

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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9-8-2020

### FAPAAC minutes 09/08/2020

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## Faculty and P&A Affairs Committee (FACPAAC)

Sept 8, 2020 Meeting

11:40 AM-12:40 PM

[Faculty and P&A Shared Drive](#)

Email: [umm-fpa-affairs@morris.umn.edu](mailto:umm-fpa-affairs@morris.umn.edu)

### Minutes

#### Attendance

Emily Bruce, Stephen Carey, Brad Deane, Sara Lam, Elena Mchkasova, Nick Skulan, Simon Tillier

#### Call to Order

#### Introductions

#### Committee charge

The Faculty and P&A Affairs Committee develops, reviews and recommends policies and procedures that influence the professional and personal welfare of the faculty and the P&A staff. It recommends improvements in the design and implementation of personnel policies, including such matters as tenure and promotion, workload, salary and benefits, and hiring and retirement alternatives. It also monitors any legislation and other policies affecting faculty and P&A staff welfare and procedures.

#### Approve Previous Meeting Minutes

- **For Approval:**

- The committee voted to approve the minutes from meetings on 6.22.2020, 7.7.2020, 7.13.2020 (5 yes, 1 abstain).

#### Discussion of FPDD:

- Estimating the time commitment that was invested in planning FPDD. Emily will give an estimate with input from Chlene and from Elena regarding the panel planning subcommittee.
- Bringing concerns to the Steering Committee and then to the Campus Assembly about FACPAAC planning FPDD:
  - Total time spent on planning FPDD

- Percentage of committee time spent on FPDD.
- Issues that were not addressed because FACPAAC devoted so much time to planning FPDD. For example changes to the tenure code, salary reduction.
- Campus Assembly voted to dissolve the Professional Development Committee, but in effect, it was FACPAAC that was dissolved.
- When FACPAAC was assigned organizing FPDD as a part of the committee elimination, there were concerns about the workload, as indicated by the [final report 2019/20](#): *“Meetings with the Governance Reallocation Committee. The Governance Reallocation Committee was charged with reallocating the work carried out by the committees which were eliminated. Work from the Faculty Development Committee was reallocated to FACPAAC. FACPAAC had concerns that the additional workload would make it difficult to fulfill our primary advocacy role. We wrote to the Governance Reallocation Committee and provided a statement at Campus Assembly.”*
- Other suggestions for the future of FPDD
  - Move FPDD so that it is not right before the start of the Fall semester. This is the busiest time for everyone, but especially staff. Having it at the beginning of Fall semester requires planners to work off contract.
  - FPDD was open to a broader audience this year. Who actually attended? What did different groups think of its usefulness? Should it continue to be open to a broader audience in the future?

## Potential Business for the Year

- [UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity](#)
  - This should be a high priority.
- [Feedback from Spring 2020 Welfare Check](#) – do we need another survey?
  - In general, concerns about the welfare and rights of faculty and P&A under pandemic conditions (should we reach out to the campus community to find out what issues they want us to work on?).
  - This might be related to the issue of transparency in COVID-related communication. For example, should the campus dashboard be updated more frequently.
  - Could we bring this to the Consultative Committee and see if they would do a survey? They might be a more appropriate committee to address this since it is an issue that affects everyone on campus, not only faculty and P&A Affairs. Share the results of our previous Welfare Check with them and give suggestions for items they might include in their survey.
  - Does not require a subcommittee. Brad has volunteered to email the Consultative Chair about this.

- McCallister & Quinn research funding meeting with the VCAA/Dean? (Canceled in March 2020; this [summary](#) provides additional information.)
  - This is a lower priority item.
- [UMN Morris Website for Employee Engagement](#) (planned committee meeting guests Sarah Mattson and Kristin Youngblom; canceled due to pandemic). Among the concerns identified, are there any that this committee could work on?
  - There is frustration about the efficacy of the survey. We do not see changes implemented to address problems that are revealed by the survey, yet we are required to keep completing the survey. There is a lack of Morris-specific questions.
  - Who is the audience for this - HR, Division Chairs etc.
- [Recruitment, retention, & promotion of faculty and P&A of color](#) (working in conjunction with COWGE, especially on how current conditions may exacerbate existing inequities; reminder, there was some FACPAAC work on this in 2017–19 about paying for a campus climate survey).
  - Find out what is happening in other committees/task force.
  - Continue to work in collaboration with other committees.
- [Reminder: in consultation with Interim VCAA/Dean Janet Schrunk Ericksen, and VCEM/Director of Institutional Research, Melissa Bert, it was determined last year that the Faculty Salary and Compensation Report would be revisited every three years rather than annually; it was most recently done in 2018–19 and released in Fall 2019.]

Sign up for subcommittees over email.

### **Other old business?**

#### **New business?**

- Potential new business (Elena thought of this just now): is the issue of transparency of COVID-related communication a part of this committee's business? It seems like a common concern, based on anecdotal evidence.
- Communicate with Membership Committee about process for informing people when they are added to a committee.