

**TO:** Gloria Williams and Cathy Lee Gierke unnecessarily

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

**RE:** Annual Report: Selected Highlights of the monthly meetings of the Senate Committee of Faculty Affairs for the academic year 2021-2022

See SCFA Web page: <https://usenate.umn.edu/committees/faculty-affairs-committee> for committee charge, membership, and selected minutes of meetings for the academic year 2021/2022

### **Agenda September meeting**

1. Welcome: Comments by SCFA Chair, Professor Clifford Steer
2. Orientation: University governance
3. Discussion of committee priorities for 2021-22.

This included the topics: Salary changes, inclusiveness, retaining of staff, how to provide mental health support to faculty and students, update on tenure and productivity, issues associated with equity, and inclusion with regard to the pandemic.

4. Efforts to diversify our faculty and staff: report given by R. Ropers, Vice Provost, and O. Gram, Associate Vice Provost, Faculty and Academic Affairs.

A Power Point presentation of the PEAK initiative (Positioned for Excellence, Alignment and Knowledge) was reviewed.

### **Agenda October meeting**

1. Updates from the Fixed Term and Instructors Task Force

Ned Patterson, Chair of the Faculty Consultative Committee, provide an overview of the issues of concern. See the SCFA web page for a detailed write up of the key issues and committee discussion.

2. Term appointments and academic freedom protection at the University, discussion led by G. Nadathur, Chair of the Academic Freedom and Tenure Committee

### **Agenda November meeting**

1. How intercollegiate athletics contributes to the academic mission of the University

Mark Coyle, Athletics Director, Intercollegiate Athletics, presented a PowerPoint titled [Gopher Athletics Update](#). He shared information regarding:

- The number of student athletes in the program, the average GPA and graduation rate of student-athletes, and how those statistics assist in recruitment efforts
- Awards and honors achieved by student athletes, including success by former University student athletes at the 2020 Tokyo Olympics

- Budget information - including details on the budget deficit (caused, in part, by COVID-19 pandemic restrictions), the proposed loan from the University of Minnesota to Intercollegiate Athletics, and subsequent repayment program.

2. Updates on Fidelity Investments, presented by Mary Rohman Kuhl, Interim Senior Director, Total Compensation, Office of Human Resources and Krisann McMahon, management, Retirement Program.

McMahon gave a brief overview of the University's transition to Fidelity Investments system. Some of the noted highlights are:

- Shift from five record keepers to one and from 27 options to 11 options
- Very few problematic cases (less than 50 out of 25,000 balances which were transitioned to the new system)
- Strengths of Fidelity Investments as the record keeper of record

3. Updates on Chrome River, a report given by Beth Tapp, Director, Purchasing Services, and Mike Volna, Associate Vice President, Office of University Finance.

Discussion centered on implementation problems and the need for training to facilitate adoption of this initiative.

### **Agenda December meeting**

1. The University's Partner Hiring Process - Rebecca Ropers, Vice Provost

Ropers noted that it's especially important to consider possible consequences of this policy as the University seeks to diversify its faculty. Ropers shared a few important data points regarding the hiring partner process:

- More women than men tend to have academic partners, particularly in the STEM fields.
- Who is currently being served by partner hire funds? For example, some research shows that African American faculty have partners who are also in academia but less frequently than other racial or ethnic groups.
- Ropers noted that it's especially important to consider possible consequences of this policy as the University seeks to diversify its faculty.

2. Emeritus Policy - Ole Gram, Associate Vice Provost, Faculty and Academic Affairs. He made the following points:

- Instead of every retiring tenured faculty member automatically receiving the designation of emeritus/emerita, the responsibility for conferring that designation will reside with the department that the faculty member is from. Rather than this being an automatic event, it is important for the department faculty to send its recommendation to the dean and to celebrate the retiring faculty member with this honor.
- Clarification of minimum privileges associated with the emeritus/emerita status.

- Clarification of the roles and responsibilities of the college or unit (it is ultimately the dean's responsibility to communicate that the status has been conferred).
3. Resolution concerning Graduate Assistant fringe rates - Scott Petty, Graduate Student and Professor George John

Prof. John explained that the request of the resolution is to make mandatory deductions imposed on graduate students (in research assistant and teaching assistant positions) in the same way that all other taxes and fees are deducted - *before* the paycheck is given to the student.

### **Agenda February Meeting**

1. Postdoc stipends, presentation by Postdoctoral Fellows, Victoria Osinski, and Kelsey Johnson

Discussion focused on differences in responsibilities between Postdoc Fellows and Postdoc Associates

2. Resolution Concerning Graduate Assistant Mandatory Fees

George John, professor, Carlson School of Management, and Scott Petty, graduate student, shared their revised Resolution Concerning Graduate Assistant Mandatory Fees presented in a previous meeting of SCFA.

3. Partner Hiring Process - Rebecca Ropers, Vice provost

4. Administrative Policy: Emeritus/Emerita title for retired Faculty - Ole Gram, Associate Vice Provost

Gram noted that recommendations made by committee members at an earlier review of the policy had been incorporated into a policy document.

### **Agenda March Meeting**

1. Discussion with Executive Vice President and Provost Rachel Croson regarding faculty concerns raised during February 3, 2022 faculty town hall discussion

-This was a far-ranging discussion, see SCFA web page.

2. Issues for faculty on nine-month contracts, presentation by Professor Joseph Konstans. Associate Dean for Research, College of Science and Engineering

Some of the issues raised include:

- Faculty on nine-month appointments have no vacation time,
- Faculty on nine-month appointments lose their status as supervisors in the summer which creates numerous problems,

- Faculty on nine-month appointments are excluded from parental leave if parenthood arrived during the summer.

### **Agenda April Meeting**

1. University Minnesota police safe implementation recommendations, Professor Kathy Quick, co-chair of M Safe implementation team

Prof. Quick gave an overview on team recommendations. This included: value in communicating, making transparent in UMPD mission, equipment employed, training and hiring practices. The organization structure of the UMPD was also discussed

2. Letter from EAD to Cambridge Hill Partners. Professor Stuart Yeh reporting

The letter addressed to faculty salary equity, and the inequities that can arise from retention actions. Retentions tend to create disparities that the university is obliged to address.

3. Faculty Advisory Committee report on term contract faculty and lecturer/teaching specialists, discussion, led by Professor Ned Patterson.

Professor Patterson, Chair of the Faculty Consultative Committee, led the discussion of issues such as “academic” freedom applying to individuals in this category, and the need to compose a new policy statement pertaining to the special circumstances of this category of appointments.

### **Agenda May Meeting**

1. Faculty Advisory Committee on Term Contract Faculty and Lecturer/Teaching Specialists, discussion led by Professor Patterson,

The discussion involved the composition of a subcommittee, and the essentials of its charge. See the May 10, 2022 of the minutes of the meeting for details of this in-depth discussion.

2. Faculty Misconduct Task Force Update, Jennifer Goodnough. Associate Professor, Division of Math and Sciences reporting.

Prof. Goodnough provided this background:

-The President’s Task Force was established not in response to specific incident but rather to respond to the current academic climate.

-The President’s Task Force has representatives from all five campuses as well as memos of understanding with the two campuses where faculty are unionized.

-There is already significant infrastructure in place related to faculty misconduct, perhaps too much, which makes it confusing as to where such issues should be addressed.

Please refer to the SCFA web page for the minutes of the May 10 committee meeting of SCFA for details of the wide-ranging discussion by committee members.

3. University of Minnesota Libraries Open Access, discussion led by Allison Langham-Putrow, Scholarly Communications and Engineering Liaison Librarian

Topics addressed include:

Definition of open access, pathways to achieving open access status, why the University values open access, benefits of open access, and major milestones achieved by the libraries and the university toward achieving open access.

4. Looking Ahead, Office of Vice President and Provost, discussion led by Rebeca Ropers and Ole Gram.

Gram noted the following items that the committee will most likely be engaged in responding to during the next academic year

- Administrative policy regarding emeritus/emerita title
- Administration of online Student Rating of Teaching
- Faculty exit and retention study-three years of data that he would like SCFA to discuss
- Faculty awards, other than the bigger well-known awards
- Guidance for departments who are revising their 7-12 statements