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Faculty and P&A Affairs Committee

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FAPAAC minutes Annual Report AY 2020-2021

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Faculty and P&A Affairs Committee Annual Report AY 2020-2021

Drafted by Elena Machkasova, Chair

Approved by Members, Faculty and P&A Affairs Committee

May 4th 2021

Members: Ray Bowman, Emily Bruce (Spring 2021 Leave), Stephen Carey, Brad Deane, Sara Lam, Elena Machkasova (Chair), Bibhu Panda (Spring 2021 Leave Replacement), Nick Skulan, Simon Tillier.

Committee Charge: The Faculty and P&A Affairs Committee (FACPAAC) has the following responsibilities (from the UMM Constitution)

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 reviews and recommends improvements in the campus working environment, including the provision of development opportunities, so that the faculty and P&A staff are able to deliver high quality teaching, research, and service. It also monitors any legislation and other policies affecting faculty and P&A staff welfare and procedures

Summary of Activities:

I. Summer 2020

- A. Organized and ran the 2020 Fall Professional Development Day (FPDD). The preparation for it required numerous meetings over the summer.

II. Fall 2020

- A. Explored alternatives for organizing PDD since this takes away from the other tasks within the committee's charge. Reached out to the Dean and Steering to discuss possible alternatives.
- B. Discussed engagement survey results. Noted growing dissatisfaction with the survey itself, growing signs of detachment, growing communication gaps between different groups. An important consideration is the use of the survey (is anything done based on the results?) Identified a potential follow-up: conversations with HR and Division chairs.
- C. Addressed a faculty concern about spacing of classroom furniture in the context of COVID mitigation guidelines. Collected other instances of spacing concerns. Contacted Bryan Herrmann and had the concern resolved.

III. Spring 2021

- A. Came up with a survey about the preferences for PDD and about willingness to become a part of an organizing subcommittee.
- B. Presented at the campus assembly about options for organizing PDD that allow our committee to focus on its main charge.

- C. Consulted with Steering and membership about the process of changing the approach to organizing PDD. Proposed a subcommittee structure and membership for organizing Fall 2021 PDD. Nick Skulan was appointed as the FACPAAC representative on the subcommittee, and Elena Machkasova will replace him in May.
- D. Reached out to the Alumni Association about exploring the funding for a new UMN Morris Award for Excellence in Mentoring Undergraduate Research or Creative Activity. So far no further progress has been made.
- E. Prepared and sent out the Employees Wellbeing Survey.
- F. Collected and discussed the results. Based on the results, suggested a campus-wide discussion of COVID mitigation expectations for the Fall. This discussion was included into April 27th Campus Assembly (a presentation and Q&A by Janet Schrunk Ericksen and Bryan Herrmann
- G. Prepared and sent out questions for the VCAA/Dean candidates fora.