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Faculty and P&A Affairs Committee

Campus Governance

4-21-2020

FAPAAC minutes 04/21/2020

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Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 04/21/2020" (2020). *Faculty and P&A Affairs Committee*. 173.

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Faculty P&A Affairs Committee
Meeting Minutes
Tuesday, April 21, 2020
Virtual Meeting, 11:40 am – 12:40 pm.

Present: Chlene Anderson, Brad Deane, Nick Skulan, Simon Tillier, Stephen DesLauriers, Kiel Harell, Emily Bruce.

Chlene Anderson called the ZOOM meeting to order.

Meeting minutes from 04/7/2020 were reviewed with no corrections and approved.

Reports:

- **UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity -** Emily had no update.

Unfinished Business

- **Fall Professional Development Day (FPDD) Planning**
 - **Keynote session** - Chlene emailed Dean J Ericksen and is waiting for a reply if any travel expenses could be covered for the keynote speaker. Brad wrote to the President of the UMD faculty union and asked if he could present for the keynote session on advocacy or know of anyone that would be interested. He has not received a response.
 - **Challenges and Opportunities session** – Mary Zosel, USA President will be the panel USA rep. Emily was working on finding an AAUP rep but suggested finding a Morris faculty representative or someone from our committee. Nick is working on finding a P & A rep.
 - **Addressing Faculty and Staff Burnout session** - Simon reported no additional updates.
 - **Financial Update session** - Brad will follow up with Bart Finzel to verify if he still is going to be the UMN Finance Committee member. Even if he isn't, we'd still like him to be included in the panel.
 - **A Retrospective of Moving In-Person Activities to Remote Means sessions** - Chlene has revised agenda showing two sessions available: Student Learning and Student Services. Nick has no report on finding an additional moderator for the Student Learning session.
- **Feedback from Spring 2020 Welfare Check** – Chlene asked committee if they had received any additional feedback from the Spring 2020 Welfare Check Feedback email. Kiel (Education) had sent out the email and also mentioned in a division meeting as a reminder but has not received any comments. Simon (Humanities) received no additional comments but suggested we should act fast on what we are going to do with this information before it's too late. Nick (P & A) received no additional comments. Emily (Social Science) no additional replies but glad we sent email asking for feedback and felt if we sent this out today responses would look different. Steven (Sci & Math) had received a couple new comments and inserted them in the report on the shared drive towards the bottom.

Brad Deane the campus representative on the Senate committee for Faculty Affairs shared the following information from last week's system-wide meeting which included an update from Vice Provost for Faculty and Academic Affairs Rebecca Ropers.

- The University has extended the tenure clock for all probationary faculty. Accepting this is not mandatory – faculty can decline if they wish. Some felt the extension as a way to save money. This was not the motivation behind it but a way to support faculty during these difficult times.
- Promotional pay increases for faculty will still happen.

- Annual reviews will proceed but no merit raises.
- The Student Evaluation of Teaching (SRT) form has been modified. The new evaluation will not be used for personnel-related decisions but when it comes to measure your accomplishments it will be considered.

New Business

There was discussion about the Faculty Consultative Committee (FCC) Statement Regarding Financial Stringency.

There was discussion about if P & A salaries would receive a cost of living increase. Nick shared that the P&A senators asked Ken Horstman, U of M Human Resources. Horstman said the system is still going through the job family classification review process. If there is an increase to the salary floor of a job classification, those whose salaries are below the new salary floor would receive an increase to bring their salary up to the new floor.

The committee would like to know when a list of people whose job might be cut might become available and if we have access to this list. Chlene will make inquiries and share what is learned at the next meeting.

There was discussion about an email sent from Dean J Ericksen on Monday, April 20 about the various contingencies being considered for fall semester: 1) on campus but with social distancing, 2) on campus for the beginning of the semester but then back to remote instruction if a virus resurgence occurs, 3) remote instruction for the beginning of the semester and then on campus at some point in the semester, and 4) fully remote for the entire fall semester.

There was discussion about what to do with the information gathered from the Spring 2020 Welfare Check feedback. Should we generate a letter to share to administration? Emily summarized two large categories:

1. Hiring, firings and pay
2. Peoples work conditions – their ability to teach and access teaching and research materials

Rather than wait until fall to see what happens for teaching, the committee decided the following:

Work on this topic for the final meeting of this academic year. Emily will start a Google doc in the FACPAAC shared drive listing the different scenarios for Faculty and P&A working conditions in fall 2020 with comments drawing from the Spring 2020 Welfare Check feedback. Please make any adjustments to this document prior to the next meeting. If we concerns brought forward to administration, there might be time for them to consider using some of this feedback in decision making.

Employee Engagement Survey - Sarah Mattson and Kristin Youngblom will attend the next committee meeting. Chlene asked the committee to generate questions prior to the next meeting as Sarah and Kristin felt they could review data better if they knew what information the committee is requesting. Following discussion from the committee, it was decided to cancel having Sarah and Kristin attend the meeting due to a different pressing issue the committee needs to work on. We would still like to receive the full 2019 survey results prior to the next meeting for our review. Chlene will email them both of this change and created the following questions from our discussion on the Employee Engagement Survey asking them to complete and return prior to our next committee meeting. These questions also summarized the committee meeting discussion.

1. Where does the summary report go and what changes result from the findings?
2. Past surveys revealed concerns about equitable distribution of workload.
 - a. Were any changes made as a result of this finding? Was the reduction in the number of committees a change resulting from this finding?
 - b. If changes were made to address equitable distribution of workload, were those changes positively reflected in the most current survey? Is this issue still relevant? Please compare 2017 and 2019 findings about equitable distribution of workload.
3. What trends in Morris faculty and staff morale have you observed? Please provide more details.

Issues and Areas of Concern

- Employees are told how important it is to fill out the survey, but for many units the findings are never discussed or interpreted.
- Some units discuss the survey findings, but HR is not invited to the discussion.
- Feedback to us indicates that employees aren't aware of any meaningful changes being made as a result of the survey. Is any action being taken?
- The questions and the language used seem somewhat broad and non-specific to provide any meaningful information. For example, many of the questions do not provide an opportunity for survey takers to express why they are marking a box in a certain way.

Other Business

We need to create the annual committee report for this academic year.

Remaining 2019-2020 meetings

- Tuesday, May 5

Submitted by:

Jenny Quam, Staff support