

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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2-22-2022

### FAPAAC minutes 02/22/2022

Faculty and P&A Affairs Committee

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

**Feb. 22, 2022 Meeting**

**11:40 AM–12:40 PM**

### **Minutes**

#### **Present**

Emily Bruce (minute-taker), Bradley Deane, Daniel Demetriou, Carrie Jepma, Elena Machkasova (chair), Nick Skulan, Simon Tillier

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

- 2/8/22 minutes corrected & approved

#### **Contract faculty updates**

- preliminary presentation of information collecting on multi-year contracts and paths to promotion
- in discussion of multi-year contract possibilities, we raised the issue of international faculty on temporary work visas that can only be up to three years
- we discussed the question of workload again, including several different problems that contingent faculty face
- as part of this project and improving policies, how can we continue to advocate for keeping the proportion of non-tenure-track faculty low? One suggestion is to get better data and share that information in any policy recommendations. Another possibility is to push for clinical tenure positions in certain disciplines.

#### **Dean Peh Ng's visit about SSLs for pre-tenured faculty (noon–12:40)**

- the Dean reviewed recent changes in regular (tenured & T-T) faculty development leaves, transitioning to the options of 1 semester at full pay or 2 semester at half pay; at that time, Morris developed a 3-year plan for the transition
- the question of backfill replacement remains an issue; the Dean is asking the Provost for more support
- a committee member pointed out that these backfills are even more crucial than they were in the abstract, say, five years ago, given instructor positions that have not been filled recently
- the Dean explained a new (contractual) system guaranteeing each probationary (T-T) faculty member one semester without (scheduled) teaching before going up for tenure (requiring faculty to plan this with division chairs at least one year in advance)
- the Dean explained job codes as they apply to non-tenure-track faculty, and recommended using the same language as Human Resources