

June 11, 2021

TO: Gloria Williams and Cathy Lee Gierke

FR: Terry Roe, UMRA Liaison to the University Senate Committee on Faculty Affairs (SCFA)

RE: Annual Report: Selected Highlights of the Senate Committee of Faculty Affairs

See SCFA Web page: <https://usenate.umn.edu/committees/faculty-affairs-committee> for committee charge, membership, and selected minutes of meetings

COMMENT: I draw your attention to my report (below) on the Feb. 9 meeting of SCFA, where I briefly discuss the meeting with Ole Gram, Associate Vice Provost, Faculty and Academic Affairs. This discussion involves the evolution (still in process) of University policy regarding the provision of IT services to retired faculty and staff. Frank Cerra and Bill Donohue were also part of this discussion. Otherwise, my comments on committee activities are mostly brief on issues raised.

OVERVIEW OF SCFA AGENDA FOR ACADEMIC YEAR 2020/2021

Oct. 13, 2020

Agenda

1. Outside Consulting
2. Discussion regarding the impact of COVID-19 on faculty, staff and students

Nov 10, 2020

Agenda

1. Promising Practices for Supporting and Evaluating Faculty, Librarians on the Continuous Appointment Track and P&A Teaching Specialists and Lecturers During 2020 - 2021 - Vice Provost for Faculty and Academic Affairs Rebecca Roper

Comment:

Equity in evaluation processes need revisiting. Note decline in faculty research productivity. 20% of faculty reported burnout symptoms which is high. Minority groups reported a relatively higher burnout rate.

2. System wide Strategic Plan, discussion of metrics, Vice Provost for Faculty and Academic Affairs Rebecca Ropers to facilitated discussion

Dec. 8, 2020

Agenda

1. Committee business/announcements - Chair Steer (3:15 - 3:30)

2. Guidelines for evaluating faculty and faculty diversity - Vice Provost for Faculty and Academic Affairs Rebecca Ropers (3:30 - 4:00)

Comment:

Annual reviews should take place, although modifications to account for COVID can be considered. Evaluating teaching: the use of multiple measures were discussed. Want people to interpret productivity more broadly than in the past.

Question: how do we stand relative to our peers? Answer: we are not leading in diversity. This places pressure to figure out how to reach diversity goals.

3. Evaluating postdocs and creating a welcoming and inclusive climate and culture

Comment:

Key Point: Post doc fellows should obtain additional skills beyond their basic mission/assignment.

Feb. 9, 2021

Agenda.

1. Committee business and announcements
2. Final report on review and recommendations to strengthen UMPD
3. Review of administrative policy

Comment:

Ole Gram, Associate Vice Provost, Faculty and Academic Affairs, discussed the Board of Regents Policy regarding *Faculty Emeriti*. After an overview, Gram added that in working with the Office of Information Technology (IT), many questions have arisen as to the changing nature of some items in services and privileges, particularly as they pertain to emeriti faculty. He pointed out that the nature of “email accounts” and “library services” has drastically changed with the advancements in technology. Should the privileges given to faculty emeriti be adjusted to take into account changing technology? He pointed out that the provision of information technology to faculty costs the university about \$3000 per member per year. Gram said that continued participation in IT services by faculty emeriti needs to be reevaluated. This includes, but not limited to: Clarification of the rules regarding helpline assistance: What is the timeline of the privileges, are they in perpetuity? Should a nominal fee be required of emeriti faculty for IT services? Should the provision of IT services, including the suite of software currently available, continue to be provided to emeriti faculty?

I contacted Frank Cerra regarding the importance of this discussion to emeriti faculty and UMRA in particular. This precipitated a joint Zoom conversation with Ole Gram, F. Cerra, B. Donohue, and T. Roe. We were assured by O. Gram that UMRA would be kept informed of policy change that impact emeriti faculty. B. Donohue encouraged O. Gram to consult with UMRA board before policy changes are finalized.

April 13, 2021

Agenda

1. Committee business/announcements
2. Administrative Policy Consultation: Individual conflicts of interest and standards governing relationships with business entities (Jon Guden reporting)
3. Update on Fixed Term Faculty and Instructors Task Force - Ned Patterson
4. Faculty Return to Campus Discussion - Rebecca Ropers

Comment: Faculty return to campus is undecided but expected to be in July-August.