

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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3-8-2022

### FAPAAC minutes 03/08/2022

Faculty and P&A Affairs Committee

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

March 8, 2022, 2022 Meeting

11:40 AM–12:40 PM

### Minutes

#### **Present**

Elena Machkasova, Emily Bruce, Simon Tillier, Ray Bowman, Brad Deane, Dan Demetriou

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

Feb 22 minutes approved.

#### **Old Business**

Professional Development Day mission statement.

- Last meeting a concern was expressed among sub-committee that the statement doesn't include staff who support research (e.g., Grants Development) and professional growth.
- We revised mission statement.
- We voted to send the revised mission statement back to the Prof Dev Day subcommittee.
- The new and the old mission statements are attached at the end of the minutes.

Engagement surveys

- We are in a holding pattern as we await the results of the most recent engagement survey, which Dean Ng would be provided in time by the Chancellor. The suggestion was raised that FACPAAC should request a prompt, frank discussion of the results from Administration.

Feedback from division chairs regarding term faculty

- Noted were: disparities between divisions in percentage of term faculty and possibility of multiterm contracts.
- The Committee discussed the annual review process for term faculty and whether it is part of DC discretion to require or expect service, advising, research.
- Desired goals:
  - looking at models for multiyear contracts from other schools
  - drafting, by end of AY, a letter to administration about findings and suggestions regarding term faculty contracts

Open forums

- No good model yet for utilizing a collaboration tool for campus-wide discussion. Questions of who would host/own and moderate remain outstanding.

#### **New Business**

COVID-compensation

- It was raised for discussion that UMN TC is contemplating COVID-overwork reward, leaves available. This is a difficult model to follow for UMN Morris, so we should discuss other ways to give back “time” (financial compensation was felt not to be live possibility). The idea of course release was mentioned as a potential direction.

Appendix:

New wording of the PDD “mission statement”:

Professional Development Day brings together the whole Morris community to learn skills, build relationships, and share knowledge that we use in research and creative work, in teaching, and in serving our students. It draws upon the wisdom of experts within and beyond our campus to provide new approaches to emerging challenges.

Historic wording at

<https://governance.morris.umn.edu/committees/faculty-and-pa-affairs-committee/professional-development-day>:

Professional Development Day

The Professional Development Day is an annual event held at the beginning of fall semester and gives both new faculty and staff members a chance to learn more about UMM and also bring new insight and information to those who are returning members of the campus community. The programming each fall currently cycles through three different topics:

- research
- outreach and service
- teaching

Since the inception of this program in 1999, it has morphed from an off-campus two-day event to the current programming of a single day of sessions held on campus. The name has also changed over the years since this program first started as the Fall Faculty Retreat.