

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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11-9-2021

### FAPAAC minutes 11/09/2021

Faculty and P&A Affairs Committee

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

Nov 9, 2021 Meeting

1:40 AM-12:40 PM

### Minutes

#### **Present**

Elena Machkasova, Bradley Deane, Carrie Jepma, Daniel Demetriou, Emily Bruce, Nick Skulan (took minutes)

#### **Approving Previous Meeting Minutes**

- 9/21/2021 and 10/5/2021 minutes approved

#### **Single semester leave concerns follow up**

- We got a response from the Dean to the earlier email - any follow-up?
- Committee is satisfied with response, has some reservations about the current model as a long-term solution

#### **Follow up on the discussion about the Engagement Survey**

- Sarah Mattson didn't really seem to address the issues put forth by the committee. The committee recognizes that some of its recommendations are outside of Sarah's ability to implement.
- Past engagement surveys have shown Morris's faculty and staff are the least engaged out of all the campuses.
- We don't really need more surveys but to talk about the results of the current survey and how the concerns its results raise can be addressed.
- FACPAAC will reach out to the Dean and Division Chairs to set up a meeting to discuss the results of past surveys and how the concerns they raise can be addressed. A Google Doc will be used to collect thoughts prior to requesting the meeting.

#### **Collected responses to an email soliciting issues**

- Concerns raised about access to information about and barriers to using parental leave. The Commission on Women and Gender Equality appears to be addressing this (recent email about parental leave). This could be an opportunity for collaboration.
- Concerns raised about faculty contracts and the ability for tenure/tenure-track to plan their future academic years when contract decisions are delivered to their spouses/partners so late. This is likely a symptom of a larger issue regarding faculty contracts and temporary, full-time faculty hires.

- The Academic Freedom and Tenure Committee is working on similar issues at the system level. There are good takeaways from their statement to the University Senate, but it doesn't scale completely well to Morris.
- A survey could be useful, but there could be concerns from term faculty about how the survey results would be used, if it would make an impact, if completing such a survey would jeopardize renewal of their contracts, etc.
- Multiple methods of collecting information may be necessary to get the maximum amount of information while alleviating fears of not remaining anonymous when providing information.
- Is there a single issue we could focus on rather than try to gather more information?
  - Multi-year contracts?
  - Compensation?
- The topic will be added to the next meeting agenda to continue conversation.

## **Adjourn**