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# The University Senate

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UNIVERSITY OF MINNESOTA

## Senate Committee on Faculty Affairs (SCFA) Term Faculty and Academic Professionals Subcommittee (TFAPS) December 13, 2022 Minutes of the Meeting

*These minutes reflect discussion and debate at a meeting of a committee 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 and Recap; The Term Faculty and Academic Professionals Subcommittee and University Senate Governance; Discussion in Small Groups/Three Questions; Future Meeting Dates]

**PRESENT:** Katherine Dowd (chair), Adolfo Carrillo Cabello, Elisia Cohen, Rutherford Johnson, Tracey Kane, Courtney Matson, Brian Mondy, Pawel Mroz, Annika Muyres, Angela Perkins, Amy Pittenger, Mary Pogatshnik, Sameer Swain, Deena Wassenberg

**GUESTS:** Erin Heath, director, University Senate Office and University Awards and Honors

### 1. Welcome and Recap

Chair Katherine Dowd welcomed subcommittee members and guests and invited introductions from those members who were not introduced as last month's meeting. Dowd used this [slidedeck](#) throughout the meeting. She reminded members that documents the subcommittee would repeatedly refer to in its work could be found in the shared [relevant documents folder](#). Dowd then briefly recapped highlights from last month's meeting for members who were not able to attend that meeting.

Dowd said she had the opportunity to consult with a number of colleagues since the last Term Faculty and Academic Professionals (TFAPS) meeting, including FCC/SCFA leadership (Colleen Manchester Flaherty and Mark Bee), University Senate Office staff, and members of Provost Croson's staff. She noted that there is substantial support for this subcommittee and its work across the above-mentioned groups.

### 2. The Term Faculty and Academic Professionals Subcommittee and University Senate Governance

Erin Heath, director, University Senate Office and University Awards and Honors, gave an [overview](#) of the University Senate Governance structure, and how TFAPS is situated within it. She invited questions from subcommittee members regarding membership, the charge, member roles and responsibilities, and University Senate Governance in general. Hearing none, she thanked the committee for the invitation and left the meeting.

### 3. Discussion in Small Groups/Three Questions

Dowd moved to the next agenda item and said, as the subcommittee moves toward defining what success would look like in the first year of work, it is important to hear each other's ideas about what issues or issues the subcommittee would like to understand better.

Dowd reminded committee members of short-term goals (within this academic year) that were mentioned in the November 2023 TFAPS meeting:

- Locating/gathering all administrative policies related to term faculty and academic professional instructors. While there are central administrative policies for term faculty and academic professional instructors there are also many unit/department/college/campus level policies that would be of value to the subcommittee.
- Educate stakeholders on issues that have arisen and been handled at individual unit levels often resulting in disparity in how policies are being interpreted and deployed across the system.
- Propose minor policy changes that correct inconsistencies (examples: academic professional instructors are not eligible for teaching awards; contract faculty are not eligible for emeritus status)
- Propose the creation of a procedures document for hiring and promotion of term faculty and academic professional instructors that is equivalent to the very detailed procedure document for hiring regular faculty ("regular faculty" is the term used in the Board of Regents Policy: *Faculty Tenure* when referring to faculty who are tenured/tenure-track.)

With the above short term goals in mind, Dowd then invited subcommittee members to engage in small group discussion in breakout rooms to consider the following questions:

- What would you like to understand better?
- What is one short-term goal that you'd like to see the subcommittee undertake this academic year?
- What is your capacity for working outside subcommittee meeting times (homework groups?)

Dowd gave subcommittee members roughly 15 minutes for discussion and invited members to add their comments to a [Google Jamboard](#). Each small group reported back to the full subcommittee and included the following comments:

- Would like to learn more about equity across employee groups including actual cost of living increases and pay equity across contracts.
- It isn't necessary to pit campuses or departments against one another; programs in the School of Public Health and the College of Education and Human Development were referenced as good models.
- Need to understand the history of how the distinct groups came into existence; how the University got to where it is today (and how this might affect issues such as employee benefits).
- Once the policies that affect term faculty and academic professional instructors are assembled, begin to address the considerable inconsistencies with how the policies are implemented.
- Educate stakeholders at the level where the implementation of policy happens (deans, associate deans, unit heads).

- Address the issue of path to promotion for those in contract positions.
- In “fixing low-hanging fruit,” TFAPS must consider the impact of its proposed fixes/ changes on other groups and be aware that recommending some changes could create resistance in other sectors of the University community.
- Some of the considered changes may convey a culture change rather than a simple fix.

Dowd shared a few reminders following the breakout discussions:

- There is *no requirement* for any subcommittee members to work outside the set meeting times. Those that do have the time and inclination to do so are welcomed to.
- If anyone should come across a unit level policy or guiding document they feel would be useful in the subcommittee’s work, please add it to the [relevant documents folder](#).
- The subcommittee is well situated to use the consultative process of shared governance to receive feedback, suggestions, and questions regarding proposed changes or initiatives the subcommittee would like to consider.
- Amy Pittenger and Tracey Kane are available to present at the January 2023 TFAPS meeting.
- Ole Gram will be a valuable resource for a historical perspective on the development of these different categories of employees, and he will be attending either the January or February 2023 TFAPS meeting.

Adolfo Carrillo Cabello asked if the subcommittee would be interested in asking the Academic Freedom and Tenure Committee (AF&T) if it would consider adding a representative from TFAPS to the task force it will be creating to undertake the work laid out in its [Resolution Concerning Academic Freedom and Term Appointments](#). Pittenger said, at the request of the provost, she will most likely be an ex officio member of the AF&T task force.

#### **4. Future Meeting Dates**

Future TFAPS meetings dates and times will be as follows:

- January 17, 2023 - 3:30-4:30 p.m.
- February 21, 2023 - 3:30-4:30 p.m.
- March 21, 2023 - 3:30-4:30 p.m.
- April 18, 2023 - 3:30-4:30 p.m.

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

Geanette Poole  
University Senate Office