

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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4-6-2021

### FAPAAC minutes 04/06/2021

Faculty and P&A Affairs Committee

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#### Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 04/06/2021" (2021). *Faculty and P&A Affairs Committee*. 185.

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# Faculty and P&A Affairs Committee (FACPAAC)

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## Minutes

April 6, 2021 Meeting

Zoom Link 11:40 AM-12:40 PM

Present: Bradley Deane, Sara Lam, Elena Machkasova (chair, minutes taker),  
Bibhudutta Panda, Nick Skulan, Simon Tillier

### Call to Order, appointed minute taker

#### • Minutes Approval:

- Approved Minutes from March 9th meeting
- Previously approved meeting minutes can be found in the Digital Well at [https://digitalcommons.morris.umn.edu/fpa\\_affairs/](https://digitalcommons.morris.umn.edu/fpa_affairs/)

#### • Role of FACPAAC in the Dean's appointment process.

- Elena reported that she emailed Janet Schrunk Ericksen with a request to be included, Janet forwarded the request to Consultative.
- The Consultative discussed this request at their April 1st meeting.
- The minutes will be shared with our committee.
- We discussed how the survey results might inform us about faculty and P&A issues that should be brought up in the Dean's appointment process.

#### • Results of welfare check-in survey:

- The committee discussed the results. There were no P&A results so far and the survey hasn't been sent to Humanities yet - the survey should be (re)sent to these categories.
- We discussed the concerns about the need for **anonymity** that were expressed by some responders: even though their name is not brought up to the entire committee, the person they are responding to knows their name. Some people might prefer a form that allows for complete anonymity. Others, however, prefer an open-ended responses format which is hard to do anonymously. For next year we might want to consider a variety of options.
- The committee created a classification/summary of responses (**see below**). Some issues were identified as relevant to the upcoming Dean's appointment (marked as **DEAN**).
- The committee discussed the evidence of anxiety and some confusion about the upcoming in-person interactions in the Fall semester (marked as **COVID**). It's been suggested and approved that Elena will send an email to the Chancellor, Dean, and VCs asking to **organize a forum with a Q&A opportunity** for faculty and P&A to get more clarity on the decision-making process behind guidelines for the Fall. We understand that some things are just unknown, but an opportunity to discuss and ask questions would increase communication, trust, and confidence.
- The feedback from the surveys indicates **appreciation of IT** in transitioning to zoom, including zoom classrooms - we should **let them know**.
- The **issues collected** from the survey responses that we have so far:
  - Workload and equity:

- Division Chairs who are constantly required to teach more than 6cr per year
- creating sustainable position descriptions
- Workloads for people with caregiver responsibilities (for children and others)
- Shifts in schedule to accommodate colleagues with caregiver responsibility
- GenEd requirements changes may affect workload (**DEAN**)
- Teaching takes up all the time - no time for research (**DEAN**)
- Remote attendance of meetings (research and others) was a positive (**DEAN**)
- Lack of access to facilities (music, labs, etc) negatively impacts students and the learning environment (**DEAN**)
- Increasing workloads for staff after many retirements without rehiring
- Resources for providing flexibility (TAs who help with setup/recording, etc.)
- Safety
  - Vaccines for students (required - or distancing!) (**COVID**)
  - Vaccines for faculty/staff (**COVID**)
  - 3 ft rule needs to be explained (**COVID**)
  - Some faculty strongly prefer going back to in-person, provided it's safe
  - However, some don't feel comfortable and would like more specific guidance and more flexibility
- Communication
  - Modes for the Fall weren't sufficiently discussed
  - Modes were decided too early (things will change) and were disconnected from the actual decision process in the Cities
  - Lack of clearly communicated expectations for staff, particularly student services staff
- Teaching/advising
  - There are advantages to remote options. Will these continue?
  - How to continue to meet student needs/be accessible after return to in-person classes
  - Tech support (despite depleted staff) has been appreciated
  - Having clear policies for providing flexibility and safety (if someone is sick, they can attend/teach remotely)
- Community/connection
  - More intentional support for new faculty and staff to integrate into the campus community
  - Providing more support for at-home work (people spent their own resources on home office arrangements) and concrete tokens of appreciation

- More time at home = higher bills for heating, electricity etc.