

## **2011-12 UNIVERSITY OF MINNESOTA**

**APRIL 6, 2012**

### **P&A SENATE MINUTES: No. 6**

The sixth meeting of the P&A Senate for 2011-12 was convened in 15-125 Moos Tower on Friday, April 6, 2012, at 9:32 a.m. Coordinate campuses were linked by ITV. Checking or signing the roll as present were P&A members and nine alternates. Chair Steven Pearthree presided from Morris.

#### **1. ANNOUNCEMENT OF THE OUA WINNER**

Scott Gilbert announced Student Unions and Activities as the recipient of the 2012 Outstanding Unit Award.

#### **2. P&A CONSULTATIVE COMMITTEE REPORT**

Steven Pearthree, Chair of the P&A Senate, thanked Morris for the wonderful visit at the last P&A Senate meeting. He is recommending that next year's leadership visit each of the campuses next year.

He recently attended a meeting of the Senate committee chairs and learned that several other committees are also looking at the job family study as a way to increase retention and attraction of employees. Mary Luther has been asked to attend the May meeting to discuss the progress.

The P&A Consultative Committee reviewed nominations and made recommendations for positions on the Committee on Committees, Conflict Resolution Panelist Roster, and Benefits Advisory Committee.

He then noted that when Provost Hanson met with the Faculty Consultative Committee in March, teaching awards were discussed. A determination on the amount of the award is needed before the policy changes can be made.

#### **3. P&A SENATE SUBCOMMITTEE REPORTS**

##### **Benefits and Compensation (B&C) Subcommittee**

Stephanie Bettermann noted that the Benefits Advisory Committee report included a review of health care reform and an update on debit cards for flexible spending accounts which were to be distributed in May, but this implementation has been delayed. The PULSE survey will be starting later this month. Human Resources is reorganizing operations due to PeopleSoft upgrades. The policy on the annual floating holiday for P&A has been changed.

##### **Communications Subcommittee**

Marilyn Becker reported for the Communications Subcommittee on behalf of Danny Sussman. The survey of P&A employees closes today and then data analysis will begin. The response rate is at 55.3 percent.

##### **Outreach Subcommittee**

Neil Anderson has no report as a key focus has been elections which are later on today's agenda.

### **Professional Development and Recognition (PD&R) Subcommittee**

Scott Gilbert said that the March brown bag was successful and one is being planned for May. It will focus on Outstanding Unit Award best practices on professional development from the recent recipients.

## **4. STUDENT SENATE UPDATE**

Joshua Preston, Student Senate Chair, stated that a resolution on the marriage amendment will be presented to the University Senate on May 3, so students are continuing to organize around the issue. They also discussed the recent Support the U Day and trying to make it an excused absence from classes for students. The Student Senate Consultative Committee spoke to the campuses regarding gender neutral housing. This is only an option at Rochester but is being considered at the other campuses. Senator elections are taking place now and leaders will be elected in May.

## **5. MINUTES FOR FEBRUARY 3, 2012 AND MARCH 2, 2012 Action**

### **MOTION:**

To approve the P&A Senate minutes, which are available on the web at the following URL:

<http://www1.umn.edu/usenate/pasenate/minutes/111202.pdf>

### **DISCUSSION:**

With no discussion, a vote was taken and the motion was approved.

**APPROVED**

## **6. DISCUSSION WITH SENIOR VICE PRESIDENT AND PROVOST KAREN HANSON**

Karen Hanson, Senior Vice President and Provost, joined the meeting to meet with the P&A Senate for the first time after starting at the University. She grew up in Minnesota and is an alumni, but then left to attend graduate school in Illinois. This is an exciting and vibrant community which is poised to be one of the best institutions.

Since arriving here two months ago she has been in a very structured schedule to complete the compact process and academic year. In May she hopes to get out to units and learn about life at the University and hear about issues. Her priorities so far include e-learning and online education; affordability, access, and success; visiting each of the campuses; operational efficiencies; and job categories.

Today she would like to learn more about the P&A classification and what issues exists besides the ones that she has heard about, such as teaching awards, the administrative structure of the Graduate School, and the three-period plan.

Q: The P&A Senate worked on revisions to the teaching awards last year to allow P&A instructors to be nominated for these two awards. These changes were approved by the University Senate but then these amendments stalled. What needs to be done to have these changes enacted?

A: There is no question that these changes will be enacted. What has delayed implementation is a change from a larger lump sum payment to a salary augmentation. The idea of a separate teaching award for P&A was discussed but Professor Cramer believes that there should just be one award.

A senator noted that making P&A separate but equal for awards does not work. If these employees are on par with faculty, then they should be included in one award.

Another senator then asked that P&A instructors be included in faculty orientation so that they receive the same information when starting work.

Provost Hanson said that she would consider this proposal. She then asked about the restructuring of the Graduate School and how it is affecting units.

A senator said that as an assistant to the Director of Graduate Studies (DGS) in a small unit, they are dying under the restructuring. They are being asked to do too much and are not prepared to take it on at this time. Other issues being heard relate to transcripts, progress reports, forms, and commencement. All these areas require a cultural shift in each college.

Steven Pearthree stated that there is confusion as colleges were not provided instruction on how to institute tasks that were formally handled by the Graduate School. The process needs to be slowed down.

Provost Hanson said that she believes that distributing graduate fellowships to the colleges is a good thing as the decisions being made are closer to the expertise. However, she has heard that colleges are not ramped up to assume these risks and offer multi-year contracts.

A senator noted that cross-disciplinary programs used to be supported by the Graduate School but now this is left to the colleges, so less emphasis and funding are put towards these efforts. This can affect the students who do not understand the silos at the University.

Provost Hanson responded that interdisciplinary graduate students are still administratively-supported centrally.

A senator stated that this message has not reached the colleges.

Provost Hanson noted that the current budget model creates impediments to seeing the good of the whole, which is an issue that needs to be resolved. The correct balance needs to be found.

Q: Duluth graduate students are registered through the Twin Cities but they have disparities in their access to resources. Are faculty involved in making these decisions?

A: She has heard about the issue of amenity access and it will be addressed as these impediments do not make sense. Budget issues cannot be the sole driver for academic priorities.

Q: The reality is that higher education is a business and there is no free money. Many people and units work hard, but improvements are not made due to the budget model which punishes

units which are fiscally responsible. If a unit secures funds from other sources, then their state funds are decreased. What is the incentive to be more business-like?

A: The University needs to take incentives seriously and make transparent decisions to allow successful garnering of funding. The University cannot do its activities without a sound financial model in light of decreased state resources.

Q: There has been a public and legislative outcry about too many administrators. This targets P&As even though the work they do is so diverse. It is difficult to describe all the kinds of work done by this classification. What can you do to help?

A: Most people outside the University cannot understand how complex the environment is and how many professionals are required to handle its activities as a land-grant institution. The internal structure also does not help as it pits the classes against one another. The University needs to do a better job explaining, both inside and outside the University, the work done by all its employees.

Q: A three-period academic calendar involves more than just classes being offered three times per year. Staff currently use down times to reassess priorities and catch up on outstanding issues, but a three-period plan would seem to cluster more activities in already busy months. What will be expected from staff under this proposal?

A: These details have not yet been determined but concerns should be sent to her.

## **7. ELECTION OF 2011-12 BENEFITS AND COMPENSATION CO-CHAIR**

### **MOTION:**

To approve Stephanie Bettermann as the Benefits and Compensation Subcommittee Co-chair replacing Ben Clasen.

**STEVEN PEARTHREE, CHAIR  
P&A CONSULTATIVE COMMITTEE**

### **DISCUSSION:**

With no discussion, a vote was taken and the motion was approved.

**APPROVED**

## **8. 2012-13 ELECTIONS**

Elections were held and the results were:

- Chair-elect – Kimberly Simon
- Benefits and Compensation Co-Chairs – Stephanie Bettermann and Cynthia Murdoch
- Communications Co-Chairs – Marilyn Becker and Cathy Schulz
- Outreach Co-Chairs – Stacy Doepner-Hove and Amber Peifer
- Professional Development and Recognition Chair – Jodi Carlson Grebinoski
- Senators – Marilyn Becker, Jeni Eltink, Mary Jetter, Dale Swanson, Amber Peifer, Kai Takatsuka, Haven Hawley, Kit Breshears

## **9. DISCUSSION WITH MATT SUMERA** **Coordinated Advocacy Communications**

Matt Sumera from University Relations said that his office works to pull together all employee groups and students to advocate for the University through the annual legislative briefing, Support the U day, and contacting legislators. It also works with faculty to provide testimony and interviews on key issues. The next task is expanding the faculty role to all employees so that they feel involved and capable of contacting their legislators.

Q: A current comment is that there are too many administrators. The diversity of the work being done is hard to categorize. How can these stories be told?

A: This is an important point, but the University has not done a good job explaining this topic. He asked that P&A share their stories with him so that they can be used with the legislature.

Q: How are the coordinate campuses portrayed?

A: There is a weekly advocacy meeting with members from all the campuses so that there is a coordinated message.

Q: There is confusion over what the University means. Why is the term 'system' used if what is really meant is the Twin Cities?

A: Conversations are taking place to remind everyone that there is more to the system than the Twin Cities.

## **10. P&A SENATE BYLAW AMENDMENT** **University Senate Service Action**

### **MOTION:**

To amend Article VII, Section 2(b) of the P&A Senate Bylaws as follows (language to be added is underlined; language to be deleted is ~~struck out~~). As an amendment to the P&A Senate Bylaws, the motion requires either a majority of all voting members of the P&A Senate (20) at one regular or special meeting, or a majority of all members of the P&A Senate present and voting at each of two meetings. This is the first meeting at which this motion is being presented.

### **ARTICLE VII. P&A SENATE MEMBERSHIP, ELECTIONS, AND OFFICERS (Changes to this article are subject to vote only by the P&A Senate)**

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#### **2. Election of Members**

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##### **b. University Senate**

1. P&A Senate members and elected alternates are eligible to run for the University Senate.
2. The elected representatives to the University Senate shall be chosen by the P&A Senate.

3. Elections to the University Senate shall be held no later than the 30th day of April. One third, or as near to one third as arithmetically possible, of the representatives shall be elected each year.
4. All P&A Senate members elected to the University Senate shall begin service on July 1 and shall serve for three years. P&A elected to the University Senate shall not serve more than two consecutive terms, and shall be eligible for re-election only after a one-year interval of nonmembership in the University Senate.
5. To continue to serve in the University Senate, a P&A representative must ~~be currently a member of his or her unit~~ continue to meet P&A Senate eligibility requirements as listed in the Constitution. If the P&A Senate term of a serving University Senate member expires during that person's University Senate term, that person is eligible to complete the University Senate term.
6. The pool of University Senate alternates shall consist of all P&A Senate members and alternates who are not currently serving in the University Senate.
7. A University Senate representative may designate anyone from the appropriate unit pool to serve as an alternate in the University Senate representative's absence by providing notice to the Senate staff prior to the commencement of any meeting of the University Senate. A designated alternate will have all the rights of a University Senate representative, including voting.
8. P&A vacancies in the University Senate shall be filled by the P&A Senate at their next scheduled meeting.
9. The names of the University Senate members elected for the coming year shall be reported in the minutes of the first regular meeting of the succeeding fall semester.

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**COMMENT:**

This amendment is to clarify participation in the University Senate. As these seats are not allocated by unit, P&A who move to a new unit should not have to relinquish their University Senate seat.

**STEVEN PEARTHREE, CHAIR  
P&A CONSULTATIVE COMMITTEE**

**DISCUSSION:**

With no discussion, a vote was taken and the motion was approved with 35 in favor and none opposed.

**APPROVED**

**11. DISCUSSION OF STUENT SENATE MARRIAGE RESOLUTION  
Coordinated Advocacy Communications**

Dave Golden from the Social Concerns Committee, and Katie Ballering from the Equity, Access, and Diversity (EAD) Committee spoke about a resolution on marriage. The Social Concerns Committee approved the resolution from the Student Senate and is currently voting on a modified resolution from EAD. EAD had overwhelming support for the Student Senate

resolution and has crafted its own version. While the administration cannot comment, the University Senate has a history of issuing opposition to social issues.

Dave Golden said that Boynton did a state-wide GLBT study which showed the disparity in health care coverage related to the lack of access for GLBT people in the state.

Steve Pearthree noted that the P&A Senate can determine if it wants to endorse the resolution from the Student Senate, University Senate, or propose its own.

Q: What action will have the greatest impact?

A: Multi messages from groups will have the greatest impact as well as completing any action before the May University Senate meeting.

Senators made the following comments:

- There is power in a unified message
- This body should approve the currently-drafted resolutions
- Marriage is still not allowed under state law and it is not easy to reverse this decision

Steve Pearthree stated that PACC would develop a draft and send it out next week for a vote by the P&A Senate.

## **12. P&A SENATE OLD BUSINESS**

**NONE**

## **13. P&A SENATE NEW BUSINESS**

**NONE**

## **14. P&A SENATE ADJOURNMENT**

The meeting was adjourned at 11:23 am.

**Rebecca Hippert  
Abstractor**