
The University Senate

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**Senate Committee on Faculty Affairs (SCFA) Term Faculty and Academic Professionals
Subcommittee (TFAPS)
February 20, 2024
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 Committee Business; Employee Engagement Survey Results for Instructional P&A Employees; Discussion/Work on Proposed Statements]

PRESENT: Katherine Dowd (chair), Michelle Christensen, Elisia Cohen, Ole Gram, Courtney Matson, Brian Mondy, Pawel Mroz, Annika Muyres, Angela Perkins, Mary Pogatshnik, Deena Wassenberg

REGRETS: Adolfo Carrillo Cabello

ABSENT: Rutherford Johnson, Jovin Lasway

GUESTS: Marisa de la Rosa, senior manager, Employee Engagement, Office of Human Resources; Clifford Steer, chair, Senate Committee on Faculty Affairs

OTHERS:

1. Welcome and Committee Business

Chair Katherine Dowd welcomed subcommittee members and guests. She noted that documents that may be of value to committee members can be found in the shared [relevant documents folder](#). Dowd used [this slide deck](#) throughout the meeting.

2. Employee Engagement Survey Results for Instructional P&A Employees

Marisa de la Rosa, senior manager, Employee Engagement, Office of Human Resources (OHR), shared a [report](#) titled 2023 Employee Engagement Survey Results (Faculty) - instructional P&A. The job codes that were included in the survey results are 9753 Lecturer, 9753I Lecturer, 9753T Lecturer/Assistant Professor, 9754 Teaching Specialist, 9754I Teaching Specialist, 9754TA Teaching Attorney, 9770 Senior Lecturer, 9771 Senior Teaching Specialist, 9771I Senior Teaching Specialist, and 9771TA Senior Teaching Attorney. De la Rosa provided an in-depth look at the material included in the report and noted that instructional P&A employees received the faculty version of the survey.

De la Rosa said the survey provides questions regarding “commitment and dedication” and “effective working environment.” She pointed out the areas where the responses were moderately favorable for this group of employees, and noted other areas where improvements could be made with the intention of increasing the number of employees who consider their working environment to be an effective one. The survey indicates, de la Rosa noted, that in order for employees to improve how they rate their feeling about having an effective working environment, there are barriers that need to be identified and reduced or eliminated.

Dowd asked if survey information for term faculty could be provided to the subcommittee (breaking out tenured/tenure track faculty from term faculty and from instructional staff) and de la Rose said she could provide that. Elisia Cohen asked that the information be broken out by college. De la Rosa said she would discuss the possibility of providing the data broken out according to college with her director and get back to the subcommittee. Hearing no further questions for de la Rosa, Dowd thanked her for the presentation.

3. Discussion/Work on Proposed Statements

Dowd recapped the subcommittee’s ongoing/outstanding business:

- The proposed changes to the TFAPS charge are still being considered and discussed in light of concerns regarding faculty on the Duluth and Crookston campuses who are unionized and whether or not the proposed changes to the charge are clear on who may and may not participate in shared governance.
- Michelle Christensen’s presentation at the January 2024 TFAPS meeting about the components that go into determining job codes gave the subcommittee a helpful path forward in determining its recommendations and requests to submit to leadership in the Office of the Vice President and Provost (EVPP) and the Office of Human Resources.
- At the February 2024 Board of Regents (BOR) meeting, Provost Rachel Croson and Beth Lewis, Vice Provost for Faculty and Academic Affairs, presented a [report](#) on the composition of faculty and instructional staff on the Twin Cities campus.
- The information presented at the February BOR meeting was derived from the 2021 Integrated Postsecondary Education Data System (IPEDS). Cohen said it would be important to have more current information as the percentages of types of faculty has most likely changed since the Covid pandemic beginning in 2020.
- It would be valuable to have sets of data broken out by college when reporting the TFAPS’ work to the University Senate and administration. Percentages will differ across colleges and people will want information specific to their college.
- The number of student credit hours taught by P&A faculty would be a helpful piece of data since their teaching loads are much higher than tenured/tenure-track faculty.

Annika Muyres asked what the goal of separating out data by college would be for the subcommittee; how would that information be used? Dowd said that the subcommittee has found that each college has its own way of managing promotional pathways for term faculty and instructional P&A employees. She said that if it can be determined that a particular college’s methodology is working well, then that methodology could be used as a template or model for other colleges.

Dowd then recapped the discussion that subcommittee members had during/after the February BOR meeting through email. Significant points included:

- Improving professional development opportunities

- Who is eligible for recognition?
- Regents are interested in how to improve employee conditions for term faculty and academic professionals.
- Consider the use of multi-year contracts
- Presidential candidates will be asked for their comments on this topic

Subcommittee members discussed how best to engage with the BOR. It was determined that Dowd would send a thank you to the Regents for their interest in this topic, let them know that the subcommittee intends to produce a report or set of recommendations by the end of the academic year, and ask them if they'd like to review it. Pending their response, the subcommittee may extend an invitation to BOR members to attend a fall 2024 TFAPS meeting. She added that her impression, after attending the February meeting, was that regents are interested and want to learn more about the topic.

Dowd invited Ole Gram to share his thoughts on the above process. Gram said he feels there is a need for more centralized policy and guidance when it comes to providing advice about promotional pathways and the associated documents. Exploring a three-step promotional ladder for P&A instructional staff is an idea that needs further consultation. He added that per-credit teaching compensation varies greatly, and that will not likely change as those hires are market dependent. There is a need to provide a salary floor and make certain that the compensation is tied to the annual compensation plan of the University, so that individual units are not adjusting the per-credit compensation independently of what the University is calling for. Gram added that he would look to see if the 2023 IPEDS data is available (the data is collected every two years).

Mary Pogatchnik noted that the subcommittee needs clarification about compensation, particularly in light of the information it received from Michelle Christenson and OHR saying salary data for the majority of teaching specialists and lecturers is not tracked in PeopleSoft (see addendum in [January 16, 2024, TFAPS Meeting Minutes](#) for context).

Dowd wrapped up by saying, if the subcommittee agrees, the next two TFAPS meetings will be dedicated to breaking into working groups to draft proposed recommendations and report. Committee members supported that approach.

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

Geanette Poole
University Senate Office