

P&A CONSULTATIVE COMMITTEE MEETING DECEMBER 16, 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: Cynthia Murdoch (Chair), Jodi Carlson Grebinoski, Katherine Cramer, Stacy Doepner-Hove, Ann Hagen, Michelle Hargrave, William Hellriegel, Susanne Vandergon.

Regrets: Scott Marsalis, Christine Peper.

Guests: Patti Dion, Richard Pfutzenreuter, Julie Tonneson.

1. DISCUSSION OF \$90 MILLION IN ADMINISTRATIVE CUTS

Vice President Richard Pfutzenreuter and Julie Tonneson joined the meeting to discuss the \$90 million in administrative cuts over five years that the President has proposed. This started with the Wall Street Journal article last year and was part of the legislative conversation in spring 2013. Last year's biennial request was the second year to include performance measures. One of the measures was to cut administrative costs by \$15 million. This will be achieved through normal business practices and tightening in some areas to reallocate funds every year to mission-critical areas, such as tuition reduction.

Q: What are the implications for P&A employees?

A: The loss of P&A positions is not a goal of this plan, however there will be savings through normal turnover. Savings will also be achieved through changes in operations and maintenance spending.

Q: How are savings being accounted?

A: Through the normal budget process. Units will propose where they can cut spending and then those dollars will be accounted when they are achieved.

2. COMMITTEE BUSINESS

Members discussed the following topics:

- P&A still continuing to receive their appointment and nonrenewal letters at the same time
- PACC advocating for appropriate usage of non-renewals
- Improvements to supervisory training
- Regents Scholarship
- Same-sex domestic partner benefits ending in December 2014
- Low attendance at subcommittee meetings and attendance tracking by chairs
- Use of Google Hangout for subcommittee meetings

3. DISCUSSION OF MERIT PAY

Patti Dion joined the meeting to discuss the move towards merit pay for all non-labor-represented employees. This will start in spring/summer 2015. 100 people have been trained to help with the focus on civil service employees. OHR will be tracking progress in all units including whether civil service and P&A are considered together or separately. The questions being asked have focused on calibration – consistency, equity, and comparable criteria across

units, and what form to use. If areas have a process that is already working, they are being encouraged to keep it. OHR knows that angst exists due to lack of training and accountability but there are tools available on the web for supervisors.

She then turned to the issue PACC raised regarding a department that non-renewed all P&A. A meeting was held between Vice President Brown and the HR manager for that department, as well as the department head and Vice Provost. These meetings have focused on what happened, whether it was the best process in this situation, and what other options should be considered.

Cynthia Murdoch noted that while PACC does not advocate for individual employees, it stepped in in this situation due to the large number of employees affected and the nature of the complaint.

Members made the following comments:

- University culture needs to require more training for supervisors rather than it being optional as a way to avoid these issues before they happen
- 360 feedback during reviews should be required for all supervisors

4. OTHER BUSINESS

With no further business, Cynthia Murdoch thanked the members for attending and adjourned the meeting.

Becky Hippert
University Senate