

2016-17 UNIVERSITY OF MINNESOTA

May 5, 2017

P&A SENATE MINUTES: No. 5

The fifth meeting of the P&A Senate for 2016-17 was convened in 5-125 Moos Tower on Friday, May 5, 2017, at 10:00 a.m. System campuses were linked by ITV. Checking or signing the roll as present were 28 P&A senators and six alternates. Chair Ety DeVeaux presided.

1. RECOGNITION OF OUTSTANDING UNIT AWARD WINNER: LAW SCHOOL CAREER CENTER

DeVeaux called the meeting to order and invited Professional Development & Recognition (PD&R) Subcommittee Co-chairs Peter Angelos and Elizabeth Schwartz to present the Outstanding Unit Award. Angelos and Schwartz presented the award to the Law School Career Center (LSCC).

The LSCC serves the career development needs of approximately 700 JD and LLM students while also providing career services to alumni. The Center's eight P&A employees all practiced law prior to joining the center. The staff operates as a team; all members are encouraged to contribute and participate in the center's, the Law School's, and the University's decision-making and policy development process. As a result of both incorporating high community and professional engagement into the center's practices and culture, every member on the team, from the front desk manager to the director, is actively engaged both within and outside of the University, making strong contributions to the community, the profession, and the University's mission.

2. RECOGNITION OF P&A RECIPIENTS OF THE PRESIDENT'S AWARD FOR OUTSTANDING SERVICE

Chair-elect Catherine St. Hill recognized the P&A recipients of the President's Award for Outstanding Service:

- Ety DeVeaux, chief of staff, The Graduate School
- Mark Karon, director and attorney, University Student Legal Service, Office for Student Affairs
- Nicole Letawsky Shultz, assistant dean for student affairs and international programs, College of Biological Sciences
- Kathryn Pouliot, manager, Benefit Operations, Office of Human Resources

3. IMMIGRATION RESPONSE TEAM

DeVeaux welcomed Marissa Hill-Dongre, director of the Immigration Response Team. Hill-Dongre thanked DeVeaux for the invitation and introduced Holly Ziemer, communications coordinator for the Immigration Response Team. Hill-Dongre explained the Immigration Response Team's mission, which is to ensure that all faculty, staff, and students who are affected by immigration policy changes have access to resources and support. The team provides outreach to the greater University community on the impact of executive orders and other policy changes, immigration regulations, and issues connected with DACA and immigration status. She emphasized that the team aims to be proactive, as well as reacting to incidents and issues as they arise. The team collaborates with other offices on campus, such as International Student and Scholar Services (ISSS) and University Student Legal Services (USLS), and seeks to be a resource for questions and issues that are not under the direct purview of other existing offices. Hill-Dongre said that she has been pleased by the number of people contacting her wanting to help with these issues. Information on how to get involved is available on the [Immigration Response Team's website](#).

**MARISSA HILL-DONGRE, DIRECTOR
IMMIGRATION RESPONSE TEAM**

4. P&A CONSULTATIVE COMMITTEE REPORT

DeVeaux said that it has been a privilege to serve and represent the interests of P&As. She said that one of her main goals as chair was to keep the P&A Senate relevant, and she felt that this has been accomplished, citing improved working relationships with members of the administration. Some challenges this year included the impacts of the Job Family Study, as well as the Maintenance of Status Quo order, which prevented the administration from discussing or acting on a number of issues. DeVeaux thanked the subcommittee co-chairs and subcommittee members, noting highlights from the subcommittees' work over the year, including the work of the Outreach Subcommittee for creating videos to communicate the mission of the Senate and generate interest in it; noting that the open rate for the P&A News newsletter is about 50% and acknowledging the recent work to improve the newsletter and make it more relevant to constituents. For the future, she suggested the senate consider a 2-year term for the chair, and a review of subcommittee structure and charges as two important ways to keep the Senate relevant, and to increase its ability to affect changes in areas of importance to the P&A constituency.

DeVeaux then asked senators to observe a moment of silence for Leonard Goldfine, a P&A staff member and governance participant who passed away in February 2017.

She ended by thanking senators for their work and expressing how much she looked forward to the next year under St. Hill's leadership.

5. P&A SENATE SUBCOMMITTEE REPORTS

Benefits and Compensation (B&C) Subcommittee

Co-chair Shannon Farrell reported that the subcommittee would take the parental leave resolution, passed at the last P&A Senate meeting, around to other senate committees early in the fall, with a plan to submit it to the University Senate for action at their first meeting of the 2017-18 academic year. She welcomed the incoming co-chair, Corinne Komor, who will replace Ian Ringgenberg as he moves into the chair-elect role. Finally, Farrell said that B&C had received an update from Ken Horstman, director, Total Compensation, Office of Human Resources, confirming that [RedBrick Health](#) will replace Staywell as the wellness provider in 2017-18.

Communications Subcommittee

Acting chair Ann Hagen reported that the May newsletter had gone out earlier that week. She also said that the University Senate Office planned to launch its new website in July 2017, which could include an overhaul to the P&A Senate website. Focus groups for the new site will be taking place shortly, and she asked senators to send their feedback once the new site is live.

Outreach Subcommittee

Chair Ann Hagen thanked the subcommittee for their hard work, especially honoring Gina Quiram for her work editing and putting together the two videos. She said that the welcome kit was ready and would be loaded to the web shortly. Finally, she informed senators that several previously unrepresented units were currently holding elections.

Professional Development and Recognition (PD&R) Subcommittee

Co-chair Peter Angelos thanked subcommittee members for the generosity and time over the year, and welcomed incoming co-chairs Julie Rashid and Connie Bongiorno. He said the subcommittee had one Brown Bag queued up for next year, and invited members to send suggestions for others.

6. CIVIL SERVICE REPORT

Ray Muno, vice chair, Civil Service Consultative Committee (CSCC) said that CSCC had gotten some traction on addressing issues generated by the Job Family Study impacts, but that there was still work to do. Another issue is the pension bill, which he said looked promising, but state legislature was now focusing on ensuring solvency, which would require sacrifices by employees, employers, and retirees. He reported that the Civil Service Senate was struggling to fill seats and asked members to encourage their civil service colleagues to consider serving.

**RAY MUNO, VICE CHAIR
CIVIL SERVICE CONSULTATIVE COMMITTEE**

7. STUDENT SENATE REPORT

Fanda Yang, vice chair, Student Senate Consultative Committee (SSCC) said that the Twin Cities members of the Student Senate had asked that all committees charged with the St. Paul Campus plan include students. He reported that the Student Senate had passed the Social Concerns Committee's Equal Opportunity and Title IX Education Resolution at their last senate meeting, and that elections were now underway.

**FANDA YANG, VICE CHAIR
STUDENT SENATE CONSULTATIVE COMMITTEE**

8. RECOGNITION OF OUTGOING CHAIR AND SUBCOMMITTEE CHAIRS

St. Hill recognized DeVeaux, thanking her for being a wonderful role model, and presented her with a plaque honoring her service. DeVeaux thanked St. Hill for her support and counsel and for being an excellent colleague. She then recognized and thanked Amber Bathke, senate associate, University Senate Office, for her support of the P&A Senate and PACC. Regarding PACC, DeVeaux said she said she was impressed and humbled by their commitment, and thanked subcommittee chairs and co-chairs for their service and leadership over the past year. Finally, she thanked Muno for his continued collaboration.

9. P&A SENATE OLD BUSINESS

None.

10. P&A SENATE NEW BUSINESS

None.

11. P&A SENATE ADJOURNMENT

DeVeaux adjourned the meeting at 11:30 a.m.