

[In these minutes: Discussion with Vice President Brown]

## **P&A CONSULTATIVE COMMITTEE MEETING FEBRUARY 19, 2014**

[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, William Hellriegel, Scott Marsalis, Christine Peper, Susanne Vandergon.

**Regrets:** Michelle Hargrave.

**Guests:** Kathy Brown, Patti Dion.

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

Cynthia Murdoch noted the following meetings she has attended:

- January 30 Senate Consultative Committee meeting - Strategic Plan and tobacco-free campus were discussed
- February 7 P&A Senate – ESUP update for February 2015 go live
- February 13 Faculty and Student Affairs meeting – engagement results were presented, showing high commitment and an effective work environment. Staff had the lowest drivers. A change was also made to the retirement policy to eliminate the waiting period for P&A

Upcoming meetings include:

- February 20 Senate Consultative Committee
- February 24 conversation on engagement
- February 27 conversation with consultative committee chairs
- March 4 Senate committee chairs meeting
- March 6 State of the University Address
- March 7 P&A Senate
- March 19 PACC with Brandon Sullivan

### **2. SUBCOMMITTEE UPDATES**

#### Benefits and Compensation

Bill Hellriegel said that the subcommittee has been looking at the Regents Scholarship issue.

#### Professional Development and Recognition

Christine Peper stated that last week's brown bag was the final one for the year as the subcommittee will be focusing on the Outstanding Unit Award.

### **3. DISCUSSION WITH VICE PRESIDENT BROWN**

Vice President Kathy Brown said that the last Faculty and Staff Affairs meeting was good as employee engagement, employee relations, and the work plus program were all presented. At that meeting the retirement policy was also amended to eliminate the waiting period for P&A employees. PACC gave a round of applause for this change. Vice President Brown said that Vice President Pfitzenreuter also deserves thanks since he presented the financial component to the change.

She said that she received the letter in December from PACC regarding the department that non-renewed all its P&A employees. She has spoken with the unit and its leaders regarding different mechanisms to handle changes within a unit.

PACC noted that the concern is still a lack of training for supervisors, especially in this area.

Vice President Brown said that she would like to move towards eliminating the one year appointment and the rolling renewal process since it would be more economical to not issue appointment letters each year to all P&A. OHR has identified better training for supervisors. Currently, if someone is good at their job, they are promoted to a supervisory position as a reward without any preparation or possible desire to manage employees.

PACC noted that faculty also serve as supervisors for P&A, and there is no threat to them of nonrenewal if they are supervising poorly, so there is no incentive to improve.

On the topic of new employee orientation, Vice President Brown said that it is not being eliminated but it needs to be updated for today's personnel. It is possible that it will be best handled at the local level, versus central, or that there needs to be a combination of the two.

The job family work continues. It is not meant to be a punitive exercise, but instead will eliminate classification issue and provide a logical system for classifications. It will also better describe the work being done at each level and allow the University to accurately count employees. They have heard that some employees have been skipped in this process. Currently, a list of employees in a job family is sent to the HR lead for corrections. If someone is missing, someone can be looked at again later. There will also be a round at the end to reclassify any new hires done while the study is being done. At the end of the process, some of the first job families might be re-reviewed to see if the classification structure needs to be re-evaluated.

Vice President Brown said that she would be willing to come to another meeting to discuss the ESUP changes that are being made to OHR and its internal processes.

Stacy Doepner-Hove said that OHR is the only P&A Senate unit that does not have a senator and alternate. She would ask that Vice President Brown send an email to P&A in her unit encouraging people to apply for these positions.

#### **4. APPROVAL OF SENATE AGENDA**

The agenda was approved as presented.

#### **5. OTHER BUSINESS**

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

Becky Hippert  
University Senate