

## **P&A CONSULTATIVE COMMITTEE MEETING MAY 21, 2013**

[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), Katherine Cramer, Jodi Carlson Grebinoski, Bill Hellriegel, Scott Marsalis, Cynthia Murdoch, Steven Pearthree, Christine Peper, Cathy Schulz, Matt Sumera, Susanne Vandergon.

**Regrets:** Marilyn Becker, Stephanie Bettermann, Stacy Doepner-Hove.

**Guests:** Chris Bremer, Susan Rafferty, Jason Rohloff, Matt Smriga.

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

Ann Hagen said that she attended a P&A Women's Council workshop and suggests that PACC work more closely with this group next year. She also participated in a Women's Pay Equity Summit where one of the main topics was standardization of benefits for civil service and P&A. These comments were shared with Vice President Brown when she and Cynthia Murdoch met with her last week to discuss the letter that PACC sent regarding the proposed change to the Academic Appointment policy. They also shared comments they have received from civil service IT employees concerned about job family changes being proposed. She and Cynthia suggested that contracts be removed in favor of providing a job for all employees. A three month notice period should be provided for all employees and a benefit plan should be developed for new hires with the option for current employees to switch to it as well.

She visited Crookston in early May. It was a great trip that offered the opportunity for her to meet with the Chancellor, P&A senators, and P&A employees. She suggests that Duluth and Rochester be visited next year. She and Jennifer Schulz met with Directors in the Office of Equity and Diversity to talk about their new representation in the P&A Senate starting next year.

Employee Benefits met with the leaders of PACC, the Civil Service Consultative Committee (CSCC), and the Faculty Consultative Committee (FCC) to discuss changes that are being proposed to the University's health plan to be in compliance with the Affordable Care Act. Pam Enrici has suggested that this be a topic for the P&A Senate in early fall. Changes to the health plans relate to a necessary decrease in pre-tax costs for the University and employee to avoid a Cadillac tax of \$48 million being imposed. Changes will begin January 1, 2014, but the University will maintain plan choices that are still of high quality and affordable. Changes being proposed include a deductible, increased co-pays, and elimination of the two adult tier. These participants will be rolled into the family tier and will see a significant increase in premium. All groups told Employee Benefits that there will need to be much communication to employees to make sure that no one is surprised.

Ann Hagen was contacted by Professor Karen Seashore regarding a history that she is doing of P&A employees and pay equity.

The P&A Senate annual report to the Regents is due May 31, she has signed up to speak about the annual budget on June 5, PACC and FCC have a joint meeting on June 20 regarding open access, and PACC and CSCC leaders are meeting on June 28 to discuss planning for next year.

### **2. SUBCOMMITTEE UPDATES**

### Benefits and Compensation

Susanne Vandergon said that Lori Lamb met with B&C to discuss the job family study. The subcommittee also received a Benefits Advisory Committee (BAC) update on health care changes and worked on the 2013-14 workplan.

### Communications

No report.

### Outreach

No report.

### Professional Development and Recognition

Jodi Carlson Grebinoski said that the subcommittee met to discuss changes to next year's Outstanding Unit Awards (OUA) and brown bag topics are being compiled.

## **3. DISCUSSION OF COMMUNICATIONS SUBCOMMITTEE STRATEGIC PLAN**

Cathy Schulz presented the strategic plan that has been developed by the Communications Subcommittee to use time wisely in preparations and information usage by P&A.

Q: Are the tactics outlined in the plan related to the subcommittee charge?

A: The plan is more comprehensive and broader than the charge. The charge might need to be re-examined in relation to technology specifications that are mentioned.

PACC voted to support the strategic plan.

## **4. DISCUSSION OF 2013 TEACHING AWARD NOMINATION PROCESS FOR P&A**

Chris Bremer from the Office of the Vice Provost for Faculty and Academic Affairs joined the meeting as she is the person who coordinates the two teaching awards. She believes that most units knew that P&A could be nominated, but there was only one nominee this year, Christopher Dovolis, and he received one of the seven Morse Alumni Undergraduate Teaching Awards. Most departments only nominate one person to the college, and if there is a faculty and P&A being proposed, usually the faculty member will be forwarded.

Context of an nomination is important as not everyone has the same opportunities to fulfill each aspect of the award criteria, such as teaching, advising, educational leadership, academic program development, and research. There were two P&A on the selection committee so they were able to talk about context for the P&A nominee.

Q: Is there a systematic way that P&A are chosen to serve on the selection committee?

A: Selection committee members are usually prior awardees, but as there were no P&A recipients, Vice Provost Carney had to find P&A this year.

PACC noted that they could be asked to suggested P&A selection committee members in future years.

## **5. DISCUSSION OF CHANGES TO THE ADMINISTRATIVE POLICIES ON BACKGROUND CHECKS**

Susan Rafferty from the Office of Human Resources introduced changes to the Administrative Policy on Background Checks. HR is rethinking and simplifying this policy due to changes to the fair credit reporting act and the Safety to Minors Policy which covers 300,000 minors on University campuses each year. The Committee on Institutional Cooperation (CIC) has also formed a cooperative to purchase background check services for all member institutions.

In reviewing University practices, HR found that similar positions in different colleges had different requirements for background checks. This policy will create uniform requirements for the University and will exempt most student positions from requiring criminal background checks.

Q: What is the timeline for this policy?

A: It is going to the President's Policy Committee (PPC) on June 5 and then will have a 30-day review. It should be implemented by early July.

It was noted that the bullets being used make the first section confusing.

## **6. LEGISLATIVE BRIEFING WRAP-UP**

Jason Rohloff thanked P&A employees for reaching out to their legislators to talk about the value of the University. At the end of the session, the University received 85 percent of its total request which includes 100 percent funding for a tuition freeze and the MnDRIVE initiative. Loan forgiveness was not funded. The University proposed a \$28 million reallocation but the Legislature requested \$29 million. The bill also includes a need to hit three of five metrics or five percent of funding is at risk. The University had proposed five metrics but these were changed by the legislature.

The University was working until the end to secure bonding bill funding, but the final bill only including funds for capitol improvements, flood mitigation, and the Minnesota Veterans Home. The University will seek funding during the regular capital cycle next year.

Support from the Governor was a key to the funding level that the University received this year. The University will start making plans for the next session and will continue to work on relationships with legislators prior to the start of the next session.

Matt Smriga was introduced as the new coordinator for University advocacy and reviewed his approach to advocacy and bringing people on board to help the University. In order for the legislature to make good decisions, they need to be exposed to individuals to see the impact of their decisions on actual lives. There are four levels to advocacy – 1) staying informed and voting, 2) supporting the University's legislative network, 3) showing up to events, and 4) being ready to testify as an expert for the University. He will work on doing more outreach and training before the session begins.

Jason Rohloff noted that the University is helped each time a legislator visits campus and can see current problems and past funding successes for themselves. They are also using Twitter to get more stories to the legislative floor in real time when they are in session.

## **7. OTHER BUSINESS**

With no further business, Ann Hagen thanked the members for their service this year and adjourned the meeting.

Becky Hippert

University Senate