

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

2-14-2023

FACPAAC minutes 02/14/2023

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Faculty and P&A Affairs Committee (FACPAAC)

Feb 14, 2023 Meeting

Zoom Link 11:40 AM–12:40 PM

Faculty and P&A Shared Drive

Email: umm-fpa-affairs@morris.umn.edu

AGENDA

Present:

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

Call to order

- Dan started the meeting and greeted Satis Devkota

Appoint a minute-taker

- Carrie Jepma

Approve previous meeting minutes

- For Approval: [1.24.2023](#) minutes - Athena made the motion to approve the minutes, all agreed. Minutes from 1-24-2023 were approved.
- Previously approved meeting minutes can be found in the Digital Well at https://digitalcommons.morris.umn.edu/fpa_affairs/

Membership changes

- Welcome, Satis!

Reminder: 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](#).
- Dan reminded us of the 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.

Also a reminder of the professional Development Day is part of our committee work. We discussed at the last meeting if PDD could at some point be a time for faculty and staff to get together and have conversations vs the current day. We will revisit this next academic year.

Report from FPDD subcommittee

- Also a reminder of the professional Development Day is part of our committee work. We discussed at the last meeting if PDD could at some point be a time for faculty and staff to get together and have conversations vs the current day.
- Last meeting it was decided to maintain the status quo for the next FPDD, but to maintain discussion about how it should be reconceived.

Engagement Survey follow-up

- Last meeting [this email for HDAC](#) was shared, and edited.
- Was sent to HDAC on **Jan 31**
- Update from **Bradley Deane** . Bradley discussed Equitable distribution of service with Barry McQuarrie. Brad will be getting feedback from others as well

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

- Dan provided some information regarding the quality of work life for contingent faculty and our committee work. Last meeting it was agreed that Athena and Carrie would begin interviewing contingent faculty to develop a sense of what their interests are and how to represent those to administration.
- Athena shared that we held 2 zoom and 2 face to face meetings: separated by those serving less than 5 years and those serving more than 5 years. This is the [update](#).
- Athena also shared that there are 3 types of contingent faculty: sabbatical replacement, filling a tenure-line, and then those that are deeply connected to the community and not going anywhere. We need to avoid a narrow definition of contingent faculty and what we need. There is also fear of losing their job. Contingent faculty feel that if you are a favorite or male you will get a better deal. There is a real lack of positive morale. Many of these people are also making significant contributions to the community and are not being recognized. Contingent faculty are harder to replace than the UMN TC contingent faculty. Contingent faculty also allow disciplines some flexibility. People are also getting their contracts at different times, given merit pay or not. Overall, serious discrepancies among contingent faculty.
- Brad would like either Athena or Carrie to serve on the Term faculty and Academic Professionals Subcommittee [TFAPS] that looks at job quality across the University. Brad has made a point to clarify to TC campus people that there are differences in hiring that affect Morris differently. We should suggest more transparency in hiring and merit pay for all faculty. Should be more than one path for promotion for contingent faculty.
- Dan also shared some concerns about the treatment of contingent faculty in the Philosophy discipline.
- Athena would like the concerns and suggestions to be moved forward and not be put on the back burner. Dan suggested yes, we can do this.
- Elena stated we need an introductory paragraph that stated why we went back to this topic.
- Brad also stated the new policy that is University wide will not include these issues, so that is why we are focusing on this
- Satis wants us to address why equity over equality should also be included.

- Athena and Carrie will send a draft of an email to committee before sending it to the DCs.

Salary study

- [Previous reports and information here.](#)
- Last time it was agreed that we would begin to craft a new report for 2023.
- Dan shared that some of the issues are the full compensation [retirement, health, etc]. The report shows that Morris' pay is lower. If we take into account cost of living, child care access, travel costs, etc we are closer to our peers.
- Elena wondered if these could be converted to numerics.
- Satis said we could compare to peer institutions and cost of living to compute the difference of Morris to other institutions.
- Athena shared that Bart did one of these reports in the past, and this might be very helpful to us. It was from a different committee. Dan will try to search for it.
- Satis asked how faculty raises are determined. He asked what standards are used to determine the amount of the raises. Dan shared that Humanities has a formula for that. Elena stated that there is something like that for Computer Science as well.
- Dan will collect the data from the last time and guide us in looking at the variables and if we want to add any variables. The major data does not come out for a month or so.

Other old business

- [UMM Award for Excellence in Mentoring Undergraduate Research or Creative Activity](#) (report from Elena)
- Other potential items:
 - [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.
- Our opinion of [policy proposal](#) for "accounts (Email for Life) to people who are no longer actively studying or working at the University."
 - Access to email/drive for alum: Dan asked if we would like to draft a letter regarding canceling alum emails. The committee agreed that we want to write a letter of concern. Elena stated that there are 2 phases: canceling this year and then going back and canceling legacy emails. Athena suggested that a letter from the entire campus would be even better. Satis wants us to look at the intrinsic value of keeping the email/drive accounts.

Elena mentioned self-selection bias concerns. Peter asked if IT could determine the level of use of alum. Elena brought up her concern that no one knew about it. Dan will create a document. Campus assembly is next week. Could we get this on the Campus Assembly agenda.