

2014-15 UNIVERSITY OF MINNESOTA

NOVEMBER 7, 2014

P&A SENATE MINUTES: No. 2

The second meeting of the P&A Senate for 2014-15 was convened in 1-451 Moos Tower on Friday, November 7, 2014, at 9:36 a.m. System campuses were linked by ITV. Checking or signing the roll as present were 29 P&A members and 11 alternates. Chair Katherine Cramer presided.

1. P&A CONSULTATIVE COMMITTEE REPORT

Katherine Cramer, chair of the P&A Consultative Committee (PACC) and Senate, said that at the October Regents meeting Vice Provost Levine and Brandon Sullivan discussed academic leadership and training that will be provided for department heads/chairs and above. The Regents also approved the annual budget request.

The Senate Consultative Committee (SCC) met on October 16 to discuss the Strategic Plan as it relates to rejecting complacency and changing the University culture. Jeremy Todd from Classroom Management also spoke.

Brandon Sullivan attended the October 20 PACC meeting to discuss the initiatives in his area of Organizational Leadership and Talent Development. He noted that the President's Emerging Leaders (PEL) Program was discontinued a few years ago. A new program is now being started to improve academic leadership at the senior administrator level. They are also working on new programs for staff as well.

Upcoming meetings include SCC on November 13, at which time Vice President Brown and President Kaler will be speaking, PACC on November 21, and the next P&A Senate meeting on December 5.

2. P&A SENATE SUBCOMMITTEE REPORTS

Benefits and Compensation (B&C) Subcommittee

Candice Kraemer said that B&C met on October 14. Karen Chapin attended to discuss the University wellness program. Other topics included a Roth IRA option, Job Family Study, and P&A vacation time and accrual.

Professional Development and Recognition (PD&R) Subcommittee

Etty DeVeaux said that there were 44 participants in-person and 95 online for the October 28 brown bag on negotiation strategies. The next brown bag is on December 3 and the topic is creating a personal brand for career success.

3. STRATEGIC PLANNING UPDATE

Neil Anderson said that the Strategic Plan was approved by the Regents last month. Implementation is now starting and will be done through the annual budget process, first with administrative units and then with colleges in the spring.

Rejecting complacency has been talked about by many groups. The University wants everyone to consider the way something has always been done versus what is the best way to do that same thing. Metrics on progression will continue to be reported, but all employees should ask what is being done in their unit/college.

4. CIVIL SERVICE SENATE REPORT

Bill O'Neill, Chair of the Civil Service Senate, said that this year the Civil Service Senate is looking at the big picture and its place in it. At next week's meeting, they will be discussing the role of senators and how to align Civil Service Senate actions with the larger governance structure.

5. DISCUSSION WITH KAREN CHAPIN Open Enrollment

Karen Chapin joined the meeting to discuss this year's open enrollment process. She walked senators through a series of slides, highlighting the following information:

- Medica Insights is being eliminated
- Employee plus spouse tier is merged with the Employee plus spouse plus child/children tier
- Same-sex domestic partner benefits end at the end of this year
- Points have been increased for wellness participation in some areas
- StayWell website now allows single sign on

Q: Employees who use Children's Hospital recently received a letter regarding a possible lack of coverage next year. What is happening with University coverage at Children's Hospital?

A: Currently there is a contract dispute between Medica and Children's Hospital due to the high rate that they already charge and the increase that they are requesting. It is possible that they could be out-of-network by January 1 so employees should consider other providers. However, the University is continuing to work with Children's Hospital and hopes to have a decision before open enrollment ends.

Q: Do employees need to participate in open enrollment only if they are switching providers?

A: They need to participate if they are switching providers or changing clinics in some plans. Flexible spending accounts also require yearly renewals.

Q: What happens with funds that are left in Health Savings Accounts (HSAs)?

A: HSA funds belong to the employee.

Q: The wellness point totals changed to 400 and 600 this year. Why are employee plus child at the 400 level?

A: Spouses cost more to coverage and since they can independently earn points, they are at the 600 level while employee plus child remains at the 400 level.

Q: Can flexible spending funds be spent in the next calendar year?

A: Flexible spending funds can be spent until March of the following year.

Q: Why was the decision made to merge the two upper tiers of coverage?

A: This was done to reduce the cost of the family tier by adding in employee plus spouse coverage.

Q: Has the University considered allowing employees to convert their wellness points into lower co-pays instead of lower rates?

A: No since this arrangement would not be an incentive for healthy people who do not incur co-pay expenses. As everyone pays for coverage, everyone can participate in a reduction.

6. PRESENTATION OF SUBCOMMITTEE WORK PLANS Information

This item was postponed until December.

7. ELECTIONS Three P&A Senate members to serve in the University Senate

Peter Angelos, Brenda Carriere, and Candice Kraemer were elected to the University Senate.

8. P&A SENATE OLD BUSINESS

NONE

9. P&A SENATE NEW BUSINESS

NONE

10. P&A SENATE ADJOURNMENT

The meeting was adjourned at 10:50 am.

**Rebecca Hippert
Abstractor**