

2016-17 UNIVERSITY OF MINNESOTA

OCTOBER 7, 2016

P&A SENATE MINUTES: No. 1

The first meeting of the P&A Senate for 2016-17 was convened in 5-125 Moos Tower on Friday, October 7, 2016, at 9:35 a.m. System campuses were linked by ITV. Checking or signing the roll as present were 26 P&A members and seven alternates. Chair Etty DeVeaux presided.

1. P&A CONSULTATIVE COMMITTEE REPORT

DeVeaux updated senators on the P&A Consultative Committee's activities. First, she gave a summary of the September 9th Board of Regents meeting, which she attended.

- Updates were provided on several recent or ongoing searches:
 - Interviews for the senior vice president for finance and operations had taken place (DeVeaux represented the P&A Senate in these interviews), but the decision on the new VP had not yet been made as of this meeting.
 - The Regents approved the Law School's appointment of Dr. Garry Jenkins as dean. Dr. Jenkins comes to the University from The Ohio State University, and is a graduate of Harvard Law School.
 - Douglas Peterson has been selected as the new General Counsel. The Regents are expected to vote on his appointment at their October meeting.
- The proposed 2018-19 biennial budget request is for \$122.2 million over the biennium. The request will focus on three system-wide strategic initiatives: student success (retention and graduation, access to STEM courses, and admissions pipeline for underrepresented Minnesota students), MnDrive (additional funding to support cancer research, reduce inequities in education, explore new technologies for water management, and harness big data to drive Minnesota's economy), and delivering on the University's mission (supporting academic and operational excellence and trying not to increase tuition).

DeVeaux then gave an update on the faculty unionization negotiation. She reminded senators that the Service Employees Union International (SEIU) sought to add ten P&A classifications (unit 11) to the faculty unit (unit 8). The University appealed to the Bureau of Mediation Services (BMS) to deny these requests, and BMS has decided that Twin Cities lecturers and teaching specialists *will* be eligible to vote, but extension educators will not. The University is now considering its next step. The next step in the regular process, DeVeaux said, would be to hold an election, but no election order has been given as of yet.

Next, DeVeaux outlined the foci for upcoming senate meetings: wellness and work-life balance; financial resources for professional development including the Regents Scholarship, and for increasing bankable hours for P&A staff; policy and compliance;

safety on campus; and partnering with the Office of Human Resources (OHR) including driving HR practices to the unit level and looking at opportunities for leadership development. Regarding the latter, she noted that she and Chair-elect Catherine St. Hill had met with Brandon Sullivan, senior director, Leadership and Talent Development, Office of Human Resources (OHR) and Rosie Barry, manager, Leadership and Assessment, OHR on September 15, 2016. Sullivan and Barry provided information on the current leadership development options that are open to all staff, which can be found on the [Leadership and Talent Development website](#).

On September 23, DeVeaux attended the senate chairs' meeting, where they identified three topics on which many committees will focus this year: student mental health and well-being, campus climate, and financial resources.

2. STUDENT SENATE UPDATE

Fanda Yang, vice chair, Student Senate, said that the Student Senate had its retreat in September. In this meeting, they were introduced to parliamentary procedures and had a chance to discuss their agenda items for the year in an open format. This month, they are organizing over 18 tabling events across the five campuses in order to gather information about student concerns.

The Student Senate Consultative Committee's planned projects for the year are addressing student mental health, free parking for evening hours in order to ensure student safety when they are out late studying, and making graduate student fee schedules more transparent.

**FANDA YANG, VICE CHAIR
STUDENT SENATE**

3. STRATEGIC PLANNING UPDATE

Neil Anderson, program director, Resource Development, Extension, told senators that he serves on the Strategic Planning Continuity Team and gave an update on the Twin Cities campus's Strategic Plan. He said that the five Grand Challenges identified in the Strategic Plan are ensuring clean water and sustainable ecosystems, feeding the world sustainably, fostering just and equitable communities, enhancing individual and community capacity for a changing world, and advancing health through tailored solutions. The University has committed \$3.6 million dollars in two-year grants to 29 teams to work on interdisciplinary projects in these areas. He directed senators to the [Strategic Planning website](#) for further information and encouraged them to find out what their colleges and departments are doing to be involved in this plan. He also encouraged system campus senators to look at their own campuses' strategic plans.

NEIL ANDERSON

4. COMMUNITY FUND DRIVE UPDATE

Kevin Haroian, P&A senator, gave an update on the Community Fund Drive. He said that some of the organizations the Fund Drive benefits are United Way, the Minnesota Environmental Fund, the United Negro College Fund, and the University of Minnesota Foundation. He said this year's campaign would run during the month of October. The electronic donation site has been improved, and staff are able to give via payroll deduction or online. By partnering through the University of Minnesota, these federations are able to reach out to the University's 30,000 employees at a much lower cost than it would take them to reach out to 30,000 individuals. Thus, more of the donations go directly to programming rather than overhead and administrative work. The University vets these charities and ensures that they are 501c(3) organizations. However, if individuals have other 501c(3)s that they would prefer to donate to, they can specify that when they donate. The University's goal is 30% participation this year, and Haroian encouraged senators to have fun with creative ways to raise money. He directed senators to the [Community Fund Drive website](#) and asked them to take this information to their constituents.

KEVIN HAROIAN

5. CAMPUS CLIMATE

Updates from the Vice President for Equity and Diversity

Chair DeVeaux introduced the topic of campus climate, saying that it is a very timely issue in the aftermath of the "Paint the Bridge" incident, and the Campus Climate Conversation event of the previous day. She informed senators that many of the senate committees are working on campus climate issues this year. As introduction to the day's focus on campus climate, DeVeaux gave a definition of campus climate from Susan Rankin, University of California: "Campus climate is the current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential." Addressing campus climate is core to addressing diversity and inclusion, DeVeaux said.

DeVeaux then introduced Dr. Katrice Albert, vice president for equity and diversity. As the University's chief diversity officer, Albert is responsible for leading the University's efforts to meet its most ambitious diversity goals across all five campuses. Albert currently serves on the board of directors for Volunteers of America—Minnesota/Wisconsin and Penumbra Theatre, as well as the Education Subcommittee of the African American Leadership Forum. She is also a member of the Generation Next Leadership Council and the Minnesota Women's Economic Roundtable. Nationally, she serves on the Volunteers of America Board of Directors. Prior to joining the University of Minnesota, Albert served for eight years as the chief diversity officer at Louisiana State University (LSU). Albert is also the co-editor of two volumes: *Trayvon Martin, Race, and American Justice: Writing Wrong* (2014) and *Racial Battle Fatigue in Higher Education: Exposing the Myth of Post-Racial America* (2015).

Albert thanked DeVeaux and said that the student protest at the previous day's Campus Climate event over the "Paint the Bridge" incident demonstrates that the University still has a long way to go towards meeting its goal of being a welcoming and inclusive environment for all students, faculty and staff. She said that the political slogan, "Build the Wall," is at odds with the University's core values of diversity and inclusion. She thanked the P&A Senate for taking on campus climate as one of its key foci for the year. She said that diversity and inclusion is everybody's everyday work.

Albert explained that the Office for Equity and Diversity (OED)'s three strategic goals are attracting and retaining faculty, students and staff from underrepresented demographics; enhancing campus climate for everyone, but especially these underrepresented demographics; and developing internal and external partnerships that will help drive this work. She assured senators that her office is working tirelessly to meet these goals. One way to do this work, she said, is to empower people at the local level to do the work where they are. One such initiative is the College MADE (Multicultural Access, Diversity, and Excellence), which encourages colleges and departments to create their own equity and diversity goals. This initiative also encourages deans and vice presidents to become their own department or unit's chief diversity officer, and to make equity and diversity one of their top priorities in their units. The Office for Equity and Diversity (OED), the Office of Human Resources (OHR), and the Equal Opportunity and Affirmative Action (EOAA) office are meeting with all of the deans to discuss their representational diversity data, engagement data, and partnerships with OED. They will eventually meet with the vice presidents, as well. The idea, said Albert, is to change the overall campus climate by changing one unit at a time at the local level.

A year ago, she said, President Eric Kaler charged vice presidents to think about what it would take to make one of their big goals come to fruition through partnerships—in other words, to achieve a "Big Lift." OED's "Big Lift" was a conscious effort to diversify the faculty and staff. They have partnered with the Provost's Office and OHR, and have hired three talent acquisition professionals to specifically recruit from underrepresented demographics. OED is also giving resources to the cultural affinity groups on campus in order to aid with retention of diverse faculty and staff. Finally, they are offering workshops on implicit bias for search committees. Albert also holds office hours, during which any member of the University community can schedule a time to talk one-on-one with her to give feedback, ideas, and critiques about the work of diversity.

Over the summer, OED put out a call for a student advisory board, and received over 250 applications for 25 slots, showing that students are very passionate about campus climate. They are also forming a National Diversity Advisory Board including alumni and friends of the University, and had 75 nominations for 25 seats. OED has also created the Diversity Community of Practice, in order to unite individuals and units across campus who are working on diversity issues. Over 46 units are represented, she said.

Some positive things that have happened over the area of equity and diversity, said Albert are the following:

- The College of Liberal Arts (CLA) has created the Race, Indigeneity, Gender and Sexuality (RIGS) initiative, and hired four new faculty members of color to teach in the ethnic studies departments.
- OED has instituted a program called Core 2025, which is an early outreach, high-touch cohort pipeline program with the objective of building a larger pipeline of academically prepared, college-ready multicultural students. This initiative seeks to close the achievement gap and works with students beginning in eighth grade in order to prepare and encourage them to attend the University of Minnesota.
- President Kaler charged the Bias Response Team in order to thoroughly and efficiently address incidents of bias on campus.
- The Campus Climate Working Group awarded several micro-grants totaling about \$5,000 to people out in the community for projects relating to changing the climate around diversity issues. This year, this amount will be doubled to \$10,000.

Albert then solicited questions. Peter Angelos, P&A senator, asked about accessibility of online materials for individuals with disabilities, and how this factors into campus climate efforts. Albert said that the Disability Resource Center (DRC) reports up to OED, and that accessible technology is one of their biggest struggles. She said that the technology that was recently updated was not accessible, and needed to be patched to be accessible to individuals with low vision. They are working with Bernie Gulachek, interim vice president and chief information officer, Office of Information Technology (OIT), to ensure that accessibility is a top priority in any new Requests for Proposals (RFPs). She added that the DRC reports that requests for captioning videos are a challenge, as often they come in the morning before the video is to be presented in class. The DRC encourages instructors to plan early on for these requests, as they are difficult to accommodate last-minute.

Ann Hagen, P&A senator, said she loves the idea of tasking colleges with making diversity and inclusion efforts top priority. How is Albert holding deans accountable for this, she asked? Albert said that this falls to the provost, but many of the deans are very enthusiastic about the work. However, some are struggling with competing priorities, and others do not see diversity issues as top priority. The focus with these deans is to meet them where they are.

Ian Ringgenberg, P&A senator, asked what efforts are underway to retain staff and faculty from underrepresented communities, and to ensure that they have a positive experience and opportunity to grow professionally on campus. Albert thanked Ringgenberg for the question, and said that retention is key in the effort to recruit top talent. She said there is a need to be more intentional about policy regarding job codes and career progression, and that she would bring this issue back to the Big Lift Committee to work on.

Michael Winters, P&A alternate, asked about funding for accessibility in IT, and whether there is any funding from beyond the colleges for such efforts. Albert said that there will need to be funding from OIT and OED, and that it will also be important to hold deans accountable for including accessibility as a key factor in any technology changes. One

of the biggest needs in terms of new funding is for the DRC and especially for accessible technology, she said.

DeVeaux thanked Albert for her time, and Albert departed.

**DR. KATRICE ALBERT,
VICE PRESIDENT FOR EQUITY AND DIVERSITY**

University Bias Response Team

Next, DeVeaux introduced Ann Freeman, senior consultant, University Relations, who leads the Bias Response Team (BRT). Freeman has been at the University for over 15 years in a variety of capacities and her work currently focuses on campus climate. Donna Saathoff, senior consultant, Leadership and Talent Development, OHR, also a member of the BRT, accompanied Freeman.

Freeman informed senators that in January 2016, President Kaler approved a proposal to set up a Bias Response Team on the Twin Cities campus to quickly assemble after bias incidents are reported, ensure that there is appropriate consultation given the nature of the concern, and develop responses and provide referrals when necessary and appropriate. The team was asked to partner with other campus offices to implement larger-scale responses to bias incidents that harm the campus climate. The team serves the Twin Cities campus only, but Morris has its own BRT, and Duluth has campus climate efforts underway as well, said Freeman. The team reports to the vice president for equity and diversity and the executive vice president for academic affairs and provost and comprises members from:

- Office for Equity and Diversity
- Office of Human Resources
- Office for Student Affairs
- Office of the Executive Vice President and Provost
- Equal Opportunity and Affirmative Action
- Office of the General Counsel
- Office of the President
- Global Programs and Strategy Alliance
- University Relations
- Diversity Community of Practice
- Campus Climate Engagement Team
- Coalition for a Respectful U

The team began meeting in February, has developed its protocol and guidelines and has a dedicated email— endbias@umn.edu. As of this meeting, the BRT had responded to over 35 incidents of bias. Of those, five resulted in communication to the campus community, and only two concerned faculty or an instructor. Many of the incidents, said Freeman, were incidents with unknown perpetrators. Examples include anti-Semitic messages issuing from printers at random, and anti-Muslim flyers being inserted into the Minnesota Daily on the West Bank. A large part of their mission is education, coordination and referral, said Freeman, and to serve as a sort of backstop

for reporting of incidents that may not be clearly the purview of any existing office like EOAA or the Office of Conflict Resolution.

Over the summer, the BRT has consulted with many groups on campus, including governance leaders. Saathoff provided their three main takeaways from these consultations:

- More faculty representation on the BRT is needed
- There is a need to ensure free exchange of ideas at the University
- The BRT is a welcome and needed addition to the University

She said people also commented that the BRT should be more proactive rather than only reactive, and that there have also been some concerns about the BRT on campus. They are working with their executive oversight (Provost Karen Hanson and Vice President Katrice Albert) to address these concerns. They are currently incorporating this feedback into their protocol and hope to launch their website and make an official announcement to the University community in November.

Hagen asked how the BRT is working with parties on both sides of the “Paint the Bridge” incident. Freeman said that there has been a lot of work done behind the scenes. She said that she was happy that they were able to let students center their voices and respectfully listen to what they had to say at the protest at the previous day’s Campus Climate event. She said that Student Unions and Activities (SUA) have done outreach to the College Republicans as well, to talk with them about the impact of their decision. Other campus organizations such as La Raza and the Women’s Center have made spaces for people to come and talk about the incident.

Aurelio Curbelo, P&A senator, thanked the organizers of the Campus Climate event for allowing student voices to be heard at the protest. Freeman said that they knew in advance that the protest was planned, and senior leaders were very open to yielding the floor to these students, and said that she was proud of the students, who were brave and respectful during the protest. She said the video is available on YouTube and the Campus Climate website if people wish to view it.

With no further questions, DeVaux thanked Freeman and Saathoff and they departed.

**ANN FREEMAN AND DONNA SAATHOFF,
BIAS RESPONSE TEAM**

Law School Diversity & Inclusion Initiatives

DeVaux welcomed Nubia Esparza, senior coordinator of Diversity and Student Programs at the Law School. As a member of the Student Services Division at the Law School, Esparza’s primary responsibilities include managing the Student Programs Office, planning and implementing the annual 1L and Transfer Student Orientation Programs, serving as primary advisor of Law Council, the Asylum Law Project, the Theater of the Relatively Talentless and assisting more than 30 law student organizations. She also works closely with all of the Law School’s diverse student organizations to implement programs around equity, diversity, and inclusion and serves

as a member of the University's Diversity Community of Practice and the Law School's Diversity Committee.

Esparza is a graduate of the University of Minnesota, receiving a Bachelor of Arts in Chicano Studies with a minor in Women's Studies in 2002 from the College of Liberal Arts and a Master of Public Policy with an emphasis in Public and Private Leadership and Nonprofit Management from the Humphrey School of Public Affairs in 2006. She has been working at the University of Minnesota for more than 10 years, with previous positions at the School of Nursing and the College of Liberal Arts.

Esparza said that the work on diversity and inclusion in the Law School is just starting out and her position is new. However, she said, the assistant dean of students is very supportive of this work, and Dean Garry Jenkins has made it clear that he expects diversity and inclusion efforts to be part of everyone's work at the Law School.

Esparza said that the Law School's aim is to train and prepare outstanding leaders and legal professionals to effectively serve individuals, organizations, and communities. Diversity and inclusion initiatives are a key component to this, ensuring that law students can:

- Effectively represent and advocate for clients of diverse backgrounds
- Collaborate effectively, including the ability to:
 - Respect diverse views and perspectives and work effectively across difference
 - Understand issues relating to equity and inclusion
- Eliminate bias in the practice of law

She said the American Bar Association (ABA) has recently mandated all law schools to create learning outcomes, and two of the University of Minnesota's learning outcomes relate to equity and diversity. She added that employers increasingly expect graduates to value diversity and be able to work with people of all backgrounds and viewpoints.

Some of the initiatives happening in the Law School are the following:

- Martin Luther King Convocation (featuring Justice Alan Page)
- Student organization engagement and support
- Career development resources
- Faculty Teaching Group - best practices development
- Diversity Film Series
- Diversity and Inclusion Book Club
- Quick action when events locally, nationally, and internationally affect our community (i.e. hosting safe spaces and/or community conversations)

Esparza informed senators that the Law School also has a diversity committee, which is comprised of staff, faculty, and students. This group takes the lead in many of the diversity initiatives with support from Dean Jenkins. Students and alumni are pushing the Law School for more work in this area, she said, and they plan to deliver.

DeVeaux thanked Esparza, and challenged senators to think about what initiatives, such as a film series or book club, could be instituted in their units to advance the work of diversity and inclusion.

**NUBIA ESPARZA, SENIOR COORDINATOR
DIVERSITY AND STUDENT PROGRAMS,
LAW SCHOOL**

Updates on the Gender and Sexuality Center for Queer and Trans Life

DeVeaux introduced Stef Wilenchek, director of the Gender and Sexuality Center for Queer and Trans Life, formerly the GLBTA Programs Office. Before coming to the University, Wilenchek was the assistant director of Gender and Sexual Orientation Initiatives at Hamline University, and previous to that, they served as the director of the LGBTQ Resource Center for six years at the University of Colorado at Boulder. They have worked for over a decade with students on social justice issues, advocacy and support. Wilenchek holds a Master of Education from Penn State University and a Bachelor of Science from Baldwin Wallace University in Ohio.

Wilenchek thanked DeVeaux for inviting them to be part of this conversation, and told senators that the Gender and Sexuality Center for Queer and Trans Life provides education, advocacy, outreach, and support for the LGBTQIA community on campus. The office also works to deepen the campus's understanding of gender and sexuality in order to create a more inclusive environment. It is the office's 23rd anniversary, and it is one of the older such centers in the country. Their recent name change was the result of a year-long process, which incorporated input from surveys and an examination of nationwide trends. The University of Minnesota is consistently ranked one of the most LGBTQ-friendly campuses by the Campus Pride Index, said Wilenchek. However, they said, LGBTQ members of the University community still face many challenges.

Training and education are a big part of the center's work, as well as student support, including mentoring and leadership development. The center's work is very intersectional, said Wilenchek. One example of this is the Tongues Untied initiative, which aims to support queer indigenous and students of color. They also do outreach to international students. They also work closely with the academic side of the conversation, partnering with academic departments such as the Department of Gender, Women's and Sexuality Studies and the department of American Studies to advance the conversation through research and education. They also have a large endowment called the Schochet Endowment, which provides fellowships, graduate networking opportunities, etc. In addition, the center hosts affinity groups, such as the Pride @ Work group for faculty and staff as well as the Trans Commission, which is a group of faculty, students, and staff who work to make the campus a more welcoming environment for trans people. Ways that P&A staff can help the work, said Wilenchek, are to look at how gender shows up in their office or department—on a form, in bathroom signage, how data is gathered, how social life is talked about, etc.—and think about ways to be more gender inclusive in these areas. With this, Wilenchek opened it up to questions.

Ringgenberg, co-chair, P&A Senate Benefits and Compensation Subcommittee, commented that they are doing a lot of work on parental leave policies, and these

policies tend to privilege birth parents over adoptive parents. Since this may affect the LGBTQ community disproportionately, he said that they would like to collaborate on this issue in order to make sure that voices of queer parents on campus are heard. Wilenchek said that their office has been consulted about shifting language used (“maternity/paternity” versus simply “parental”) as well as the adoptive experience, but that they would love to collaborate further.

Catherine St. Hill, chair-elect, P&A Senate, asked for suggestions on how to effect local change in their units. Wilenchek replied that their office can do targeted training, and that they have done this with the chemistry department, for example. They also have a strong partnership with Boynton Health Services. As to local change, Wilenchek reiterated that thinking about how gender is approached in senators’ units, and added that for instructional staff, how gender pronouns are used in class is another thing to consider.

With no further questions, DeVeaux thanked Wilenchek and Wilenchek departed.

6. P&A SENATE SUBCOMMITTEE REPORTS

Benefits and Compensation (B&C) Subcommittee

Ian Ringgenberg and Shannon Farrell, co-chairs, said that the three main priorities in the work plan for the year are: 1) Clarify the non-vacation leave policies (sick, parental, and bereavement leave); 2) Seek equity and growth in parental leave; and 3) Look at tuition remission policies for spouses and dependents at peer institutions in order to advocate for similar options here. Farrell said that they also plan to continue work on getting a response on legislation about maximum bankable vacation hours for P&As, restoring the Regents Scholarship to 100% coverage, and getting a response to the letter the subcommittee sent last year in response to the Job Family Study. Ringgenberg added that there are a lot of changes going on for P&A staff right now, including the Fair Labor Standards Act (FLSA) and the unionization effort, and encouraged senators to listen to their constituents and to bring their concerns around these changes to the senate.

Professional Development and Recognition (PD&R) Subcommittee

Peter Angelos, co-chair, Professional Development and Recognition, said that professional development and recognition are critical for retention of quality staff. Their work plan includes continuing the Brown Bag Lunch & Learns, which will include one for the fall and two for the spring. The P&A Outstanding Unit Award will continue as well, and the subcommittee plans to host the second of the special Brown Bag forums in the late spring. They also plan to coordinate with the Communications Subcommittee in order to get the word out about PD&R activities.

Outreach Subcommittee

Ann Hagen, chair, Outreach Subcommittee, said that their work plan includes a new Adopt-a-Unit initiative, wherein each subcommittee member has adopted a few units with which to do outreach. They are about to hold elections in the Medical School, University Services, and the College of Liberal Arts (CLA). They also plan to make a welcome kit for new senators, including a glossary of acronyms, and asked senators to submit acronyms for this list. In addition, they are making a commercial for the senate and tabling at the New Employee Orientations. She challenged senators to talk to one person in their unit today about the work that the senate does, and to reach out to any friends or colleagues in the units that are currently not represented in the senate: the Academic Health Center Administrative Unit, Athletics, the College of Food, Agricultural, and Natural Resource Sciences (CFANS), Office of the Vice President for Research, the Crookston campus, and the College of Veterinary Medicine.

7. ELECTIONS

Hagen said that there were two open seats on the University Senate to be filled by P&A Senate members. She explained the obligations of a University senator and listed the meeting dates and times. Then she called for nominations, and two senators self-nominated: Ian Ringgenberg and Christina Wiencke. A voice vote was taken and both nominees were elected.

8. P&A SENATE OLD BUSINESS

NONE

9. P&A SENATE NEW BUSINESS

NONE

10. P&A SENATE ADJOURNMENT

With no new or old business, DeVeaux adjourned the meeting at 11:00 am.

Amber Bathke
Abstractor