

P&A CONSULTATIVE COMMITTEE MEETING NOVEMBER 20, 2013

[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: Cynthia Murdoch (Chair), Katherine Cramer, Stacy Doepner-Hove, Ann Hagen, Scott Marsalis, Christine Peper, Susanne Vandergon.

Regrets: Jodi Carlson Grebinoski, William Hellriegel.

Guests: Liz Eull, President Kaler, Jason Rohloff, Matt Smriga.

1. CHAIR'S REPORT

Cynthia Murdoch reported that she attended the following meetings:

- November 8 Strategic Planning meeting with Ann Hagen
- November 13 meeting with P&A regarding a department that non-renewed all P&A employees
- November 18 meeting with Patti Dion regarding the department that non-renewed all P&A employees

Upcoming meetings include:

- November 21 Senate Consultative Committee meeting during which the Committee on Committees review will be done and there will be a Strategic Plan update
- Upcoming meeting guests will be:
 - December 6 P&A Senate - Vice President Scott Studham
 - December 16 PACC - Vice President Richard Pfutzenreuter
 - January 22 PACC – Vice President Katrice Albert
 - February 7 P&A Senate – Jason Rohloff, legislative session and bonding bill

2. SUBCOMMITTEE UPDATES

Benefits and Compensation

Susanne Vandergon said that Terri Wallace from the Civil Service Compensation and Benefits Committee joined the meeting to discuss merit pay guidelines for civil service employees.

Communications

Scott Marsalis reported that he would like updates from each subcommittee for the next newsletter.

Professional Development and Recognition

Christine Peper said that the December brown bag is set and the February one will focus on the P&A teaching award winner.

3. STRATEGIC PLAN UPDATE

Ann Hagen reported that the group has met four times which conversations focused on strengths and potential improvements. They are also being asked to write vision statements.

4. TOPICS FOR SPEAKERS

Members discussed possible topics for upcoming P&A Senate speakers.

5. LEGISLATIVE PLANNING

Jason Rohloff joined the meeting to provide an update on the legislative session which starts February 25. After the last session, the University focused on the following:

- President met with 24 legislative leaders to thanked them, debrief, and listen to feedback
- Re-educating legislators by bringing some to campus
- Meeting with legislative staff members
- Focusing on Minnesota business partners
- Bonding tours to have legislators see building conditions in person
- University finance 101

Matt Smriga then discussed legislative advocacy. The legislative network is being provided with a new name and brand to convey the message better. They will also have new advocacy software to better target segments. The legislative briefing will be on February 12 and Support the U Day is March 27.

Q: How will staff be engaged?

A: They are talking with the deans regarding them sending an email to personnel in their colleges.

6. MEETING WITH PRESIDENT KALER

President Kaler then joined the meeting. He began by addressing the Strategic Plan. This is a way to redefine what the University wants to be in 15-20 years. He does not want the final product to be able to apply to any institution, but wants a plan that is unique for Minnesota and the Twin Cities campus.

Q: Is the Strategic Plan meant to represent the Twin Cities campus or the University?

A: The plan being designed now is the for the Twin Cities campus, as each campus has its own. However, there will be linkages between the plans once each is complete.

Q: Will the University's mission stay the same or be changed by the Strategic Plan?

A: The mission of teaching, research, and service will still encompass anything envisioned by the Strategic Plan. He is asking everything to think of everything that the University does to determine what should continue to be done and strengthened, and what should be discontinued.

Q: What is the incentive to stop doing things? The culture is such that almost nothing is ever discontinued and staff will not stop doing some tasks until there is a directive from their direct supervisor.

A: There has to be a drive to make these improvements and change the culture. However he is sensitive to making too many changes at one time. Therefore he has asked vice presidents and deans to include these objectives in their work plans going forward.

Q: Why did the University commit to cut \$90 million over five years?

A: It was an important public statement to show that the University understands the public perception about too much administration. The University will be assessing all spending to see

where improvements can be made. Suggestions made through Operational Excellence can also be implemented to account for additional savings.

Q: Will these savings be redirected to direct mission costs?

A: The goal is to reallocate savings to teaching and research functions while still looking for new funding, such as increases from the state and philanthropy.

Q: What will be the impact on staff?

A: These cuts are not intended to lead to large-scale layoffs. Instead most staff savings will be managed through attrition.

Q: When do cuts start?

A: The process begins July 1 so University leaders have been informed of this goal over the next five years. There are already changes being made, such as merging OIT help desks, eliminating a live operator when dialing '0', and increasing supervisory spans.

Q: If units make cuts the first year, what will happen in future years to continue to achieve savings?

A: \$90 million represents just 1.2 percent of the total University budget, so this amount is very achievable over five years. This is a multi-year process to continue to make changes and look for savings.

Q: Will the University continue to grow during this period?

A: Yes, but it might be in targeted areas instead of across-the-board.

President Kaler then touched on the following topics:

- Interactions with K-12 education – there needs to be growth in this area to close the achievement gap which is a big issue for the state
- Financial stability – the Affordable Care Act (ACA) changes the landscape and puts pressure on large organizations to move towards a health care exchange
- Operational Excellence – employees need to be empowered to consider innovations in the way that they do their work to make the organization better
 - A member noted that with fewer employees, those who remain are being asked to do more which provides less time to think and be creative
- Employee growth – the growth and care of employees is critical to the University and he hears from many groups that training and education is key to creating effective supervisors
- Value of the University to the state – the public perception is that the University is an elite institution and for many students it is an aspirational goal to attend the University. The University needs to retain the best students, and if they are qualified, find ways to make the cost affordable.
- Changing educational models – brick and mortar institutions are not ending, but they must learn to do things differently.

Q: Do the civil service and P&A classifications need to remain separate?

A: He is not wed to the current structure, but there can be no change until the job family study is complete and positions are classified appropriately. Then a classification change to exempt and

non-exempt professionals could be considered, while still maintaining faculty and bargaining unit classifications.

Q: What about benefits that define the civil service and P&A classifications?

A: These details cannot be the barrier to making classification changes.

7. SENATE AGENDA

The agenda was approved.

8. OTHER BUSINESS

With no further business, Cynthia Murdoch thanked the members for attending and adjourned the meeting.

Becky Hippert
University Senate