

1-25-2017

## FAPAAC minutes 01/25/2017

Faculty and P&A Affairs Committee

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### Recommended Citation

Faculty and P&A Affairs Committee, "FAPAAC minutes 01/25/2017" (2017). *Faculty and P&A Affairs Committee*. 60.  
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Faculty P & A Affairs Committee  
Meeting Minutes  
Wednesday, January 25, 2017  
Prairie Lounge, 9:00 – 10:00 a.m.

Present: Chlene Anderson, Julia Dabbs, Kiel Harell, Gordon McIntosh, Peh Ng, and David Ericksen. Kerri Barnstuble, Bibhudutta Panda, and Melissa Vangsness are absent.

Minutes from the 12/6/16 meeting were reviewed and approved.

Query from Faculty Development Committee on SRT presentation at Fall Professional Development Day:

In follow-up to the Student Ratings of Teaching (SRT) study released last year, and FACPAAC co-chairs visit to a Faculty Development Committee (FDC) meeting on September 30, 2016, FDC has scheduled Dr. David Langley, University of Minnesota Center for Education Innovation, to lead repeated sessions on April 26, 2017 from 11am to noon and noon to 1pm entitled, “Responding Constructively to Your SRT Results.” The session will focus on using SRTs as a formative aspect of development. After consulting with Division offices, FDC determined that holding the session in April would assure that everyone had received their Fall SRTs prior to the session.

FDC suggested that if FACPAAC is interested in sponsoring a presentation to initiate a broader conversation on SRTs and their use in evaluation and promotion at Fall Professional Development Day, they would be willing to include it in the schedule. If David Langley were asked to facilitate, he would prefer doing this with a panel of faculty/administrators from UMM. Some FACPAAC members felt this would be good to do; others indicated that we would need to consult with the Dean and Division Chairs prior to potentially planning any session because Divisions have different 7-12 processes. One committee member mentioned that the use of SRTs for P&T evaluation purposes had already been discussed in his division. Julia Dabbs and Chlene Anderson will report the results of this discussion to Tracy Otten, FDC Chair.

It was noted that this topic feeds into the need for a Faculty Center for Teaching and Learning with a knowledgeable faculty member in charge; that person could help faculty members interpret SRTs.

Subcommittee reports:

**Salary Survey** – The subcommittee will start working on the forward. We need to anticipate zero salary increments as discussed in Chancellor Johnson’s December 14 Community Meeting. It is imperative if we are to make progress in faculty salaries that we strongly discourage a zero percent increase or the 3-year influx of faculty salary funds will have been for naught. This committee does not endorse a zero percent increase. The Board of Regents may have already set an increase of 1-2% in general for faculty salaries. A salary letter comes out with an allocation, but units are allowed to determine the actual amount. The committee would like to revisit Chancellor Johnson’s slide deck from the meeting to review the budget scenarios for salary plus fringe increases. Chlene Anderson will request the slides.

**Workload** – Gordon emailed the Dean and Division Chairs last semester about workload issues as they pertain to undergraduate research. DC Peh Ng indicated that in Science and Math it is part of the teaching portfolio if faculty's research opportunities with students are as a faculty member or advisor; and UR is part of the research portfolio if faculty does collaborative research with students and the research results in co-presentations or co-authorship. DC Pieranna Garavaso indicated that in Humanities mentoring is part of teaching in the same way as we evaluate advising. DC Gwen Rudney indicated Education doesn't have UROPs; they have some MAPs. Directed studies are discouraged. We have not heard from Social Science. Dean Finzel indicated that he supports the current practice.

The subcommittee developed draft survey questions which were sent with the meeting agenda. The subcommittee would like to send out the survey in early February. Discussions involved ways to improve the survey such as added a link to the reference article, adding some statistics gathered from the ACE office, noting that x500s will not be collected, adding some time estimate ranges, adding a question about if load is increasing, what and how can it be remedied.

Questions that surfaced included the following: Would it be helpful to ask if undergraduate research is part of the current teaching load? What does an increase in faculty/undergraduate research mean to the faculty member? If we push undergraduate research on the Admissions website, what is expected of the faculty--where will this time come from--we can't add to the number of hours faculty members already provide? If undergraduate research is going to be an important part of the campus mission, how does a faculty member see it affecting their time and workload?

Julia Dabbs will make suggested changes and send the survey electronically for committee approval. Once the survey is approved by the committee, Julia will work with Chlene Anderson to set up the survey in Google. We will use committee members as survey testers before the survey is released.

We also discussed what we are planning to do with the survey data. We will likely write a short paper to send out to faculty and place in the Digital Well. We will also suggest ways of dealing with this increased load, as have been successfully implemented on other COPLAC campuses (see R. Free, S. Griffith, B. Spellman, "Faculty Workload Issues Connected to Undergraduate Research," *New Directions for Higher Education*, Spring 2015, 51-60).

Due to time constraints we were unable to begin a draft statement regarding reinstatement for a Faculty Center for Teaching and Learning, so this item was tabled to the next meeting.

The next meeting is scheduled for March 1, but co-chair Julia Dabbs will be at a conference so we will move the next meeting to the last full week of February.

Submitted by Chlene Anderson