

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

1-24-2023

FAPAAC minutes 01/24/2023

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Faculty and P&A Affairs Committee (FACPAAC)

Jan 24, 2023 Meeting

11:40 AM–12:40 PM

Minutes

Present:

Ray Bowman, Peter Bremer, Brad Deane, Dan Demetriou (chair + minutes), Carrie Jepma, Athena Kildegaard, Elena Machkasova

Approve previous meeting minutes

- For Approval:
 - [Nov 14, 2022](#) minutes approved
- Previously approved meeting minutes can be found in the Digital Well at https://digitalcommons.morris.umn.edu/fpa_affairs/

Approve previous meeting minutes

- For Approval
- [11/15/2022](#)
- Previously approved meeting minutes can be found in the Digital Well at https://digitalcommons.morris.umn.edu/fpa_affairs/

Membership changes

- Dan now Chair.
- Representative from Social Science Division has not been appointed.

For information: open invitation to campus

- Emily sent an introductory email to invite faculty and P&A to share their concerns on October 7. As those come in, they can be shared anonymously [here](#).
- Notable themes seem to be:
 - Salary, and transparency about why some are getting higher raises than others.
 - Hiring, and transparency of process for deciding how tenure lines are decided.
 - Mental health resources for faculty and staff.

Report from FPDD subcommittee

- [Here](#) is a copy of PDD debriefing meeting notes. Highlighted items are relevant to FACPAAC.
- Discussion of FPDD: Some discussion about how the FPDD used to be a standing committee, and now having it as a sub-committee of FACPAAC may be overburdening FACPAAC. Committee suggests revisiting in Fall 2023 whether there needs to be another model for FPDD day. One suggestion is a more informal/flexible/organic model in which there are breakout sessions on topics of faculty interest. The suggestion was made that FPDD return to its original ethos of serving as a faculty confab.

Engagement Survey follow-up

- Dan drafted [this email for HDAC](#) communicating that it falls under their purview, if they see fit, to lobby for outside consulting/mediation in an effort to improve HUM engagement.
- FACPAAC members have a week to edit the letter, which will then be sent to HDAC.

Follow-up to contingent faculty discussion with Interim Dean/VCAA & DCs

- Previous [letters to administration](#) lobbying for more transparency and improved conditions for contingent faculty are scrapped in lieu of more factfinding about contingent faculty needs, to be conducted by Athena and Carrie.

Salary study

- See [previous reports and information here](#).
- Whether FACPAAC should consider a new standing committee specializing in salary comparisons was suggested but ultimately decided against. FACPAAC will begin the process of creating a new report for distribution next AY.

New business

- Tabled for next meeting: whether FACPAAC should create a survey for the faculty and staff of UMM that serves to express their sense of what is going well and not at the University.

Meeting adjourned at 12:40pm