

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

11-23-2021

FAPAAC minutes 11/23/2021

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Faculty and P&A Affairs committee (FACPAAC)

Nov 23, 2021 Meeting

1:40 AM-12:40 PM

Notes

Present

Elena Machkasova, Carrie Jepma, Emily Bruce (no quorum)

Brainstorming response to contract faculty concerns

There was no quorum, so we postponed approval of the minutes and other items until the next meeting. Instead we discussed approaches to addressing concerns of full-time non-tenure-track faculty, while preserving confidentiality. We discussed how our situation aligns with the all-university discussions of academic freedom for non-tenure-track faculty, and agreed that while the academic freedom of this faculty category is not adequately protected, there are also immediate practical concerns, such as the need for multi-year contracts, considerations for how research and service figure into expectations and evaluation of this category of faculty, the need for mentorship, the issues of workload, etc. Uncertainties in employment for non-tenure-track faculty doesn't serve our students well, and stability would help planning for all categories of faculty and for students.

A discussion with DCs (and the Dean?) about their approaches to hiring, retaining, and mentoring non-tenure-track full-time faculty would help us understand the landscape and suggest best practices. Reaching out to that category of faculty directly might be problematic because it is difficult to guarantee confidentiality in our small community. However, informing the campus that this is an item on our agenda might bring feedback from those who are willing to share it.

These notes from the meeting will be uploaded to Digital Well.