

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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2-11-2020

### **FAPAAC minutes 02/11/2020**

Faculty and P&A Affairs Committee

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Faculty P&A Affairs Committee  
Meeting Minutes  
Tuesday, February 11, 2020  
Imholte #115, 11:40 am – 12:40 pm.

Present: Chlene Anderson, Nick Skulan, Kiel Harell, Simon Tillier, Brad Deane. Absent: Emily Bruce.  
Guests: Peter Dolan and Adele Lawler (Faculty Development Day).

Chlene Anderson called the meeting to order. We welcome Kiel Harell, Education, for spring semester as he is filling in while Sara Lam is on leave.

The minutes from the joint meeting with the Planning Committee on January 28, 2020 were recorded by C Anderson. The committee reviewed with no corrections and unanimously approved.

**Reports:**

- **Faculty Development Day Planning** - Guests: Peter Dolan and Adele Lawler  
Information was shared in planning process for Faculty Development Day.  
Dean's office (Adele) does all the logistics and works with Student Activities for set up.  
Event held in August usually the 2<sup>nd</sup> day after Faculty return. Around 60 to 70 attend. Information and on this event was sent out in March and again in May before spring semester ended for RSVP.  
The attendance is needed for determining room size/location/etc.

Prior event agenda was passed around for review. Peter Dolan to send Chlene Anderson the interest form to complete for event. This was sent out in March to campus for ideas/themes and due to weeks later for committee to review and select theme/sessions. Remember to consider your entire audience when planning as not just for faculty. Sessions could be held in the morning which would be for faculty and for P & A. A speaker in the afternoon for all groups combined. Leave time for networking.

Last year's event had a morning refreshment time (coffee, water) and afternoon snack time. Tickets were handed out to attendees for a scheduled eating time at Dining Services.

Ideas were discussed for possible themes with trying to keep afternoon speaker at no cost:

- Best ways to keep students enrolled at Morris
  - Green Dot presented by Student Counseling
  - It's been a few years since David Langley spoke during a session but he did get paid for mileage.
  - Mental Health – this was used in prior years
  - Kiel Harell serves as the Division of Education Civic Learning and Engagement Faculty Fellow. In this work, he has discussed with the fellows from the other divisions as well as the Director of Civic Learning of Engagement (Argie Manolis) about the need for faculty development on service learning, community engaged teaching, and community engaged scholarship. Kiel has discussed this as a possible topic for fall development day with Argie Manolis and she has expressed interest in leading a session or possibly working with the Public Engagement Office in the Twin Cities to put together a training session.
- **Email from Interim VCAA about Faculty Development Opportunities:** several options this spring for faculty development through the UMN Center for Educational Innovation. The Spring 2020 Online

Faculty Development opportunities list is shared on our drive for signing up online. David Langley and Mary Jetter, both from CEI will be on campus in February and again in April. You can schedule a consultation using there google form.

- **UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity:** Emily Bruce has recently contacted Susan Schmidgall in Development to inquire about funding the award, currently waiting for a response.

### **Unfinished Business**

- **Joint Meeting with Planning Committee**  
Brief discussion continued about this meeting and some of the points made.  
Using enrollment projection of 1400 students for FY21 for budget modeling, how will this affect the number of faculty currently employed and would programs have to change.  
Retention rates are 10% better comparing to a student body of our size and improvement by 1% each year.
- **Recruiting and Retaining Faculty of Color and Underrepresented Groups**  
We did try to get a climate survey started but a task force was assigned and working on it; however nothing has happened with it yet. Report is saved in the shared drive.
- **SRT (Student Rating of Teaching surveys) report 15-16**  
Chelene Anderson listed all documents under the SRT 15-16 that were reviewed on the agenda. All the work was done on the report with no feedback received or suggestions implemented.

Other discussion included for improvements to the SRT:

- Check out in the shared drive for this report and see David Langley's comments and recommendations
- What parts of the SRT are affecting morale?
- Could we change how information is presented during review?
- Research peer institutions and talk to David Langley about what other campuses are using. A suggestion to review outside of the university for ideas to propose a change to this project. The SRT form is created by Mpls.
- How are the review processes being utilized as merit pay or tenure?

### **New Business**

- Chlene Anderson will send sample interest form to committee prior to next meeting. Please come with ideas for speakers/themes and ask around in your divisions/offices as to what they would like to see. C Anderson will check with VCAA & Dean J Ericksen if any money could be given to pay for a speaker for this event.
- For at least the next three committee meetings, we will meet as one group and not divide into subcommittees.
- Further Projects for committee: Employee Engagement Survey

Submitted by Jenny Quam, staff support