

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

12-9-2021

FAPAAC minutes 12/09/2021

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Faculty and P&A Affairs committee (FACPAAC)

Dec 9, 2021 Meeting

11:40 AM-12:40 PM

Minutes

Present

Ray Bowman, Bradley Deane, Daniel Demetriou, Carrie Jepma, Elena Machkasova (took minutes), Nick Skulan

Approving Previous Meeting Minutes

- 11/9/21 minutes approved

For information: notes from 11/23/21 working meeting

- There was no quorum, so Carrie, Emily and Elena discussed the issues of non-tenure-track full time faculty. Elena provided a summary of the meeting. Notes from the 11/23/21 meeting will also be uploaded to Digital Well.

Selecting FPDD 2022 subcommittee

- The committee received 5 responses; all 5 respondents will be appointed as the FPDD planning committee. Elena will join them as FACPAAC liaison, Carrie will join in the spring, but not in the summer. Carrie is interested in learning the process so that she can participate in the future.

Follow up on the discussion about the Engagement Survey

- We discussed the outcomes of the survey and the deficiencies of the campus followup, as well as the steps that FACPAAC can take. The following points were brought up:
 - The survey results point out faculty dissatisfaction higher than on other campuses (with differences among divisions)
 - The results are shared on a per-unit basis, so it's difficult to track the issues across divisions. Some divisions are so small that the results aren't shared (presumably to protect privacy). Staff don't have access to results of the survey for their unit. This lack of transparency separates different categories of faculty/staff since they get different views of the results.
 - The message from the administration is that the survey is important, yet a lack of transparency and followup is inconsistent with this view.
 - Some real issues pointed in the survey are related to compensation, and some to lack of the ability to affect change. Faculty and staff are concerned about a growing disconnect between the campus governance and the decision-making process. Solutions need to be cultural - it's not just a matter of compensation, although that's important as well.

- Decision-making process is often opaque; decisions are made without input from the campus community and without communicating the rationale for the decisions.
- The leadership needs to empower faculty and community members to participate in open discussion and decision making.
- Faculty and staff would like to see the administration to make actionable changes based on the survey results and to advocate on their behalf.
- The campus needs to restore a sense of shared direction and shared identity.
- FACPAAC used to do regular salary reports. Even though salaries have been frozen for a while, it's a good idea to produce such reports for transparency.
- We discussed an idea of an open forum for faculty and staff to exchange ideas, opinions, stories, and concerns.
- We have drafted a letter to the Dean and DCs about a meeting in the spring semester to discuss these issues.

Temporary full-time faculty hires issues

- We approved the letter to DCs with questions about their practices in regard to temporary faculty.