

**P&A CONSULTATIVE COMMITTEE
MINUTES
SEPTEMBER 21, 2015**

[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.]

[In these minutes: Discussion with Randy Croce, Updates, Appointment to the Office of Conflict Resolution Advisory Committee, Discussion of Regents Scholarship]

Present: Susanne Vandergon (Chair), Ety DeVeaux, Katherine Dowd, Linda Eells, Kevin Haroian, Candice Kraemer, Ian Ringgenberg.

Regrets: Sherri Boone.

Guests: Randy Croce.

1. DISCUSSION WITH RANDY CROCE

Susanne Vandergon started the meeting and welcomed Randy Croce, Chair of the Social Concerns Committee. As the new chair of the committee, he is meeting with different employee groups and ex officio members to generate a list of potential topics before the committee's first meeting. The Social Concerns Committee charge addresses the University's relation to the broader community regarding social issues.

He then asked members for possible agenda topics. Members made the following comments:

- Job family study and reclassifications
- Tobacco-free campus: lack of signage on all doors, previous signage still in place stating 20 feet from entrances, no notification for contractors. Who funds this initiative going forward?
- Living wage and the quality of jobs in higher education
- Sexual harassment and equal opportunity on campus, as well as how P&A many have fewer avenues if these issues occur
- Commercialization on campus
- Increased recycling and composting
- Ban on plastic bottles

Randy Croce said that the committee discussed the following issues last year:

- Ban the box – removing questions regarding misdemeanors/felony violations from the undergraduate application
- Fossil fuel disinvestment
- Sourcing local and healthy food

Topics he already received for this year include:

- \$25 background check being done on current employees when they move to new positions. Does a check need to be done for every move or only when the new position requires it?
- LGBTQ concerns
 - Expanding numbers and better signage for gender neutral bathrooms
 - Preferred name usage
- Subcontractors not enforcing sick and religious holiday time for their employees when working at the University
- Regents Scholarship

- Proposed Minneapolis Works city policies to provide fair scheduling, earned sick time, and a \$15 minimum wage for Minneapolis businesses

Randy Croce thanked members for these issues. He said that he would be bringing the list to the first committee meeting and members would determine which issues would be pursued and which might be sent to other committees for their consideration.

2. CHAIR'S REPORT

Susanne Vandergon said that she has attended the following meetings in the last few weeks:

- September 10 Faculty and Staff Affairs Committee meeting – leadership development and compensation principles were discussed
- September 11 Regents meeting – University progress card, metrics, and sexual assault policy were topics
- September 15 Senate Committee Chairs meeting – discussed partnering with senior administrators early in a process so that there are not surprises later

3. SUBCOMMITTEE UPDATES AND DISCUSSION OF WORK PLANS

Outreach

Kevin Haroian said that the first meeting of the Outreach Subcommittee will be on October 2 just before the Senate meeting.

Communications

Linda Eells said that the first Communication Subcommittee meeting is October 9.

Benefits and Compensation

Ian Ringgenberg said that the Benefits and Compensation Subcommittee will start meeting on October 13. It will be discussing a survey to 9 and 10-month P&A employees regarding vacation time. They will also continue discussing the job family study as he and Candice Kraemer continue to receive emails from concerned P&A regarding some positions still not having been reviewed, job family changed without any information provided, lower wages that may indicate a gender issue, no rationale for denied appeals, and OHR having slow response times.

Members then discussed when PACC and the P&A Senate become involved in issues forwarded by employees. If it is a personal issue only applicable to the employee who emailed, the employee is usually referred back to OHR. However, if the issue may have broader implications, such as unclear processes, then PACC can forward the concern to OHR and ask for a response. It was agreed that Ian Ringgenberg and Candice Kraemer would summarize the emails that they have received and forward the information to Susanne Vandergon to determine next steps.

4. REVIEW OF AUGUST RETREAT

Members agreed that the retreat went well. The time was well-used, introductions were quick and helpful, and adjourning the full retreat before lunch allowed each subcommittee to take the amount of time needed.

5. P&A APPOINTMENT TO THE OFFICE OF CONFLICT RESOLUTION ADVISORY COMMITTEE

Members agreed to ask Jill DeBoer to serve.

6. DISCUSSION OF REGENTS SCHOLARSHIP FOR OCTOBER P&A SENATE MEETING

Susanne Vandergon said that a small group was assembled this summer, including the chairs and vice chairs of the three consultative committees, to discuss a combined approach to the Regents Scholarship issue. Professor Colin Campbell, Chair of the Faculty Consultative Committee (FCC), said that he wanted a chance to discuss this topic at his meeting with President Kaler at the beginning of September. However, the meeting time was consumed by a discussion of Scott Studham's departure instead. He has another meeting with the President in October and wants to discuss it then. He also asked to have the topic discussed by FCC in late September so he can get their input as well.

At this time there is no consensus among the three committees. Therefore she thinks that it would be premature to have the P&A Senate discuss the topic and arrive at a decision at the October 2 meeting. Members then discussed postponing the discussion with the P&A Senate until the November meeting. The October meeting could then be used for subcommittee meetings, a discussion of the job family issue with Kathy Brown, or information from Julie Tonneson regarding the University budget and fringe expenditures to know how the Regents Scholarship is funded.

It was agreed that Kathy Brown and Julie Tonneson would be contacted to see if one or both could speak at the October meeting. If neither was available, then the meeting would be cancelled instead of bringing all members together for only a 30 minute, informational meeting.

7. APPROVAL OF SENATE AGENDA

The agenda was approved as amended.

8. OTHER BUSINESS

Kevin Haroian said that the Community Fund Drive (CFD) kick off will be on September 28. This year's event will be from mid-October to mid-November to overlap with the November Give to the Max Day.

With no further business, Susanne Vandergon thanked the members for attending and adjourned the meeting.

Becky Hippert
University Senate