

**P&A Consultative Committee (PACC)**  
**January 25, 2018**  
**Minutes of the Meeting**

*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 views of, nor are they binding on, the senate, the administration or the Board of Regents.*

[**In these minutes:** Chair's Report; Consultation on Proposed New Parental Leave Policy; Subcommittee Reports; Discussion of Child Development Center Closing]

**PRESENT:** Ian Ringgenberg (chair), Mia Boos, ETTY DeVeaux, Fran Fabrizio, Shannon Farrell, Ann Hagen, Corinne Komor, Noelle Noonan, Julie Rashid

**GUESTS:** Kathy Brown, vice president, Office of Human Resources; Ken Horstman, senior director, Total Compensation, Office of Human Resources; Ray Muno, chair, Civil Service Senate

**OTHERS:** Jeremy Bergerson, P&A Senator

**1. Chair's Report**

Chair Ian Ringgenberg called the meeting to order and gave his report. He informed members that he and Acting Chair-elect Ann Hagen attended the December 2017 Board of Regents meetings. Points of interest included a presentation on the role of governance at the University by Professor Joseph Konstan, chair Faculty and Senate Consultative Committees; the Board's vote to raise Non-Resident Non-Reciprocity tuition by 15%; and comments by Regent Steven Sviggum regarding University staff compensation.

In addition to attending Board of Regents meetings, Ringgenberg met with Konstan regarding having a broader senate conversation around Civil Service and P&A benefits and the difficulty of moving between those two employee classes. He and Hagen also initiated planning of a joint P&A and Civil Service Senate leadership visit to the Crookston Campus, which will take place in April 2018.

Ringgenberg said that he and other University Senate governance leaders had received communication regarding the closure of the Child Development Center, which was announced to center staff and parents of children enrolled there on the afternoon of January 22, 2018.

Ringgenberg said that he and Noelle Noonan would be attending a meeting between Jean Quam, dean, College of Education and Human Development, and parents of children enrolled at the center later that afternoon and would report back.

Hagen reported that she had attended the Civil Service Consultative Committee meeting earlier in the month, where discussion had included the new proposed parental leave policy, the Job Family Study, and vacation donation.

## **2. Proposed New Parental Leave Policy**

Next, Vice President Kathy Brown, Office of Human Resources, arrived to consult with the committee on a [proposed new policy on parental leave](#). The proposed policy would entitle all eligible employees to six weeks of paid parental leave. This would include Bargaining Unit employees, graduate students, fellows, and postdoctoral trainees, as well as to faculty, Civil Service and P&A staff and would apply to birthing and non-birthing parents, adoptive parents, and gestational surrogacies. Brown said that she would be consulting with stakeholders about the policy until mid-February, at which point it will go to the Policy Advisory Committee, and later the President's Policy Committee on March 2, 2018. After that, it would undergo 30-day review, to be instituted in early April, assuming all goes as planned. The committee thanked Brown for her work on this policy.

Ringgenberg asked Brown about the closure of the impending UMCDC. Brown said that from a human resources perspective, she did not consider the center to be an employment benefit, as it is not available to all employees; she considers it more of an auxiliary service, as it is available for employees, but there is limited space and the cost is prohibitive for many staff. She said that her office would not be handling the Request for Proposals (RFP) for a replacement child care option; that would fall under the Office of the Senior Vice President for Finance and Operations. Corinne Komor said that Target Corporation contracts with local child care providers to offer discounts to employees, and asked if this option had been considered. Brown responded that she did not think it had, but agreed it was an interesting idea and said she would suggest it.

Ringgenberg and Ray Munro, chair, Civil Service Senate, expressed concern about laying off University employees and hiring a third party to provide this service. Ringgenberg said that he understood that the College of Education and Human Development may not be the most appropriate home for a University child care center, but wondered if it could be moved under a different area of the University. Fran Fabrizio pointed out that most peer institutions have an on-campus child care center, and suggested looking at what these peers are doing. Brown agreed that this was a good idea. Ringgenberg thanked her for the information and she departed.

## **3. Subcommittee Reports**

### *Benefits and Compensation*

Shannon Farrell and Corinne Komor reported that the last Benefits and Compensation Subcommittee meeting had consisted of the four work groups (focusing on the Regents Scholarship, vacation banking, parental leave, and improving employees' experience with human resources) reporting back on their activities. The Regents Scholarship group was gathering data and looking to reframe the discussion as an increase in the percentage of tuition covered by the Regents Scholarship, rather than restoration to 100% coverage. The vacation banking group was gathering data and trying to find out what happened after the [Resolution to Increase Maximum Bankable Vacation Hours for P&A Employees](#), which was passed in 2015 at the P&A Senate. The parental leave group had been on lactation resources, due to the pending announcement of the new policy. The group focusing on improving employees' relationship with human resources was gathering data.

### *Communications*

Ann Hagen said that the next meeting of the committee would be a joint meeting with the Outreach Subcommittee, and would be a working meeting featuring Kit Breshears, communications director, Center for Spirituality & Healing. Breshears, a former Civil Service Senator and now a P&A employee, had agreed to assist the committee in developing a communications strategy. Hagen added that a newsletter will go out prior to the February P&A Senate meeting.

#### *Outreach*

Mia Boos and Noelle Noonan said that the Outreach Subcommittee has finalized the Welcome Kit for new senators, a letter for new P&A employees, and thank you letters for outgoing senators. At their next meeting, the subcommittee will look at processes around the thank you letters and new employe letters. The subcommittee also continues to liaise with units with open seats.

#### *Professional Development and Recognition*

Fran Fabrizio and Julie Rashid reported that a flyer had gone out announcing the February 8, 2018 Brown Bag presentation, “How Silos Learn: Working in the Idea Factory.” In addition, the Professional Development & Recognition Subcommittee (PD&R) had been discussing captioning the videos of Brown Bag presentations. PACC took up this discussion and an agreement was reached that it was important to caption the video. Rashid and Fabrizio agreed that PD&R would pilot captioning through YouTube for the upcoming Brown Bag, and would look into options through UReturn, with the aim of captioning all the videos going forward. They will then make a plan to work through captioning the archived videos. Members commented that permission from the presenters would need to be obtained before the video of their presentation could be posted publicly on YouTube.

The subcommittee is also getting ready for the Outstanding Unit Award nomination season, as well as brainstorming about a possible networking event or panel discussion later in the spring.

#### **4. Discussion of Child Development Center Closure**

Next, Ringgenberg turned the discussion to the impending closure of the Child Development Center. There are about 30 employees at the center, including one P&A employee, six Civil Service employees, a few Teamsters, and the rest AFSCME, he said. He acknowledged that the center has not been accessible to many employees due to its long wait list and high cost, but recognized that parents whose children are or have been enrolled there are very upset about its closure. He said one of his main concerns was for the displaced employees. Hagen pointed out that they have 18 months’ notice of their layoffs; she expressed doubt that a case for unfair labor practices could be made. Ringgenberg clarified that his concern centered around the idea of laying off University employees and replacing them, through an RFP process, with employees of a third-party contractor that may not have the same quality of working conditions as the University. Members commented that employee groups should have representation during the RFP process.

Ringgenberg added that Professor Joseph Konstan, chair, Faculty Consultative Committee, has been in conversation with various administrators about the center's closure.

In the interest of time, Ringgenberg adjourned the meeting.

Amber Bathke  
University Senate Office