

## **P&A CONSULTATIVE COMMITTEE MEETING NOVEMBER 23, 2011**

[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 represent the view of, nor are they binding on the Senate, the Administration, or the Board of Regents.]

**Present:** Steven Pearthree (Chair), Benjamin Clasen, Frank Douma, Scott Gilbert, Ann Hagen, Sarah Waldemar.

**Regrets:** Neil Anderson, Danny Sussman.

### **1. CHAIR'S REPORT**

Steven Pearthree reported that his Duluth visit was a success and the senators and alternates were very happy that he chaired from their site. The Duluth P&A talked about the University Fee now being included in tuition which means that employees have to pay more through the Regents Scholarship. There is also issues of respect between P&A and the Duluth unions. The campus governance also combines P&A and civil service in one group.

At last week's Senate Consultative Committee (SCC) meeting, the academic freedom white paper, protocol on committee resolutions, and the outside consulting policy were reviewed. During the policy discussion, Steven asked why the family and community activities language was deleted. The response, which is in the minutes, was that this policy now focuses on professional activities.

Other items include:

- He plans visiting and conducting the P&A Senate meeting from Morris in March
- No one has been at the P&A Senate meetings from Crookston for the last two months so he emailed the senator and alternate. Rand Rasmussen said that he would be at the December Senate meeting since the Outreach Subcommittee is also meeting that day.
- Chief Information Officer interviews next week; he and Ann Hagen will be attending
- Interview for the Director for the Multicultural Center for Academic Excellence are also being held next week
- He has been invited to serve on the comprehensive review committee for deans. Sarah Waldemar that this process involves receiving a 360 degree-type assessment of the administrators being reviewed along with responses to questions that were submitted. The committee then meets with faculty representatives from the unit and the Provost to offer feedback.
- Personal holiday information for P&A has been updated on the Human Resources website but no announcement has been made
- Human Resources announced to one unit that there will not be a furlough this year

### **2. SUBCOMMITTEE UPDATES**

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

Benjamin Clasen said that the subcommittee received a Benefits Advisory Committee (BAC) update regarding the email that BAC wanted to send and Human Resources (HR) did not. B&C also asked for more information on the coming wellness program changes. Peter Radcliffe will be invited to a spring meeting to discuss the data that is being pulled for the HR strategic positioning process to see if it can be used to highlight P&A accomplishments. This topic then evolved into a discussion of community vitality for the state's economy and how people from outside the University are not being mined for stories on how the University has helped them.

### Communications

Danny Sussman forwarded the minutes from the last subcommittee meeting.

### Outreach

Neil Anderson emailed members that a representative from the Academic Health Center has been elected.

### Professional Development and Recognition

Scott Gilbert said that his subcommittee was contacted for three to four questions for the P&A survey and is working on the December brown bag. For the teaching award, it was suggested that he contact Professor Cramer for an update.

## **3. DISCUSS ADVOCACY PLAN NEXT STEPS**

Steve Pearthree asked members which item(s) from this plan should be a focus for this year. Members agreed that targeting the parts of the faculty orientation that pertain to specific P&A employees and finalizing the teaching award should be the focuses.

Members also decided to invite Vice President Brown to a spring PACC meeting to discuss HR issues and to invite the new Provost to a late spring P&A Senate meeting.

## **4. APPROVAL OF THE PROTOCOL ON COMMITTEE RESOLUTIONS**

This was approved as presented.

## **5. APPROVAL OF THE DECEMBER 2 P&A SENATE AGENDA**

The agenda was approved as amended.

## **6. OTHER BUSINESS**

With no further business, Steven Pearthree thanked the members for attending and adjourned the meeting.

Becky Hippert  
University Senate