

University of Minnesota Morris Digital Well

University of Minnesota Morris Digital Well

Faculty and P&A Affairs Committee

Campus Governance

11-15-2022

FAPAAC minutes 11/15/2022

Faculty and P&A Affairs Committee

Follow this and additional works at: https://digitalcommons.morris.umn.edu/fpa_affairs

Faculty and P&A Affairs Committee (FACPAAC)

Nov 15, 2022 Meeting

11:40 AM–12:40 PM

Minutes

Present:

Ray Bowman, Peter Bremer, Emily Bruce (chair), Dan Demetriou, Carrie Jepma, Athena Kildegaard, Elena Machkasova (minutes)

Approve previous meeting minutes

- For Approval (thank you, Athena!):
 - [10.11.22](#) - minutes approved
- Previously approved meeting minutes can be found in the Digital Well at https://digitalcommons.morris.umn.edu/fpa_affairs/

Emily Bruce: there are other items, but we focus on two.

Reply to Humanities Chair re engagement survey follow-up recommendation

- The draft was presented
- Several FACPAAC members participated in editing
- Discussed a suggestion to send the proposal to the division through the Humanities Advisory group rather than directly through DC
- Advisory group is a point group for general division issues
- The Humanities division members present agreed that it's better if it's coming from the Advisory group
- We concluded that we will be sending a recommendation to the Advisory group
- There was a discussion of what exactly will be sent to the Advisory group
- We should include the reasons why OCR is the right body (OCR wasn't sure what the nature of the request was and whether they were the right group):
 - There have been successful past uses of OCR on Morris campus for larger groups than just 2-person conflict
 - Discussions with a third-party group could be more constructive
 - There is trust in OCR (at least by some division members) due to past successful experiences
- Emily suggested postponing finalizing the letter (it needs more editing since it now would be sent to a different group; it would be good to have feedback from all FACPAAC members who are in the Humanities division)

- It's been discussed whether our committee is in a position to guide this process. It was agreed that our group can summarize the reasons for the recommendation and justify why we think OCR is the right group to recommend. After that it would be up to the Advisory group to take the next steps.

Promotion plan for non-tenure-track faculty

- The draft was presented as a google doc with questions and comments. The document is based on a FACPAAC draft from a few years ago, as was suggested by the Dean
- Emily Bruce suggested that the discussion should focus on the process for promotion
- The document attempts to make it simple the process simple, with not much work required from everyone involved
- There was a discussion of the difference between Teaching Specialist and Lecturer (a Lecturer has a PhD)
- It's been discussed whether a path to promotion for non-tenure-line faculty could be used to delay/refuse tenure line. It was suggested to indicate in the document that it shouldn't be used in this way (however there is no way to guarantee that there is no misuse)
- This is not a process to go from non-tenure line to tenure line
- Salary implications - should we look at salary recommendations for tenure line promotions? Should we recommend a comparable increase?
- How many tiers should we recommend - 2 or 3?
- The document is for people who stay in Morris for a long time, it's not intended for 1-2 year sabbatical replacements and similar positions
- Are we introducing more structure than needed?
- What would be an impact? Would it bring change in financial compensation - probably not.
- A concern has been expressed: it's not clear what the job expectations are. Contracts specify this to some degree, but there's often extra work
- It's been pointed out that there are differences across divisions in how non-tenure-line faculty are evaluated and whether these evaluations lead to salary increases
- Mentoring also differs across divisions
- Some promotions are currently based on extra work, not work specified in the contract
- If the process and contract are more rigid, would it make people less likely to put in above-and-beyond work?
- Need to continue looking at the issues and discussing - google docs can be used
- Will come back to the discussion in the spring

Meeting adjourned at 12:40pm