

[In these minutes: Discussion with Vice President Brown, 27 pay period plan]

## **P&A CONSULTATIVE COMMITTEE MEETING JULY 17, 2012**

[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:** Ann Hagen (Chair), Marilyn Becker, Stephanie Betterman, Jodi Carlson Grebinoski, Stacy Doepner-Hove, Cynthia Murdoch, Steven Pearthree, Amber Peifer, Cathy Schulz, Kimberly Simon.

**Guests:** Vice President Kathy Brown, Lori Lamb, Julie Tonneson, Michael Volna.

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

Ann Hagen noted that she has attended the following meetings:

- Vice President for University Service interviews
- June 7 Regents meeting on workforce analysis
- June 8 – Steven Pearthree was recognized by the Regents
- June 13 meeting with Associate Vice President Lockhart
- June 21 was a listening session for diversity issues
- Civil Service Consultative Committee meeting to discuss agenda items with the P&A Senate

### **2. SUBCOMMITTEE UPDATES**

#### Benefits and Compensation

Cynthia Murdoch said that B&C met on September 13 to review its work plan, meet with Mary Luther regarding the job family study, and hear an update from the Benefits Advisory Committee (BAC). The BAC update was on the percentage of employees who earned rewards through wellness points and the costs to administer this program.

#### Communications

Cathy Schulz noted that the website has been updated. From the survey, they have determined that P&A are not users of Facebook or Twitter so they will need to determine if both accounts should be deactivated. They are also updating the NEO PowerPoint, creating a P&A Senate email address, working on the survey results, and collecting names of P&A to feature in the newsletter.

#### Outreach

Amber Peifer said that they are working on filling all open seats

#### Professional Development and Recognition

Jodi Carlson Grebinoski noted that the subcommittee met in May to discuss how to increase award nominations from the coordinate campuses and brown bag topics.

### **3. DISCUSSION OF AUGUST 17 RETREAT AND APPROVAL OF THE AGENDA**

Members discussed details for the retreat and approved the agenda.

### **4. CELEBRATE U DAY**

Ann Hagen stated that a postcard would be developed this year for distribution at the event. She then asked for volunteers to staff the table.

## **5. COORDINATE CAMPUS VISITS**

Ann Hagen noted that Steve Pearthree visited Duluth and Morris last year and conducted P&A Senate meetings from both locations. She is proposing to visit Crookston in November and then schedule Rochester in the spring, hopefully in conjunction with the Civil Service Consultative Committee.

## **6. UPDATED UNIVERSITY ADMINISTRATION OVERVIEW**

Ann Hagen stated that she would work on the handout for this year's retreat.

## **7. ADVOCACY PLAN**

Ann Hagen asked members to review this document so that items can be prioritized with a few that can be worked on this year.

## **8. GENDER EQUITY FOR P&A**

Ann Hagen said that she has been asked if PACC would be requesting a salary equity study now that the faculty review has been completed. Members agreed that any study should wait until after the job family work is complete. They also thought that with more females in the classification, there might be less of an issue.

## **9. OTHER BUSINESS**

With no further business, Ann Hagen thanked the members for attending and adjourned the meeting.

Becky Hippert  
University Senate