



April 20, 2007
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Representatives Present:

David Bernstein, John Borchert, Lynn Burbank, Jaki Cottingham-Zierdt, Will Craig, Stacy Doepner-Hove, Susan Doerr, Frank Douma, Pam Enrici, Wendy Friedmeyer, Mary Hoepfner, Barbara Jensen, Mary Laeger-Hagemeister, Tom Mahoney, Ingrid Nuttall, Catherine Rasmussen, Rand Rasmussen, William Roberts, Caroline Rosen, John See, Larry Storey, Angie Vail, Barbara Van Drasek, Kendra Weber (polycom), and Sheryl Weber-Paxton

Senators Present: David Bernstein, Randy Croce, Wendy Friedmeyer, Gail Hockert, (polycom) Kirsten Jamsen, and Barbara Jensen

Alternates Present: Susan Bartolutti, Erin George, Kathryn Gonier-Klopfleisch (polycom), Cheryl Rackner, Kim Roufs, and Dale Swanson

Representatives Absent Kari Anderson, Fred Dulles, Elaine Challacombe, Elaine Hansen, Jacob Johnson, Penny Kessler, Pam Stenhjem, Karen Strauman-Raymond, and Jill Trites

Senators Absent Kari Anderson, Elaine Challacombe, Kelly Culhane, Tina Falkner, Peter Haeg, Jim Hildebrand, Andrew Hill, Colleen O'Neill, and Jill Trites

Guests: Cathy Marquardt, vice chair, CSC, Jerry Reinhart, Bree Richards, vice chair, GAPSA,

Jaki called the meeting to order at 9:00am. The agenda was amended to move the elections forward to 9:30am. The April minutes of the meeting were approved as submitted.

**Graduate and Professional Student Organization (GAPSA) Report –
Bree Richards, vice chair**

- Six members of the GAPSA Executive Board traveled to Washington D.C., April 9-12, to meet with legislative aides about higher education issues. The delegation met with staff from eight of the Minnesota legislators and discussed tuition, textbook costs, grants, and graduate and professional student debt load. GAPSA members then met with a representative from the US Department of Education to discuss Project Check It and the proposed reporting requirements for racial and ethnic background of applicants to public institutions. A report on the proposed changes is available at:
<http://www.ed.gov/legislation/FedRegister/other/2206-3/080706d.pdf>



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- GAPSA elected Kristen Denzer as President in its first all campus election.
- GAPSA will hold elections on April 25th for 2007-2008 board members.
- Bree made a proposal to SCFA, on behalf of GAPSA, that attendance records of University Senate meetings be published. GAPSA hopes this measure would help to increase the accountability of student representatives. SCFA agreed with the proposal and will raise it with the FCC.

CAPA Elections – Will Craig

Will opened the floor for nominations of 2007-2008 CAPA officers. The following officers were elected:

- Chair, CAPA – Pam Stenhjem
- Vice Chair, CAPA – Mary Laeger-Hagemeister
- Chair, Benefits and Compensation – Bill Roberts
- Chair, Communications – John Borchert
- Chair, Professional Development and Recognition – Ingrid Nuttall
- Chair Representation and Governance – David Bernstein

John See opened the floor for nominations of CAPA senators. It was noted that Stacy Doepner-Hove, after serving as 2006-2007 Vice Chair, would complete her 2006-2009 Senate term. Pam Stenhjem as chair and Mary Laeger-Hagemeister as vice chair, will serve as senators for 2007-2008. The following is a list of the senators who were elected and their terms.

- David Bernstein – 2007-2008
- Elaine Challacombe - 2007-2010
- Jaki Cottingham-Zierdt- 2007-2010
- William Craig - 2007-2010
- Susan Doerr - 2007-2009
- Frank Douma - 2007-2010
- Kirsten Jamsen - 2007-2010
- Caroline Rosen - 2007-2010

Proposed Student Development Outcomes – Jerry Rinehart, vice provost, Student Affairs

Vice Provost Rinehart presented a draft of the Student Development Outcomes, found below

- *Responsibility and Accountability* by making appropriate decisions on behavior and accepting the consequences of their actions.
- *Independence and Interdependence* by knowing when to collaborate or seek help and when to act on their own.



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- *Goal Orientation* by managing their energy and attention to achieve specific outcomes.
- *Self-Awareness* by knowing their personal strengths and talents and acknowledging their shortcoming.
- *Resilience* by recovering and learning from setbacks or disappointments.
- *Appreciation of Differences* by recognizing the value of interacting with individuals with backgrounds and/or perspectives different from their own.
- *Tolerance of Ambiguity* by demonstrating the ability to perform in complicated environments where clear-cut answers or standard operating procedures are absent. .

CAPA discussed the outcomes and student development. The outcomes will be presented for action by the University Senate on May 3rd.

Benefits and Compensation – Frank Douma, chair

- Frank thanked Erin George for her work on the Senate Committee for Faculty Affairs (SCFA).
 - Erin relayed that President Bruininks had attended a February SCFA meeting to discuss the resolution on tuition benefits for dependents that had been passed by the University Senate. The President said he supports benefits that affect the greatest number of people. He feels a dependent tuition benefit isn't universal and therefore should not be adopted by the University. Further discussion with SCFA opened up ideas, which the President said he would pursue.
 - At a March meeting, Erin presented CAPA's proposal. The CAPA proposal suggests employee tuition remission be extended for use by employees or their dependents, as long as it is used by only one individual at a given time. SCFA and Vice President Carrier liked the idea of taking an existing benefit and making it available to dependents. The President is gathering ideas for benefits that will make a difference for staff and faculty in addition to supporting recruitment and retention. Vice President Carrier stated that different ideas have been raised and one option may not fit all employee groups considering the different benefit packages that are used.
 - SCFA will revisit this issue in the fall. Geoff Sirc, the SCFA Chair, and SCFA members were very complimentary of CAPA and our thoughtful response to this question. Erin thanked Mary Laeger-Hagermeister for raising the idea for the CAPA tuition proposal, which is based on a similar model used by MnSCU.
- The passage of the Regents' policy on Work Life and Personal Leave led to work with OHR on revising the administrative version of the policy.
- The committee reviewed the first draft of the administrative bereavement policy. This is the first such policy at the U and is still under development. The current draft provides for three days leave for the death of an immediate family member with two additional days at the discretion of the supervisor. Two days leave are



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provided for the death of a colleague.

Professional and Academic Classification and Compensation Work Group – Frank Douma

Frank reported the work group met for a retreat on April 16th. After working in small groups it was determined people were on the same page regarding competencies, career laddering, classification criteria, and related issues. After a review of this information a draft report, including recommendations, will be posted to the web site. P&A will have an opportunity to review and respond to the draft.

Professional Development and Recognition – Pam Stenhjem, chair

- A number of challenges to the P&A unit award process obstructed presentation of the award at the P&A recognition event later today. The problems included a broken web link prohibiting nomination submissions. The committee proposes the winner of the award holds a recognition event at the unit level.
- As of Friday April 13th, 288 people registered to attend the recognition event.

Communications – John Borchert, chair

- Pam will write an article about the P&A Recognition Event for the April Brief.
- The April First Look newsletter was distributed.
- Officer and Senate nominations have posted on the web.

Executive Committee Report – Jaki Cottingham-Zierdt, chair

- Jaki noted there was not a regular meeting of the Regents in April. A special meeting was held to address stadium planning and other matters. Jaki will prepare a year-end CAPA report, with the input of the other officers, and she will then submit it to the Regents in June.
- CAPA does not have a formal plan of officer succession. Sometimes the vice chair is elected to move to the chair position the following year, and other times this does not happen. This year both the current chair and vice chair are unable to serve as officers next year, and thus both of these posts were open. Anyone with a genuine interest and ability to serve should consider running next year.

Representation and Governance – David Bernstein, chair

- David reminded everyone that it is important to be willing to make change when it comes to electing leadership and members ought not to be afraid of stepping up to the plate to run for open positions.



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- John See and Will Craig will contact outgoing representatives to help identify new candidates in their units. David asked representatives to please work with John and Will to secure new representation.
- There is 1 one-year Senate post open and 8 three-year positions open. At this time there are 5 nominees for the 9 posts. Stacy will finish the remainder of her Senate term. The Senate ballot will be announced and voted on at the May 18th meeting.

Good of the Order

Mary Laeger-Hagemeister called for a moment of silence in solidarity with those at VirginiaTech. Silence and prayers were solemnly observed by CAPA. Following this, Jaki adjourned the meeting.

Sara Balick
University Senate