

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

10-11-2022

FAPAAC minutes 10/11/2022

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Minutes for the Faculty and P&A Affairs Committee Meeting October 11, 2022

In attendance: Peter Bremer, Emily Bruce, Brad Deane, Athena Kildegaard, Elena Machkasova, Dan Demetriou.

The minutes of the 9/21 meeting were approved.

We discussed the concerns raised for FACPAAC to consider. First is the desire for mental health resources for faculty and staff; second is salary; and last were concerns about tenure lines and transparency. Regarding the third, we discussed what our committee could do: ask for more transparency; ask how the system is driving these decisions; communicate directly with the administration (chancellor and dean); ask what the administration needs from us (FACPAAC and/or faculty) to better advocate for our campus. This topic will be added to the agenda for the next meeting.

Faculty/Staff Professional Development Day: Elena reported on survey responses. Involving CEI was productive. It was a lot of summer work and it is desirable to avoid this. Civil service staff cannot easily attend the PDD. Use the events coordinator and the Dean's administrative staff for administrative aspects of the PDD. A coordinator on the committee would help move the tasks along in a timely fashion. A call for volunteers soon would be good. Elena is happy to continue on the committee. Perhaps Ray Bowman, who does not have a subcommittee assignment, would be good on this committee and would bring in others. Emily will ask him.

Engagement Survey Follow-Up: Elena and Brad drafted a memo concerning issues that surfaced in the Humanities Division; this memo is intended for the chair of the Humanities Division, but could go to all divisions; if we send it to the dean and the Humanities division chair all division chairs will see it; the hoped-for outcome is that change will happen and the Humanities responses to the survey will become less disengaged. It was agreed to send the memo and ask for a response by the end of October.

Contingent Faculty: Frustration with the meeting with the dean and chancellor was expressed. A recommendation coming from FACPAAC would go to Campus Assembly, but should be run by HR to make sure it jibes with official policies. Brad argued for review of contingent faculty being done by colleagues; Emily argued that term faculty should also be part of the review group. Consultation by the division chair with faculty should not be considered sufficient. Proactive mentorship can serve this process. Emily will revise the document and share it with us; she will also find out from Steering when we might get on the schedule.

Salary Study: We discussed possible salary study questions that could be pursued: compression; effects of Covid on salaries; access to salary data; inclusion of faculty *and* P&A. Brad and Elena will begin the process of working on this after fall break.

Respectfully submitted by Athena Kildegaard