

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

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8-30-2022

### FAPAAC minutes 08/30/2022

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

Aug 30, 2022 Meeting

11:40 AM-12:40 PM

### Present

- Emily Bruce, Brad Deane, Elena Machkasova, Ray Bowman, Peter Bremer, Athena Kildegaard, Dan Demetriou

### Approving previous minutes

- Previous minutes approved.

### Reading of charge

### Scheduling

- It was decided that subcommittees can decide their own meeting schedules.

### Ongoing business/consultation w/ other committees

- “All committees have been asked to consider the Strategic Visioning and Planning process and how their committee fits into this process. We’ll need to offer a report at some point on this.”
- Workload equity
- From Planning Committee: suggestions on closing “fun gap”
- From Consultative Committee: continuing work on Engagement Survey
  - Committee reviewed/reminded/informed new members of what FACPAAC did last year re: Engagement Survey
- Improving work conditions for term faculty
  - Three proposals:
    - Path to promotion
    - More multiyear contracts
    - Misc working conditions
  - Dean Ng will be visiting FACPAAC to discuss these concerns/proposals
- Salary study
  - Do our efforts (needlessly) recapitulate the research that others are doing re: salary comparisons?
    - We will contact M Bert and K Younglom to get good data and confer over analysis.
    - Should we resume exploration of unionization?
- Fall Professional Development Day
- UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity
- Diversity and hiring
  - Discussion: should we confer about the goals of hiring and, even w/r/t diversity, the types of diversity (racial, ideological, etc.) that should be prioritized.
- Follow up to Dean’s conversation on FTE in August 2022

- Discussion: the increasing proportion of term faculty, and championing the cause of maintaining a high percentage of tenure line faculty without stigmatizing term faculty.
  - Reduction in staff positions and its impacts to teaching and burdens on professors.
- Should we send an introductory email to invite faculty and P&A to share their concerns?
- Re: FACPAAC discussion of issues relevant to P&A staff, yes, FACPAAC is the forum for that, too.