
The University Senate

FACULTY · STUDENT · P&A · CIVIL SERVICE

UNIVERSITY OF MINNESOTA

2022-2023 P&A SENATE MINUTES: No. 4

April 7, 2023
9:30 - 11:30 A.M.

The fourth meeting of the P&A Senate for the 2022-23 academic year was convened via Zoom on Friday, February 3, 2023, at 9:30 a.m. Fifty-five senators and nine alternates signed in as present. Chair Adolfo Carrillo Cabello presided.

1. Call to Order and Welcome

Adolfo Carrillo Cabello, chair, P&A Senate and P&A Consultative Committee (PACC), welcomed everyone and briefly reviewed meeting communication protocols, use of the Zoom chat feature, etc. He used this [slide deck](#) to share information throughout the meeting.

2. Visit with Regent James Farnsworth

P&A Senate members were provided with [questions](#) that were shared with Regent Farnsworth for consideration prior to this meeting. Carrillo Cabello invited Regent Farnsworth to introduce himself and share his thoughts regarding shared governance at the University of Minnesota. Regent Farnsworth reflected on his time as a member of shared governance while a student at the University.

Carrillo Cabello invited Regent Farnsworth to share his insights regarding the benefits of engaging with shared governance that some may overlook. Regent Farnsworth noted the following:

- Involvement in shared governance is particularly important during times of administrative transition such as the University of Minnesota is currently experiencing.
- As a board member, Regent Farnsworth said he finds it helpful to reach out to shared governance to better understand issues that are not part of his own experience or for which more insight is needed.

Carrillo Cabello asked Regent Farnsworth to comment on the integration of public comments in the work of the Board of Regents. Regent Farnsworth responded with the following:

- The BOR has recently adopted a new framework for receiving public comments that will be aligned with the agenda for a given BOR meeting.
- Regent Farnsworth said he agrees with the idea that it's important for the BOR to make a distinction between shared governance at the University and the general public.

Carrillo Cabello invited Regent Farnsworth to comment on the possibility that, by opening a framework for increased public engagement, comments and concerns raised by University

community members might get diluted or lost. Regent Farnsworth said he would pay attention to that question with the roll out of the new engagement program as he had not had time to carefully consider it prior to this meeting.

Regarding what types of mechanisms the BOR has considered to maintain consistent engagement with groups in shared governance, Regent Farnsworth said he recognizes that there is an equity component that the BOR needs to further discuss. He noted that the request to the BOR from the P&A Consultative Committee (PACC) regarding being allowed to provide an oral report at a BOR meeting, similar to the report provided by the Faculty Consultative Committee (FCC), for him is a “no brainer.” He said that he is interested in having the BOR do an analysis of how it works with student governance groups and all segments of shared governance with an eye toward providing equitable access for engagement with the BOR.

Stacy Doepner-Hove asked what additional measures members of the P&A Senate could take to continue and broaden the advocacy that is presented in the [P&A Senate letter](#) to members of the BOR regarding expanding engagement opportunities. Regent Farnsworth provided the following ideas:

- Regent Farnsworth said he could initiate discussion with his colleagues on the BOR around his positive experiences with PACC and the P&A Senate.
- Discuss the request with the chair of the Governance and Policy Committee as that committee has led much of the public engagement work.
- Spring and early summer are an effective time to request attention and engagement on certain issues or initiatives as the BOR is in the process of creating its work plans for the coming academic year.

Senate members and Regent Farnsworth discussed the impact of negative commentary from the public at large being particularly challenging as the University makes strong efforts to positively engage with its community. Regent Farnsworth said it is important for the Board to carefully weigh the input from those who have amplified their voices, often to the detriment of other populations.

Carrillo Cabello asked Regent Farnsworth to comment on the Summary Report of Identified Barriers for P&A Employees Accessing the Regents Scholarship. Regent Farnsworth said, until he was preparing for this meeting, he was not aware that the Regents Scholarship Program existed. He appreciated the extensive information provided in the Summary Report and said it may be appropriate for discussions by the Board’s Mission Fulfillment Committee. He said the Summary Report provides an excellent platform to begin the conversation with his colleagues on the Board.

Carrillo Cabello responded that PACC had shared the report with President Gabel who was receptive to the content. He added that an important distinction in the report is that the barriers are not necessarily associated with the policy itself, but with how the policy gets implemented. Many of the barriers, he noted, actually happen *before* University employees are given access to the benefit of the Regents Scholarship Program. In the interest of time, Carrillo Cabello thanked Regent Farnsworth and moved to the next agenda item.

3. Discussion and Vote: Proposed Changes to the P&A Constitution, Bylaws and Rules

Chris Kwapick, senate associate, University Senate Office, and Jeremy Jenkins, P&A member of the University Senate, P&A representative on the University Senate Constitution, Bylaws, and Rules Review Work Group, presented for discussion and vote, proposed changes to the P&A Senate Constitution, Bylaws and Rules. Kwapick gave a short summary of the proposed changes, how they came about, and those involved in researching the proposed changes. After some questions and friendly amendment suggestions from senate members, votes were taken on the proposed amendments to each of the three documents, and the results are as follows:

- [P&A Senate Constitution Amendments](#)
 - Two-thirds majority of voting members needed to approve (48);
 - Vote was 59 ayes, 0 nays, 5 abstentions
- [P&A Senate Bylaw Amendments](#)
 - Majority of total voting members to approve (37);
 - Vote was 57 ayes, 0 nays, 2 abstentions
- [P&A Senate Rules Amendments](#)
 - Simple majority of *those present and voting* needed to approve
 - Vote was 58 ayes, 0 nays, 2 abstentions

Jenkins reminded senate members of an issue that the P&A Senate had been discussing for some time that is not reflected in the revisions that the P&A Senate just voted on; that being the number of seats allotted on various shared governance committees for P&A representation. Jenkins said he raised this matter so that the P&A Senate would be reminded to continue its advocacy around the issue.

4. Civil Service Senate Report

No report was provided for this meeting.

5. Student Senate Report

No report was provided for this meeting.

6. System Campus 101

P&A Senate members from University of Minnesota Rochester (UMR) and University of Minnesota Crookston (UMC) were invited to provide information on their specific campuses or areas of work, to assist the P&A Senate in amplifying the visibility, awareness, and uniqueness of each campus.

- UMR - please see [slides 13 through 22](#), presented by Jessie Barnett, student based faculty, Public Health
- UMM - please see [slides 23 through 34](#), presented by Nick Skulan, counselor, One Stop Student Services, and Angela Vetsch, director, Rodney R. Briggs Library

7.P&A Subcommittee Reports

P&A Senate Subcommittee Reports are linked in [this document](#).

- Outreach Subcommittee (Toni Abts and Stacy Doepner-Hove, co-chairs)
- Professional Development & Enrichment (Monica Kocon, chair)
- Benefits & Compensation (Martí Fasteland and Nancy Sims, co-chairs)
- Communications (Chelsie Bohlman and Amanda DeLisi)

Carrillo Cabello reminded P&A Senate members to review and provide feedback on behalf of their constituents on the draft of the [Workforce Reinvestment: Rebuilding a Better U for Employees](#) resolution, co-sponsored by the Consultative Committee Leaders (CCL). The resolution will be presented for discussion at the April 27, 2023, University Senate Meeting.

8. P&A Senate Officers Elections

Carrillo Cabello confirmed that there was a quorum present at the meeting so voting for the P&A Senate chair-elect, subcommittee chairs/co-chairs, and P&A serving on the University Senate would take place. Floor nominations for the positions were accepted along with those submitted prior to today's meeting. Elections results are as follows:

- P&A Senate and P&A Consultative Committee chair-elect:
Kit Breshears was elected to a one-year term beginning July 1, 2023.
- Co-chairs of the Benefits and Compensation Subcommittee:
Marti Fasteland and Monica Kocon were elected to one-year terms beginning July 1, 2023.
- Co-chairs of the Communications Subcommittee:
Maureen Long was elected to one-year terms beginning July 1, 2023.
- Co-chairs of the Outreach Subcommittee:
Toni Abts and Stacy Doepner-Hove were elected to one-year terms beginning July 1, 2023.
- Professional Development and Enrichment Subcommittee: no nominees were received for the chair/co-chairs position(s).
- P&A Senate members elected to serve on the University Senate for a three year term beginning July 1, 2023:
 - Adolfo Carrillo Cabello, CLA Language Center
 - Todd Helmer, Office of Equity and Diversity, Disability Resource Center
 - Brian Olmsted, College of Science and Engineering, Minnesota Nano Center
 - Shereen Sabet, Global Programs and Strategy Alliance, Interdisciplinary Center for the Study of Global Change
 - Kevin Wendt, College of Science and Engineering, Computer Science & Engineering

Carrillo Cabello thanked senate members and adjourned the meeting.

Geanette Poole
University Senate Office