

University of Minnesota Morris Digital Well

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Faculty and P&A Affairs Committee

Campus Governance

11-14-2023

FACPAAC minutes 11/14/2023

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November 14, 2023

11. Members in Attendance: Satis Devkota, Elena Machkasova, Chip Beal, Athena Kildegaard, Peter Bremer, Carrie Jepma, Tammy Berberi, Michelle Page. Invited: Peh Ng, Angie Senger, and Kristin Lamberty.
12. Approval of the last meeting minutes.
 - The last meeting minutes were approved with one abstention. Minor changes were made.
13. Any updates/announcements?
 - Satis has sent an invite to Melissa Bert to attend the January FACPAAC meeting.
14. Elena briefly discussed her recent report at the Campus assembly.
 - She offered ideas on how to make Professional Development Day more sustainable.
15. Any updates on e-mail for life?
 - Michelle will check on the status of the plan to end email for life. Carrie mentioned that ending the program would make it much more difficult to reach alumni. Elena didn't think there had been a massive discontinuation, possibly as a result of departures in the Office of the President.
16. Advisability of FACPAAC's creating a faculty/staff-developed survey to illuminate to ourselves and the administration of the concerns we have.
 - Discussion ensued regarding what the survey's purpose would be and what need it would fill. Would it be to explore local concerns raised in the Engagement Survey? Professional Development Day ideas? Elena indicated that the proposed survey would be different and wouldn't be just to solicit volunteers for Professional Development Day.
 - Satis remarked that it would be possible to modify the current survey to accommodate additional questions. Do we need a separate subcommittee to develop the survey and implement it?
 - Several committee members expressed concerns regarding the usefulness of the Engagement Survey. Athena thought we shouldn't form a subcommittee unless it's really warranted. Chip remarked that the U of M campuses are each very different. Any survey needs to capture the pulse of Morris. Carrie brought up logistical concerns. How would we get the survey out and collect the results? What will we do

with the information? How would we hold the administration accountable? Elena wondered if the Co-Chairs of the Consultative Committee would have any ideas.

- Tammy thought that FACPAAC is already a pretty good cross-section of campus. Perhaps we could talk within ourselves to formulate a plan. Elena brought up that anonymous faculty concerns were gathered last year at Morris. A link to the document was put in chat. Satis will review this document and possibly bring it up in a future agenda.
- Several FACPAAC members expressed an interest in being on the PDD subcommittee. These were: Elena, Chip, and Athena. Further discussion of the FACPAAC faculty/staff survey was tabled until the next meeting.

17. At 12:15 pm, we will connect with Dean Peh to delve into our discussion on PDD issues.

- Elena presented the case for FACPAAC needing more support to manage Professional Development Day. The workload is problematic for the committee. PDD subcommittee members often have to work over the summer. Would a stipend be available? The timing of the PDD can be tricky for some folks to attend. Do we need alternate dates for PDD? Elena inquired if it would be possible to more members to the FACPAAC committee so as to better manage PDD.
- Dean Ng commented that in the past FACPAAC has put out a call for volunteers to work on PDD. Elena responded that this activity was not directed by Campus Governance, but rather, by FACPAAC itself as a temporary fix. More resources are needed to expand PDD options. FACPAAC members serve in dual roles. It is overwhelming. Dean Ng commented that stipends are only available to a very limited subset of employees such as contract faculty and P & A. It is not possible to compensate individuals more than full-time. Any conversation regarding stipends would need to be informed by numbers and hours. Dean Ng thought that having year-round professional development day opportunities would be ideal, but that it is important to settle on a single date in the fall for now and then expand later on so as to avoid more problems by moving it. The week before classes is a very busy time schedule-wise, but it is also an opportunity to connect with people. Dean Ng said he is open to hearing of alternate dates from the committee.
- Tammy commented that perhaps we should move PDD to January since faculty would be on contract. Dean Ng said his office would need a recommendation for the date of the 2024 PDD before April.

The meeting was adjourned.