
The University Senate

FACULTY · STUDENT · P&A · CIVIL SERVICE

UNIVERSITY OF MINNESOTA

P&A Consultative Committee (PACC)

November 10, 2022

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: Welcome and Introductions; P&A Subcommittee Reports; Chair and Chair-elect Reports; P&A Service Recognition Discussion; Old/New Business]

PRESENT: Adolfo Carrillo Cabello (chair), Whitney Taha Frakes (chair-elect), Chelsie Bohlman, Scott Creer, Stacy Doepner-Hove, Marti Fasteland, Monica Kocon, Nancy Sims, Monica Wittstock

REGRETS: Toni Abts, Amanda DeLisi, Matthew Verkuilen

OTHER: Kate Stuckert

1. Welcome

Adolfo Carrillo Cabello, chair, P&A Senate/P&A Consultative Committee welcomed everyone and asked for a round of introductions given that Monica Wittstock recently joined PACC as co-chair of the Professional Development and Enrichment (PD&E) Subcommittee.

2. P&A Subcommittee Reports

Monthly written subcommittee reports can be found on this [document](#). Carrillo Cabello noted that he especially welcomes subcommittee co-chairs to bring forward any areas of work in their subcommittees where input and perspectives from the other subcommittees might be helpful.

Subcommittee co-chairs discussed the importance of sharing topics *among* subcommittees as topics often overlap and have relevance to more than one subcommittee. Carrillo Cabello agreed with the assessment and invited PACC members to consider where the topics of accountability and policy review might best be situated among the subcommittees. He said he would like to discuss this further at a future PACC meeting.

3. Chair and Chair-elect Reports

Adolfo Carrillo Cabello and Whitney Taha Frakes, chair-elect, P&A Senate/P&A Consultative Committee shared the following updates:

- Thanks to Kate Stuckert, senior assistant, Office of the President, for recommending Julie Tonneson, vice president and budget director, University Budget and Finance, as a speaker for the November P&A Senate meeting.
- At the February P&A Senate meeting, the intention is to have P&A Senate members from the Crookston, Duluth, Morris, and Rochester campuses as well as University of Minnesota Extension, share with the senate challenges, contributions, and unique qualities particular to their campuses. The intention is for engagement to be more inclusive and less Twin Cities-centric.

PACC members had a robust discussion regarding the best approach for most effectively engaging with Regent James Farnsworth who would be attending the December 8, 2022, PACC meeting. It was determined that PACC would:

- Prepare and send questions for Regent Farnsworth to consider prior to the meeting. Work to ensure that questions remain focused on one topic: What are strategies for successful communications between PACC and the Board of Regents (BOR) around the topic of compensation strategies at the University?
- Focus on questions that remain unanswered from PACC's last interaction with the Board of Regents (BOR) (May 9, 2022, letter regarding the state of compensation for P&A employees at the University).
- Emphasize the importance of including all campuses in discussions of compensation strategy.
- Invite Regent Farnsworth to return to a subsequent PACC meeting to *continue* the conversation and hopefully move it forward.

Carrillo Cabello then updated PACC members on the status of implementation of the PEAK initiative. He said the most effective way by which they can get questions answered is through the Senate Consultative Committee (SCC) of which he and Taha Frakes are members. Carrillo Cabello said he had invited the PEAK project manager to today's meeting, but she was not available. He let PACC members know that P&A leadership is engaged with the administration regarding the PEAK roll out, they are asking questions, and will continue to do so. He said the SCC is open to receiving questions from all consultative committees regarding concerns from their constituents and that the SCC *does* have the ear of the administration regarding constituent concerns.

4. P&A Service Recognition

Shereen Sabet, assistant to the director, Interdisciplinary Center for the Study of Global Change, shared [slides](#) regarding information on employee recognition that is currently available to P&A employees. She said that, given the number of employees at the University, the number of awards available specifically for P&A employees is relatively few.

In some cases, Shabet said, the nomination process is considered to be too intensive and onerous. Sabet noted that this may be one reason why a minimal number of nominations is submitted. She added that many people are not aware of some types of recognition and awards that are available to P&A; for example, the availability of [Professional Development Leaves for Academic Professional and Administrative Employees](#).

Sabet said she would like to hear from PACC members how they, as P&A employees, prefer to be recognized and invited responses via email. She said she intends to continue doing research

on, and possibly developing recommendations for, some type of service recognition program for P&A employees. Nancy Sims noted that, as Sabet does her research, she may want to become aware of programs that were once available and have now been discontinued. Before asking about developing new awards, Sims suggested, it could be helpful to learn *why* those that were available in the past are no longer available.

Carrillo Cabello said he would be interested to learn how individual colleges and units are managing and tracking professional development leaves. He is aware in his unit, College of Liberal Arts, of very few of these awards being requested. He said he was curious why they are not being utilized more heavily. Looking at how these opportunities are being broadly communicated would be valuable information, he added.

Marti Fasteland recommended reaching out to human resource units on each of the campuses to ask them about awards that may be specific to a single campus. She expressed support for seeing data on the number of P&A employees who have received awards and wondered if it is proportional to their presence in the workforce. Perhaps, Fasteland said, there is simply a need for additional advocacy or information about the availability of awards for P&A employees.

Committee members had a robust discussion regarding how to best make known to P&A employees the availability of awards and recognition; how to make sure that online material regarding awards and recognition is up to date and accurate, and how to include P&A employees in units that are not collegiate units.

Carrillo Cabello thanked Sabet for her presentation and noted that PACC would be available to assist her in the research and moving the project forward.

5. Old Business/New Business

Regarding the February 3, 2023, P&A Senate Meeting, Carrillo Cabello noted:

- Vice President Ramírez Fernández accepted the invitation to attend the meeting
- Angel Uddin, director, Equity, Diversity, and Inclusion, OHR will also attend the February senate meeting
- Uddin wants to discuss with Ramírez Fernández a topic that came up at the November 2022 P&A Senate meeting which she expressed interest in - barriers to advancement for P&A employees at the University
- Carrillo Cabello requested that PACC members continue to think about barriers, limitations, and constraints that P&A employees face regarding advancement and be prepared to assist in developing questions for the February senate meeting

Carrillo Cabello asked if members had additional updates, questions, or concerns.

- Monica Kocon noted that she felt the pace of PACC and P&A Senate meetings was very quick, perhaps too content-heavy, with too little time for in-depth discussion.
- Marti Fasteland noted that there are some constituents who are disappointed that Juneteenth has not been recognized as a federal holiday at the University, and that there are concerns regarding use of the term “flexible” holidays as they are *not* flexible, they are pre-decided.

Carrillo Cabello said that the dates of holidays are determined by the Civil Service Senate and approved by the BOR. Kate Stuckert noted that the Civil Service Senate is still in discussions

regarding the holiday dates, and that Fasteland should reach out to Tony Fussy, chair, Civil Service Senate/Civil Service Consultative Committee, regarding her questions. The path toward making Juneteenth a holiday for everyone at the University, Stuckert added, is:

- Incorporation of the holiday into Teamster and bargaining unit contracts
- Incorporation of Juneteenth as a holiday into the [Civil Service Employment Rules](#)
- Approval of the change to the Civil Service Employment Rules by the BOR

Fasteland said the conversation was helpful and she would do additional research regarding the situation on the University of Minnesota Duluth campus.

In the interest of time, Carrillo Cabello thanked the committee members and adjourned the meeting.

Geanette Poole
University Senate Office