2014-15 UNIVERSITY OF MINNESOTA

DECEMBER 5, 2014

P&A SENATE MINUTES: No. 3

The third meeting of the P&A Senate for 2014-15 was convened in 1-451 Moos Tower on Friday, December 5, 2014, at 9:34 a.m. System campuses were linked by ITV. Checking or signing the roll as present were 32 P&A members and 11 alternates. Chair Katherine Dowd presided.

1. P&A CONSULTATIVE COMMITTEE REPORT

Katherine Dowd, Chair of the P&A Consultative Committee (PACC) and Senate, reported that after the November P&A Senate meeting, the University announced a settlement between Medica and Children's Hospital. The Senate Consultative Committee (SCC) met on November 13. The first guests were Vice President Brown, Brandon Sullivan, and Jennifer Engler to discuss employee engagement. The President joined the second half of the meeting and spoke about this year's budget request, the continuation of the tuition freeze, campus diversity, and the Regents Scholarship Program. On this last point, he said that he strongly favors employee buy-in for their continuing education.

PACC met on November 17 with Amy Phoenix on the topic of campus climate. This initiative is a directive from the President to the senior leaders to assess and improve this area. World Cafes have been held to get community feedback and a larger event is planned for February.

2. STUDENT SENATE UPDATE

No report.

3. CIVIL SERVICE SENATE REPORT

No report.

4. FACULTY SENATE REPORT

Rebecca Ropers-Huilman, Chair of the Faculty Consultative Committee (FCC), joined the meeting to discuss the work of that group. FCC had their annual retreat in August at which time goals were set and include the Strategic Plan, salary equity, parental leave, department head/chair leadership, and equity and diversity for faculty, staff, and students. On this last topic, each college has three goals in this area, but there has been a lack of progress. She said that P&A should ask about these goals in their area if they have not already been told.

FCC has also been discussing the role of free speech and the right to dissent, and its relation to the Student Conduct Code. Senior student affairs leaders were invited to an FCC meeting for a discussion, with a follow-up in March.

Q: When the Strategic Plan was addressed at the last University Senate meeting, there were few positive comments. Most of the speakers were concerned about how things would be done and if the goals were achievable. Are faculty in agreement with this plan?

A: There is almost nothing that all faculty agree upon, and this plan is one example. However the discussion at the University Senate was a last chance for senators to express concerns which is what happened. In general, faculty feel that the plan has a good, overarching vision for the campus.

Q: Do faculty support a change to the Regents Scholarship Program?

A: Some faculty vehemently support the right to further education for all employees while others agree that it makes sense for employees to have skin in the game. This is an opportunity to compare the options and see what makes most sense.

5. PRESENTATION ON THE UPGRADE

Dennis Wenzel, Sue Van Voorhis, Mike Volna, Kelly Krattiger, and Patton Fast joined the meeting to discuss the Enterprise Upgrade scheduled for early spring semester.

Dennis Wenzel began by thanking the many P&A who have been working on this project. The Upgrade is on track for February 2015, with testing taking place now The cutover will be on February 11th or 12th and last one to two weeks. During this period, the old system will be shutdown so only view access will be available.

Many people ask why the Upgrade is necessary and why it will cost $83 million. He stated that the Upgrade encompasses all the PeopleSoft systems – Human Resources, Financial, Students, and campus solutions – as well as a new web portal for access. The current system is 15 years old and is no longer supported by the vendor. The current system is also the second-most modified among all PeopleSoft users and is expensive to maintain.

The goal of the Upgrade is to have a more vanilla system with fewer modifications. There will be some pain as the system goes live, but there will be two months of enhanced support for rapid responses.

Sue Van Voorhis said that she is leading the group working on the new portal and campus solutions, which includes student and academic systems. The new portal will provide one login to conduct most business. However, it will not replace the University's homepage or OneStop. Additionally, APlus and APASS will still be availbabe for advising. She then walked senators through some views of the portal pages.

Kelly Krattiger said that he is leading the Human Resources Management System (HRMS) team. He showed a portal view of an employee page, noting that the tabs on the left side will depend on an employee's role. Everyone will see 'My Pay' and 'My Benefits', while only managers will see the tab which provides access to hiring and approving time sheets and absence requests.

One of the biggest changes will be the elimination of paper time sheets and absence requests. Emphasis has also been placed on data integrity and quality as records are prepped for the Upgrade.

Mike Volna said that he is the lead for the Financial area. The changes in this area are less as it was undated more recently; access will be through the portal and reports are changing. He thanked the EFS Steering Committee which has worked to identify pain points in the current processes.

Dennis Wenzel said that the University will be changing the way it does business in the new system. For this reason, 400 faculty go-tos and 120 HR stars have been identified to provide assistance in all units. He reminded senators and alternates to subscribe to the Upgrade news and to look at the Upgrade website for additional information.

Q: What structural measures are being taken to ensure the accuracy of data?

A: When the University upgraded from CUFS to EFS, it learned that it could have done better. With the upgrade there are more opportunities to use data across systems. Therefore there has been an increased structure to the design and conversion of data. However, as humans are involved, there is no 100 percent guarantee that every detail will be correct at the beginning.

Q: Do employees know if they will need training?

A: HR Leads and key contacts will identify people who will need to work in the new system and then provide notification. For the financial systems, all training will be online, but as there are new significant changes, no new training will be required.

Q: When will training be available?

A: Some is available now and others will be available closer to go-line once roles are assigned in the new system. All training will be available through the Upgrade website.

Q: What is the date to determine if the Upgrade will be delayed from February?

A: There are many dates, each with a different level of criteria. The last date was November 18 and the next is December 16. There are five rehearsal test dates with the final in mid-January. The final decision will be made on February 10th.

6. STRATEGIC PLANNING UPDATE

Neil Anderson reported that Mary Nichols, Dean of the College of Continuing Education, has been named chair of the implementation work team. This group will also be looking at ways that the Twin Cities plan can integrate with those at the system campuses.

7. P&A SENATE SUBCOMMITTEE REPORTS
AND PRESENTATION OF SUBCOMMITTEE WORK PLANS

Benefits and Compensation (B&C) Subcommittee

Marilyn McClaskey reported that Patti Dion met with B&C to discuss Regents Scholarship usage. Since the change, usage has considerably decreased. The President has mentioned that he wants employees to have skin in the game, but it has been noted that even when the tuition is free, employees still pay for fees, taxes, and books. The subcommittee will continue to at this issue, as well as vacation changes for P&A and a Roth IRA option.

Communications Subcommittee

Sandra Ecklein said that the Communications Subcommittee will be focusing on recognizing more P&A in newsletters this year and updating the NEO PowerPoint due to Job Family Study changes.

Outreach Subcommittee

Kevin Haroian presented the Outreach Subcommittee work plan.

Professional Development and Recognition (PD&R) Subcommittee

Sherri Boone said that the Outstanding Unit Award (OUA) process this year will have applications due in March so that the winning unit can be announced in April. This year PD&R is also planning a May forum focusing on skills that P&A will need in five years to meet grand challenges. Vice President Brown will start the forum and then several thought leaders are being invited to share their views on upcoming trends. The forum will be broadcast. PD&R is hoping that there will be a central viewing site at each campus.

8. P&A SENATE OLD BUSINESS

NONE

9. P&A SENATE NEW BUSINESS

NONE

10. P&A SENATE ADJOURNMENT

The meeting was adjourned at 11:25 am.

Rebecca Hippert
Abstractor