

University of Minnesota Morris Digital Well

University of Minnesota Morris Digital Well

Faculty and P&A Affairs Committee

Campus Governance

10-6-2020

FAPAAC minutes 10/06/2020

Faculty and P&A Affairs Committee

Follow this and additional works at: https://digitalcommons.morris.umn.edu/fpa_affairs

Faculty and P&A Affairs Committee (FACPAAC)

Meeting Minutes

Tuesday, October 6, 2020

via Zoom, 11:40 AM–12:40 PM

Present: Emily Bruce (notetaker), Stephen Carey, Brad Deane, Sara Lam, Elena Machkasova (chair), Nick Skulan, Simon Tillier

Elena Machkasova called the meeting to order.

Meeting minutes from 9.22.20 were reviewed with no corrections and unanimously approved.

Agenda Items

Reports:

Furniture spacing concerns

- In the past two weeks FacPAAC received, and acted on, faculty concerns about furniture spacing in classrooms. Elena communicated the concerns to VC Bryan Herrmann (Finance & Facilities), the Dean, and the DCs. Bryan had the spacing adjusted in the classrooms that were listed in the concerns. The faculty member in Sci 1030 (initial concern) is satisfied with the changes.
- At the campus assembly 9/29 Elena invited faculty and P&A to share their concerns with FacPAAC, as our committee is one of the groups on campus to work to address the concerns.
- After a brief discussion, we decided that work is completed on this item.

Report on discussions with Steering about bringing the issue of organizing Professional Development Day to Campus Assembly

- Elena exchanged emails with Jennifer Goodnough (the chair of Steering committee): "Steering generally agrees that organizing PDD by FacPAAC is not sustainable as is and that FacPAAC should not have to spend time on this over your other priorities. The chancellor indicated there isn't additional capacity in the Dean's Office to take on more of it. There were questions about faculty vs staff participation -- anecdotally some thought over the years this has shifted away from faculty to more staff. There was a question on whether FacPAAC got any support from Student Activities, Conferences and Events or CEI. One thought [by Steering] was a subcommittee of your committee (subcommittees do not need to be filled with members of the parent committee) to take on the details. The Steering Committee mentioned a possibility of joining their meeting on Oct 20th to discuss this."
- As many FACPAAC members as possible will attend the 10/20 conversation with Steering.
- We will make it clear that no-one is planning a January 2021 event.
- Our goal is to take this to Campus Assembly and engage it as a conversation with all of campus.

New Business:

Engagement survey discussion

The subcommittee dedicated to the [engagement surveys](#) met last week. It was instructive to consider both the lateral differences across the divisions and the vertical changes across the years surveyed. It's unlikely that anybody else on the campus has analyzed the results from this more encompassing perspective. We shared some initial impressions and decided we'd like to consult with the whole committee about how to proceed. There are some questions, especially about leadership and a growing sense of institutional detachment among faculty, that seemed to us worth further exploration. We need to discuss the next steps.

- continuing dissatisfaction with the survey itself → We should discuss as a committee whether we want to bring that to the administration (asking them to make the responses to survey results more transparent or stop doing it.)
- trend of growing detachment → What could this committee do to help faculty feel committed to the campus again?
 - Note: the P&A numbers are hard to break out of staff. Nick Skulan has contacted Human Resources and they intend to share that with us after the supervisors of individual units have pursued it (but it is unlikely to happen until January).
- We noted that there is a wider gulf between faculty and staff on the Morris campus than on other UMN campuses, suggesting that perhaps there may be issues specific to academics.
- In pursuing the issue of detachment, we will want to be clear about what particular policies or experiences on our campus have prompted more people to shift from the “frustrated quadrant” to the “detached quadrant.” In other words, which questions feed into growing faculty detachment?
- In considering the comparison to other campuses, we'll want to consider the percentage of respondents (are Morris faculty simply more vocal about their dissatisfaction?).
- What format would make it possible for people to speak frankly about, say, distrust in leadership?
- We discussed several possible paths to act on this issue:
 - propose that HR develop a supplement to the survey for the future that is campus-specific
 - convene a focus group for faculty and P&A across divisions for more substantive conversation about what produced these results
 - build a list of possible action items that *this* committee believes could improve faculty engagement and then bringing those to colleagues and/or administration (one example discussed = reviving the campus climate survey on equity, another example = Campus Assembly transformation, another example = AAUP chapter)
 - gather informal stories & information from colleagues (cautiously)

We decided the next step will be brainstorming many possible action items to propose to the Dean and/or colleagues on a Google Doc before a future discussion to whittle the list as items to propose.

Submitted by: Elena Machkasova (chair).