

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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2-9-2021

### FAPAAC minutes 02/09/2021

Faculty and P&A Affairs Committee

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## Minutes

February 9, 2021 Meeting

On Zoom 11:40 AM-12:40 PM

Minutes approved: Feb 22, 2021

### Present:

Sara Lam (minute taker), Elena Machkasova (chair), Bibhu Panda, Nick Skulan, Simon Tillier.

### Call to Order, appoint minute taker

### Approve Previous Meeting Minutes

- Minutes from Nov 24 2020 meeting were unanimously approved.
- **Next steps in PDD discussion.**
- Discussed the Feb 22nd campus assembly poll results on PDD that we obtained from Steering:

There should be an AY21-22 PDD.	<ul style="list-style-type: none"><li>• Strongly agree: 17</li><li>• Agree: 35</li><li>• Unsure: 38</li><li>• Disagree: 11</li><li>• Strongly disagree: 4</li></ul>
When should the next PDD be held?	<ul style="list-style-type: none"><li>• August 2021 (before classes start): 73</li><li>• January 2022 (before classes start): 19</li><li>• Not in the foreseeable future: 13</li></ul>
Would you be willing to participate in organizing a professional development event(s), especially if this were your only service assignment from Membership Committee for AY21-22?	<ul style="list-style-type: none"><li>• Yes, willing to work over the summer: 33</li><li>• Yes, but not over the summer: 15</li><li>• No: 43</li></ul>

- Make a subcommittee of FACPAAC as a stop gap measure that allows the whole of campus governance to figure out a long-term solution. Form a group of 4-5 interested

people who aren't currently on committees or replace people in their current committees. Have one person from our committee join that group for continuity. Do it now so that the group can work with the Dean and coordinate with us if necessary.

- Consultation and approval:
  - Communicate with Membership about how to set up such a group in a way that doesn't affect other committee work.
  - Can also work with Division Chairs to ensure that it is not added on top of other service commitments.
  - Steering Committee
  - Dean's Office. Can people be paid to work on it over the summer?
- Next steps:
  - Create a google doc explaining our proposal by the end of the week.
  - Share with the Dean and chairs of Steering and Membership.
- **Discussion of professional development opportunities.** Two aspects brought up:
  - Invite Dean to the March 9th FACPAAC meeting to discuss:
    - proposal to create a subcommittee of FACPAAC to organize FPDD
    - streamlining information on professional development opportunities (there was a suggestion of inviting the Dean to our meeting - when would it make sense to do it?)
    - the role taking part in such opportunities plays in evaluation of faculty and staff (there was an idea of doing a survey).
- **Prioritizing items for this semester** - which items can we make progress on? We had several subgroups dealing with specific items, and should discuss progress and the next steps. Some outstanding items (in addition to PDD and other professional development opportunities):
  - Follow up on the Engagement Survey:  
Because the survey is coming up next year, this could be a good thing to focus on this Spring. Main topics: following up on survey results, adding to the survey some Morris specific items (either to the central survey or as a supplementary local survey). Adding items would require a long process of planning and approval, and therefore we would need to start working on it now. That subcommittee includes Brad Deane, Simon Tillier, Nick Skulan.
  - Faculty mentorship award - Elena Machkasova and Bibhu Panda will serve on this subcommittee.
  - AAUP chapter discussion (see minutes from Nov 24) - We do not need to take action on this now.
  - Welfare check-in survey - Look at the survey that we used last time. Before our next meeting, evaluate whether it will still work. Nick Skulan, Elena Machkasova and Simon Tillier will work on this.
  - Recruitment and retaining faculty of color - there is a systemwide effort, there was a discussion of what our committee's role would be. Sara Lam will email the

Dean to follow up and email Becca Gercken to see if there are any other existing efforts.

- Salary report - The committee voted unanimously not to write the salary report this year. If we were to write one, it would be based on data from the 2020-21 academic year. There is no reason to believe that it would be drastically different from the previous year. It may not be reflective of the current situation due to the pay cut. It would be more important to publish a salary report next year to look at the effects of the pay cut and covid.