

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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11-14-2019

### FAPAAC minutes 11/14/2019

Faculty and P&A Affairs Committee

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Faculty P&A Affairs Committee  
Meeting Minutes  
Thursday, November 14, 2019  
Imholte #115, 11:40 am – 12:40 pm.

Present: Chlene Anderson, Nick Skulan, Sara Lam, Simon Tillier, Ray Schultz, Brad Deane, Emily Bruce. Guests: Barbara Burke, Ad Hoc committee.

C Anderson called the meeting to order.

Meeting minutes from 10.24.19 were reviewed with no corrections and unanimously approved.

## Agenda Items

### Reports:

C Anderson commented about the following reports available online:

- 2019 Engagement Survey Response Rates

### Unfinished Business:

- Report on meeting with VCAA/Dean J Schrunk Ericksen and VCEM/Sr Director IE M Bert about Faculty Salary Study
  - C Anderson met with VCAA/Dean J Schrunk Ericksen and VCEM/Sr Director IE M Bert on Wednesday, October 30 to discuss the future Institutional Research (IR) needs of the Faculty and P&A Affairs Committee (FACPAAC). The meeting was prompted due to the retirement of N Helsper, IR director, and the hiring of K Youngblom, IR associate director. There was concern that crafting an annual faculty salary report requires considerable time and effort from IR staff and FACPAAC committee members. Except for AY 2014-2015, the faculty salary report has been produced annually since AY 2011-12, and although the report conclusions have not changed drastically since its inception, the annual report was useful in tracking the effect of the three-year (2014-15, 2015-16, and 2016-17) infusion of additional non-merit funds into the faculty salary pool (an initiative that was aimed at closing the faculty salary gap). Now that those results have been determined, the question of how often the report should be created and distributed remains. It was suggested that perhaps a report every three to five years would provide the data needed to provide a clear picture and interpret any patterns that may emerge. Because additional tasks, especially those from the Faculty Development Committee, may be reallocated to FACPAAC, our committee must determine how to make the best use of its time and talents. We need to consider this information as we determine our priorities.
- FACPAAC Meeting Schedule Adjustment - Steering suggests moving FACPAAC spring semester meetings from Thursdays to Tuesdays in the [Alternative Community Hour schedule](#).
  - Committee voted unanimously to approve.
  - Conflict with Campus Assembly? – C Anderson will contact T Pappenfus, Steering Committee Chair.

### New Business:

- **Guest:** Barbara Burke, Ad Hoc committee tasked with assigning former Faculty Development Committee (FDC) work. The following was discussed with B Burke and committee members of FACPAAC:
  - Reviewed [DRAFT Proposed Governance Reallocation](#)
  - [2018-19 Faculty Development Annual Report](#)
  - Dean would very much like to continue Faculty Development Day (FDD).
  - Ad Hoc committee recommends transitioning FDD to FACPAAC.
    - Involve one or more members from last year's committee for transition year?
    - Suggested that subcommittee be created to manage FDD.

- Is previous support person for FDD able to continue providing support? C Anderson will check with support person, and supervisor of support person, to determine viability of continued support.
- Center for Education Innovation partnership
  - What will the Morris/CEI partnership look like in the future?
  - CEI webinars have remote participation capability so instructors from all campuses may attend—if webinars are now available, what does that mean for classroom observations?
  - Is David Langley still the liaison for UMN Morris? C Anderson will check on this.
- Advocacy and policy roles would be replaced by taking on FDC tasks. Who then would take on advocacy and policy roles for faculty and staff?
  - Transition FDD to more of an advocacy day?
  - Should advocacy transition to Consultative Committee? FACPAAC's central charge is advocacy and policy so the committee is not in favor of relinquishing that role.
- Are we diverse enough as a committee to successfully take on FDD?
  - Technically speaking, we are diverse enough.
- Would now be a good time to revive the Teaching and Learning Center (TLC)?
  - FDD could transition to TLC and TLC could coordinate with CEI.
  - This is worth trying, but committee not optimistic about finding funding.
- Could Conferences and Special Events plan FDD?
  - CSE would help with organization (scheduling rooms, promotion, catering, etc.), but committee would be responsible for planning sessions, speakers, etc.
- FDD budget comes from a general operating budget.
- You need a core of people involved for a substantial amount of time to really make FDD a high quality event that is well attended.
- What if it were a rotating responsibility?
  - One year FACPAAC could do it and focus on advocacy and policy. Other years could focus on curriculum, equity and diversity, student affairs, etc. Each year would have a different theme depending on which committee was responsible for planning.
  - A core person would be needed for this model. Could a support person be that core person?
  - Have ad hoc committee bring idea to Consultative Committee?
- Would FACPAAC be willing to consider running FDD in a transition year?
  - Yes, if proposed rotating model is adopted, transition year could showcase new model with advocacy-focused FDD. C Anderson will write to membership committee to see if the two committee members on spring term single semester leave will be replaced.
- B Deane and S Lam will attend next ad hoc committee meeting on November 22

#### Other

- VCAA/Dean Candidate Meetings
  - First candidate (Janet Schrunk Ericksen) meets with FACPAAC (and Consultative Committee) on Monday, November 18 from 3:30-4:30 PM in Moccasin Flower Room. Will add to your calendars.
  - Second candidate November 21-22; third candidate November 25-26; fourth candidate December 5-6.
  - C Anderson will write to Sheri Breen to confirm the FACPAAC meeting day/times for Candidates B-D.
  - C Anderson will look to see what the committee has done in the past and create a Google Doc to record questions members would like to ask candidates. Committee members will solicit questions from their constituencies.
- Discuss projects we would like to undertake for the remainder of the year.
  - Salary report? Committee agrees if done less frequently we could focus more on results and findings.
  - Follow up on engagement survey?
  - Plan that we will be asked to organize FDD this year?
  - Climate survey? New staff in Equity and Diversity may be doing it. Discuss at December 12 meeting

Minutes by: Nick Skulan, committee member

Submitted by: Jenny Quam, staff support