus Climate Survey project FACPAAC put on hold until the strategic plan was developed. Here is the statement with group members:

Aspirational Statement 6: *Create a democratic community committed to open communication where students, faculty, staff, and local community members from all backgrounds are empowered to contribute to the decisions, infrastructure, and liberal arts education on UMM's campus.*

Group Members: Bryan Herrmann (convener), Tammy Berberi, Sierra Brown, Michael Bryant, Colter Combellick, Brandon King, Margaret Kuchenreuther, Janel Mendoza

New Business:

UMN Morris Sabbatical Planning Document

Division committee members sent the draft sabbatical planning document provided by VCAA/Dean Schrunk Ericksen to their respective division faculty to gather feedback. Anonymized comments were reported from all divisions except Social Sciences as E Bruce was absent. C Anderson will inquire with her for comments. A group Google document was created in the committee shared drive for committee members to record the comments they received—comments were recorded anonymously. After the meeting, C Anderson included a summary of main points in the document as listed below. After the committee reviews and finalizes the document, C Anderson will send it to VCAA/Dean Schrunk Ericksen along with the feedback from division faculty. We will be notified via email if the committee meeting on October 30th will be held with Ericksen to discuss this Sabbatical Planning Document.

The main points resulting from the FACPAAC October 24, 2019 meeting:

1. **Feedback:** Information was provided to all division faculty. The feedback from faculty in those divisions (see below) represents a small percentage of the faculty. FACPAAC was in agreement that the time frame limited the number of faculty responses.
2. **Discipline Involvement:** The sabbatical planning document should clarify the decision-making process and should explicitly describe the role of the disciplines.
 - Larger disciplines often have their own sabbatical planning documents. A deferment in one of the planned sabbaticals may present problems in the rest of the plan.
 - Including the disciplines in the decision-making process would help disciplines plan more efficiently for covering sabbaticals and/or finding sabbatical replacements.
3. **Need-based Decisions:** We discussed needs because sometimes the opportunity is only available in a certain time frame. If need-based arguments are used, a committee would need to be created to review need-based decisions. It's very hard to compare the needs across divisions. FACPAAC doesn't recommend considering need in the decision-making process.
4. **Merit-based Decisions:** Feedback coming in from division faculty responses was divided on whether merit should be used to distribute sabbaticals when all eligible faculty who applied cannot be awarded a sabbatical. Determining merit, like determining need, would be too subjective, and may invite resentment. FACPAAC doesn't recommend considering merit in the decision-making process.
5. **Tie Breaker:** The possibility of using #3 as a tie-breaker for #4 so that preference would be in order of the longest time since the previous sabbatical. If there is a tie, then someone who has never taken a sabbatical would be given preference over someone who has taken one.
 3. Those who have never previously taken a sabbatical, in order of years of service
 4. Those in order of longest time since previous sabbatical

Alternative Community Hour Schedule for Spring 2020

C Anderson will notify the Steering Committee that we approve the alternate Community Hour schedule which moves FACPAAC meeting days to the 1st/3rd Thursdays each month; however, we will also notify Steering that because Curriculum Committee is scheduled to meet the same Thursday's as FACPAAC, this causes a conflict when we invite the VCAA/Dean to attend one or two FACPAAC meetings each academic year.

Submitted by: Jenny Quam, staff support