
The University Senate

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Senate Committee on Faculty Affairs (SCFA) Term Faculty and Academic Professionals Subcommittee (TFAPS) September 19, 2023 Minutes of the Meeting

These minutes reflect discussion and debate at a meeting of a subcommittee of the University of Minnesota Senate; none of the comments, conclusions or actions reported in these minutes represents the views of, nor are they binding on, the senate, the administration, or the Board of Regents.

[In these minutes: Welcome, Introductions, and Community Building; University Senate Governance Orientation; Discussion and Possible Vote to Amend the TFAPS Charge]

PRESENT: Katherine Dowd (chair), Adolfo Carrillo Cabello, Elisia Cohen, Ole Gram, Rutherford Johnson, Tracy Kane, Jovin Lasway, Brian Mondy, Pawel Mroz, Angela Perkins, Mary Pogatshnik, Deena Wassenberg

REGRETS: Courtney Matson, Annika Muyres

GUESTS: Clifford Steer, chair, Senate Committee on Faculty Affairs

1. Welcome, Introductions, and Community Building

Katherine Dowd, chair, Term Faculty and Academic Professionals Subcommittee (TFAPS) welcomed committee members. She shared [slides](#) and provided a short summary of last year's work, reflecting on the progress made toward short-term goals, suggesting a timeframe to reach medium-term goals by the end of this year, and noting that long-term goals still need to be determined.

Dowd then asked committee members to respond to the following question in ten-minute small groups discussions: *Imagine that you are selected to serve on the President Search Committee; what is the one question you would like to ask the candidates?*

Committee members reported the following answers after returning from the breakout sessions:

- What is the strategic plan for aligning faculty with students?
- Why is our University system losing students?
- What is the future direction for enrollments and what strategy is there for retaining the faculty based on these enrollment figures?
- Why are there two classes of faculty, why do some have better protections, and what are the ethical implications and what implications do they have on retention?
- What strategies are you considering to face the immediate challenges of the 2025 enrollment cliff?
- Equity across hierarchy

- What is the changing landscape of obtaining a four-year degree? (Students are having to hold down multiple jobs to afford their education. How can we help students graduate in four years?)
- Please describe your vision for the university 20 years in the future in terms of its teaching and research mission.
- Why do you want the job?
- How long do you intend to stay in the position?
- Given that term faculty make up x percent of faculty and teach x percent of the undergraduate credit hours at the University, what are your plans for pay equity and shared governance for these roles?

2. University Senate Governance Orientation

Geanette Poole, senate associate, University Senate Office, provided a brief presentation titled [University Senate Governance Orientation and Overview](#). The orientation was provided in order to describe the responsibilities and charge of the subcommittee, familiarize members with meeting logistics, and outline the function and structure of University Senate governance.

3. Discussion and Possible Vote to Amend the TFAPS Charge

The subcommittee discussed the pros and cons of the [Resolution to Amend the Term Faculty and Academic Professionals Subcommittee Charge to Add Two Additional Seats](#) which had been provided to subcommittee members prior to the meeting. Dowd noted that the goal is to have all system campuses represented on TFAPS and at the same time to not be overly prescriptive in the way that is described in the charge. There is no guarantee that all campuses will be represented on the subcommittee, Dowd noted, but the suggested language states, "...with the intention of improving the possibility of representation from all five campuses." Comments from subcommittee members included:

- The membership needs to be more clearly stated in the charge if there is the expectation that all five campuses will be represented on the subcommittee.
- This charge is unusual in terms of University Senate governance committee charges in that its members are not appointed by the Senate Committee on Committees, but by the various committees listed in the charge (AF&T, FACHS, SCFA, Student Committee on Committees, and the Postdoctoral Association).
- The service component/responsibility of employees is inconsistent across job classifications. For some employees, service is a required component of their employment at the University with accommodations made so that requirement can be met. For others, there is not only no service component, there is often little support from supervisors to engage in shared governance.
- The goal is good, but it is difficult for contract faculty to add the service component to their assignments. Recommendation to add more tenure stream faculty representatives to the membership to add more varied experience to the subcommittee.

Subcommittee members continued to voice concerns about how to strike the appropriate balance between contract and P&A faculty and tenure stream faculty. Dowd summarized the conversation by noting the following:

- One recommendation is to remove the words "or contract" from the third bullet point in the [draft with proposed revisions](#) to read "1 tenure system faculty - appointed by SCFA"
- Dowd requested an off-line discussion with Adolfo Carrillo Cabello regarding the recommendation to change the number of appointees made by the P&A Consultative

Committee to four rather than three.

- An updated draft of the resolution will be discussed at the October 2023 TFAPS meeting.

In the interest of time, Dowd thanked committee members and guests and adjourned the meeting.

Geanette Poole
University Senate Office