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Faculty and P&A Affairs Committee

Campus Governance

12-12-2019

FAPAAC minutes 12/12/2019

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Faculty and P&A Affairs Committee, "FAPAAC minutes 12/12/2019" (2019). *Faculty and P&A Affairs Committee*. 166.

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

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

C Anderson called the meeting to order.

Meeting minutes from 11.14.19 were reviewed with no corrections and unanimously approved.

Agenda Items

Reports:

- Update from Ad Hoc committee meeting - Brad Deane and Sara Lam
- The following notes from this meeting were included in committee shared drive.
 - Faculty development is not our constitutional responsibility.
 - Faculty development committee work is a full-time job. Lining up speakers takes time.
 - The wheelhouse of FACPAAC role is advocating for professional and personal welfare of faculty and P&A staff.
 - Concern that taking on the administrative duties of development day and other development opportunities will reduce our chief role of advocating and policy.
 - Suggestion: Rotate FDD between curriculum, consultative, FACPAAC, scholastic, equity and diversity, student affairs, etc. We could get input for a common idea using Google form so it wouldn't just fall to the support person.
- Further discussion with committee from Ad Hoc meeting and future of fall development day:
 - A main concern if using a primary rotation with the other committees for planning the Faculty Development day event would be the committees wouldn't have enough time to take on this responsibility. A good solution could make the fall event more meaningful. A poll was emailed out after campus assembly. A proposal from the poll will be given at the February 4th Campus Assembly meeting.
 - C Anderson will contact B Burke to find out when the poll closed and what the Fall Professional Development Day poll results were so our committee has an idea prior to the campus assembly meeting in February.

Unfinished Business

- Update on single semester leaves for spring semester: S Lam and R Schultz will be on leave for spring semester. S Deslauriers will be returning to committee from fall semester leave.
 - C Anderson had contacted M Zaske on the steering committee asking if replacements were found for spring committee members. They were questioning if we needed more than one replacement. We would like to have a representative from Education so all divisions are covered. Kiel Harell will be asked if interested in filling in for the replacement.
- Update on David Langley Visits: C Anderson wrote to David Langley about returning for a campus visit. He responded with the following comments:
 - A Morris visit should not be during the first 3 weeks after semester break but between the 4th to 6th week. A prior classroom workshop had small attendance so would prefer individual consultation meetings for these visits and also has consultation appointment available online. C Anderson will contact Dean J Ericksen about D Langley sending an email to the FACPA listserve providing his link for scheduling a virtual consultation and reaching out to the Morris faculty.
 - C Anderson will contact Becca Gercken, the new chief diversity officer and CEI fellow for contacting D Langley about setting this up. We will encourage to do the one on one sessions and check to make sure there is not a lot of campus events going on during D Langley's visit.

New Business

- Single semester and sabbatical leave result discussion: can the committee find out how many applied, were all the requests granted and how many will be on leave. A potential problem could be alleviated if people knew how many got deferred and if it's going to make an impact on next year's requests. These results could affect disciplines as far as planning for next year so need to encourage as much transparency as possible.
 - C Anderson will contact Interim Dean J Ericksen if numbers can be shared even by email or an invite to a spring committee meeting to receive this information.
- Committee report at campus assembly meeting and notify steering committee of report:
 - N Skulan will present at campus assembly during the committee work report time and share concerns of FACPAAC taking on additional duties from the eliminated Faculty Development Committee.
- Planning for Spring Semester: topics/ideas

Campus looking at serious budget cuts and this information should be taken seriously. We had concerns over a relative lack of strategy and transparency. Questions we discussed included the following:

1. What are the guiding principles for making decisions?
2. What is the timetable?
3. How do these decisions tie into mission statement, vision statement, curriculum, academic personnel plan, and equity and diversity considerations?
4. How many people are likely to retire in the next few years?
5. Will student enrollment goals be closer 1800 or 1200?

C Anderson will invite Bryan Herrmann to our next FACPAAC meeting on Tuesday, January 28. C Anderson created document in committee shared drive to add any additional questions or comments which would be sent to B Herrmann prior to the committee meeting.

S Lam shared that Commission on Women had written a formal letter with concerns and sent to the Finance committee hoping they would endorse it before sending on to others. Could this letter be shared with FACPAAC? They are setting up a meeting in January to meet with Chancellor Behr about this topic.

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

This award is approved but not the funding. The following information on award is located in our shared drive:

We wrote to the alumni relations requesting support from the Alumni Association for this award last fall (fall 2018). We were informed that funding for this award may not be sustainable and suggested to possibly alternate every other year between the UMMAA Teaching Award and a research award, or add this or similar criteria to what already exists for an award but not take away from the award.

After further discussion about obtaining funding, the committee decided to contact the Development Office for this funding request. E Bruce will send an email to this office.

Other ideas discussed for spring topics were the following with a suggestion for not deciding on any topic until after the committee convenes in January:

- Campus climate survey
- Academic Personnel Plan
- SRT's
- Fall Professional Development Day – could be given to us?

Submitted by: Jenny Quam, staff support