

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

4-18-2023

FACPAAC minutes 04/13/2023

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Faculty and P&A Affairs Committee (FACPAAC)

April 18, 2023 Meeting

11:40 AM–12:40 PM, on zoom

Minutes

Present: Satis Devkota, Dan Demetriou (chair), Carrie Jepma, Athena Kildegaard, Elena Machkasova (minutes), guest: Acting VCAA&Dean Peh Ng.

Call to order

Appoint a minute-taker

- Elena Machkasova

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

- [This note](#) was sent to VC Ng and the DCs on 2/14/23.
- Athena asked Peh to comment on discussions with DCs. Peh thanked for thoughtful questions about contingent faculty. FACPAAC came up with preliminary guidelines for promotion for contingent faculty in 2018. It has to be aligned with systemwide policies. Peh commented on 3 areas of the committee's note:
 - **Criteria for multi-year contracts.** It is not a good idea to hire people on multi-year contracts right away, based on some prior bad experiences. After the first 2-3 years of one year appointments, multi-year contracts are a possibility. (If some issues appear in the first year or two, DCs would like to give a person guidance/mentorship and give them another "probationary" year). It's important to get enough SRTs to justify the multi-year contracts. Athena expressed that this was great since the original proposal was for 5 years before multi-year contracts. Peh emphasized that specifics of working with the contingent faculty are determined by the DC and would also need the approval of the Dean.
 - **Sabbatical or other leaves for contingent faculty.** Note: Definition of "faculty" is different in the system and at Morris. Most of our contingent faculty are P&A teaching specialists or lecturers by the job code. This affects eligibility for sabbaticals. There are 3 non-regular faculty on campus who are considered technically contract faculty. The DCs and the Dean are open to allowing a fully paid no-teaching professional development semester after 6 years. It is not feasible to offer a year-long 50% paid "sabbatical" since most contingent faculty's salaries can't support this.
 - **Flexibility for teaching load and other obligations** to be negotiated between the division chair and the faculty. The first year contingent faculty are expected to teach 24 credits per year since there is no research or advising expectations. Once they start advising or participate in other duties, they can go to 20 credits (by negotiations with their DC and upon approval of the Dean). Currently some temporary positions have additional

responsibilities in their original contracts (such as music). A campus-wide policy would be too prescriptive.

Approve previous meeting minutes

- For Approval: [3/7/2023 minutes](#) - Minutes approved.
- Previously approved meeting minutes can be found in the Digital Well at https://digitalcommons.morris.umn.edu/fpa_affairs/

Email for life

- Email was sent to all employees alerting them to the proposal on 2/14/23.
- Email was sent to Dylan (MCSA) on 3/7/23 (FACPAAC cc'd).
- The committee has collected emails from faculty with concerns about discontinuing email for alumni, retirees, and temporary faculty.
- [Letter about email-for-life deactivation](#) (Elena) - attached to the minutes.
- Dan asked Janet and Bryan who to send that letter to. Here is her reply:

Hi, Dan and all,

Below is the message I've been sharing with the many people who've contacted me about this issue, and its content comes from discussion with VP for IT, Bernie Gulacheck, and from system communications:

Hello,

I continue to hope for some UMN systemwide communication about the proposal to end email access for life, but in the meantime, I want to share what information I have, little though it is. I understand your concern about the proposed change, and I believe, from what I've heard so far, that there will be some flexibility in implementation, including for retirees, but I don't yet know exactly where or how, and I don't have anything in writing. What I can tell you for now is this, which was what I received when I sought UMN system guidance on the issue: "The U of M is seeking feedback on this decision and I encourage you to submit your input to iam@umn.edu." If you have time to voice your concerns to that address, I encourage you to do so.

I will continue to look for better communication on this topic and will share it if I receive it.

Thanks,

Janet

- The committee amended the letter with an item on the importance of contacting students post-graduation for assessment purposes, such as HLC and program reviews.
- The letter was approved, with one possible phrasing edit from Satis, to be sorted out in the next day or so.
- After it's sorted out, the FACPAAC chair will send it on behalf of the committee.

Report from FPDD subcommittee

- Peter: *“To my knowledge, no survey has gone out to faculty & P & A and there has been no update for quite some time. I'm concerned that this event is not being adequately supported.”*
- Tim Lindberg's proposed panel?
- Elena will send out the form soliciting topics and will contact the organizing committee and other offices. She will follow up with Tim Lindberg and others who emailed with suggestions.
- The committee discussed the need for a Faculty Development Committee (that was eliminated when the campus assembly voted to eliminate several committees). We decided to follow up next year with the following plan:
 - figure out the parliamentary procedure for adding a new committee (or a subcommittee)
 - Put together a proposal for a Faculty Development Committee (or a similar committee), in consultation with steering and membership committees.
 - Bring it to assembly for vote

New business

- FACPAAC received a confidential inquiry from a faculty member. After discussing the request, the committee decided to forward it to HR (since the matter of concern was in the purview of HR) and to communicate their response to the faculty in question. We didn't feel it was necessary to include the specifics of the request in the minutes.

Engagement Survey follow-up

- Update from HDAC? - DIDN'T HAVE TIME TO DISCUSS

Salary study

- DIDN'T HAVE TIME TO DISCUSS
- [Previous reports and information here.](#)
- Update from Dan:
 - Organized folder for this task.
 - Chlene Anderson provided a [helpful how-to](#) for us and future committees.
 - I created a new document for 2023, and copy/pasted the old material, which I grayed out. I started filling in updated data (mostly updated the cost-of-living chart).
 - Some concerns about old data---we need to be concerned about accuracy of old data (assuming the mistake is not with me, or that the methodology didn't change).
- What's next?
 - We need to distribute the task of filling in data for charts (after this, we can consider revisions to the narrative based on the updated data).
- From Kristin Youngblom :

Hi Dan,

Salary data is under the purview of HR and I don't have access to share this information. I do have some public resources to share and I've copied Sarah just in case you need additional information. This was a relatively recent change with the shift of IR away from the Dean's office and with my start here. The IR report that was produced in 2019 is, to the best of my knowledge, a reorganization of publicly available data from AAUP, and we currently have no plans to reproduce that now or in the future.

AAUP data: the most recent published data is from the 21-22 academic year. They publish the data in April, so I would expect the 22-23 data to be available relatively soon. They provide the data in an interactive dashboard (<https://data.aaup.org/ft-faculty-salaries/>) or in appendices as part of their annual report (<https://www.aaup.org/report/annual-report-economic-status-profession-2021-22>). I'd recommend starting with the linked dashboard since that covers salary info by institution on the drilldown tab. Depending on exactly what information you need, you may need to look at other dashboards they provide or their report appendices. Our salary data is submitted to AAUP by the system, so I don't have this year's data, even for our campus.

Internally, a number of the HR workforce reports in the MyU reporting center are available to all employees with reporting center access. Whether or not faculty have access to these seems to vary widely, and I don't use these reports - other than the ones that provide employee headcount - very often. The reports themselves will only display if you have sufficient access to the underlying data, so there's relatively little risk in exploring these to see if there is something that is of use to you. You may need to be on the VPN to access some reports.

Other old business

- - DIDN'T HAVE TIME TO DISCUSS
- [UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity](#) (report from Elena)
- [Recruitment, retention, & promotion of faculty and P&A of color](#) (working in conjunction with COWGE, especially on how current conditions may exacerbate existing inequities; reminder, there was some FACPAAC work on this in 2017–19 about paying for a campus climate survey).
 - Follow up to Dean's conversation on **FTE** in August 2022

New business

- Advisability of FACPAAC's creating a faculty/staff-developed survey to illuminate to ourselves and administration of the concerns we have. - DIDN'T HAVE TIME TO DISCUSS