

[In these minutes: Discussion of annual elections, Discussion with Erin Dady, Discussion of CLA multi-year policy proposal]

P&A CONSULTATIVE COMMITTEE MEETING FEBRUARY 16, 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.]

Present: Katherine Dowd (Chair), Sherri Boone, Etty DeVeaux, Sandra Ecklein, Kevin Haroian, Marilyn McClaskey, Cynthia Murdoch, Susanne Vandergon.

Regrets: Candice Kraemer.

Guests: Erin Dady.

1. CHAIR'S REPORT

Katherine Dowd said that she traveled to the Rochester campus on January 27 to discuss governance with employees and ways for them to be involved as P&A Senate members have conflicts with the monthly meetings.

On February 5 she attended the campus climate event during which the racial identifiers in campus crime alerts were addressed. Another topic was diversifying P&A applicants. This is an issue for OHR that can be addressed once the Upgrade is completed. On this date she also attended the Faculty Consultative Committee meeting during which the Women's Faculty Cabinet discussed a proposal to use the fringe pool to pay for childbirth leave. The topic will continue to be discussed by the Faculty Affairs Committee and the Finance and Planning Committee.

On February 9 she and Susanne Vandergon met with Randy Croce and Erin Trapp regarding a unionization effort for P&A by SEIU. They are trying to assess if there is enough discomfort here for them to pursue efforts.

The Regents met on February 13. The Faculty and Student Affairs Committee discussed Crookston staff being able to use Regents Scholarship at the University of North Dakota on a limited basis. Dean Coleman discussed the CLA roadmap. Brandon Sullivan's topic was employee engagement. Lincoln Kallsen discussed workforce metrics. It was noted that P&A is the largest employee group and that the University is still addressing the Wall Street Journal article assumptions.

2. SUBCOMMITTEE UPDATES

Benefits and Compensation

Marilyn McClaskey said that the Benefits and Compensation Subcommittee received more information on the Regents Scholarship. In 2008 1624 employees used the benefit which decreased to 763 in 2013. They are also looking at vacation accrual rates and maximums at peer institutions, and vacation for 9 and 10 month contract employees.

Communications

Sandra Ecklein noted that a survey is going out to learn about communication issues with the newsletter and website.

Professional Development and Recognition

Etty DeVeaux said that the next brown bag is in March, the Outstanding Unit Award will open on February 19, and Vice President Brown will be the opening speaker for the Forum.

3. DISCUSSION OF ANNUAL ELECTIONS

Katherine Dowd asked subcommittee chairs to talk with their groups to see if members are interested in serving next year.

4. DISCUSSION WITH ERIN DADY

Erin Dady, Special Assistant to the President, said that this is her seventh week at the University. She has been working on presenting the University's request at the legislature, which includes ongoing funding for facility improvements, healthy Minnesota, and the Medical School.

The Governor's proposal in January provided \$32 million for the tuition freeze and \$30 million for the Medical School. The next forecast is on February 27 after which the Governor could issue a revised budget.

A focus this year is advocacy. Support the U Day was last Thursday and students are asked to stay involved throughout the process. Medical School alumni are being asked to weigh-in. She also encourages everyone to join the Legislative Action Network.

She asked how her office has interfaced with the P&A Senate in previous years.

Katherine Dowd stated that all senators and alternates are encouraged to join the Legislative Action Network. Her office is also invited to speak to the P&A Senate at a spring meeting.

Q: What is the politics of this year's legislature?

A: There is an emphasis on greater Minnesota. Governor Dayton is also being bolder in his policy decisions.

Q: The P&A classification has been targeted by the legislature due to the Wall Street Journal article a few years ago. Is this still an issue this year?

A: There were questions about the administrative classification and if reallocations are being used for mission-focused areas.

Q: How does the University explain its impact to the legislature?

A: The University is the economic engine for the state, and the state cannot be strong without it. The legislature understands this concept and there is broad support. However the legislature has insisted on performance metrics that are tied to additional funding.

5. DISCUSSION OF CLA MULTI-YEAR POLICY PROPOSAL

Kevin Haroian said that the CLA P&A Council would like to create a process for multi-year appointments in the college. Dean Coleman is supportive of the effort and asked the Council to work with HR. After drafting a proposal, it was discussed by the deans board. Their comments were that professional employees needed to be separated from administrative employees so that administrative employees were not provided with continuous contracts and that multi-year

contracts should only be offered to the best employees based on merit. Once wording is finalized, he would like to know if the proposal should be considered for all P&A.

Members made the following comments:

- Multi-year contracts would provide stability to a department but would require a budgetary commitment
- Dossier requirement is too onerous for a three-year contract
- Continuous appointments should not be mentioned in the proposal
- Multi-year contracts should be offered for mission-critical functions, not for job security as noted in the policy statement
- Multi-year contracts need to be based on performance
- Definitions are needed
- Draft is written for academic P&A versus professional P&A

6. APPROVAL OF SENATE AGENDA

The agenda was approved as amended.

7. OTHER BUSINESS

With no further business, Katherine Dowd thanked the members for attending and adjourned the meeting.

Becky Hippert
University Senate