

## 2019-2020 UNIVERSITY OF MINNESOTA

November 22, 2019

9:30 - 11:30 A.M.

### P&A SENATE MINUTES: No. 2

The second meeting of the P&A Senate for 2019-20 was convened in Room 45 of the Humanities Fine Arts Building, Morris Campus, on Friday, November 22, 2019, at 9:30 a.m. Forty-nine senators and 15 alternates signed the roll as present. All campuses were linked via videoconference. Chair Noelle Noonan presided.

#### 1. Welcome and Introductions

Chair Noelle Noonan called the meeting to order and welcomed P&A Senate members. She then invited in-room and on-line members to take some time to meet their fellow senators.

#### 2. P&A Senate Subcommittee Reports

##### *Professional Development and Recognition (PD&R)*

Co-chairs Fran Fabrizio and Linsley Konerza shared that the November 2019 Seminar Series event with Marianne Johnson was successful with 60 attendees. PD&R has scheduled its next Seminar Series event for December 4, 2019, with Alex Kleberg from [International Student and Scholar Services](#) (ISSS). Fabrizio asked senators to make certain that constituents are aware of the upcoming event. Konerza added that PD&R will partner with the Civil Service Senate to present a February 2020 event centered on employee engagement and community relations.

##### *Outreach Subcommittee*

Co-chairs Ben Anderson and Maureen Long reported that the subcommittee is securing P&A Senate members to staff the P&A information tables at New Employee Welcome events on all five campuses for December 2019 and February 2020. Work continues on developing a mentoring program between senior and new P&A senators.

##### *Communications Subcommittee*

Co-chair Caleb Hicks shared information regarding the latest statistics gathered from the October 2019 P&A Newsletter. The most recent newsletter had an open rate of 46%. Reader engagement was highest with [an open letter response](#), crafted by members of the P&A Consultative Committee (PACC). The open letter responded to an opinion piece in MinnPost which was highly critical of the number of P&A staff at the University.

Hicks added that one of the regular features of the newsletters is the P&A staff spotlight. The subcommittee is working on a platform that senators can use to solicit nominations for P&A staff to be featured in the newsletter.

Next, Co-chair Tracey Hammel said the subcommittee is creating a concise branding piece that would describe and showcase the work of the P&A Senate, and the work that P&A staff does

across the University system. She asked for senate members to contact her if they would like to volunteer their time and talents to work on this short term project.

### *Benefits and Compensation*

Co-chair Scott Creer shared that the subcommittee had formed a task force to discuss with representatives from the Office of Human Resources (OHR) how to improve communication with P&A staff regarding two Administrative Policies: [Family and Medical - FMLA Leave](#) and [Parental Leave for Employees](#). Co-chair Emily Becher provided an update on the status of the Joint Compensation Committee's (JCC) [Report](#), which outlines P&A staff concerns regarding compensation. She added that the JCC has identified core themes around which they would like to see University data, and are completing the necessary paperwork to make the data requests.

### **3. Extension Overview and Manure Management**

Chair Noonan thanked the subcommittee co-chairs and took a moment to remind senate members of current P&A Senate goals which include:

- strengthening communication and relationships between the P&A Senate and its constituents, as well as with faculty, students, and University leadership;
- educating the University community about the wide diversity of work that P&A employees do at the institution; and
- highlighting individual campuses and units and how the work being done all across the state contributes to the successes of the University as a whole.

Noonan then introduced Lisa Dierks, regional director, Southern Minnesota [Extension](#), who gave an overview of the wide-ranging work carried out by Extension staff (begins on slide six of slide deck). Dierks started by sharing the mission of the Extension department: “To make a difference by connecting community needs and University resources to address critical issues in Minnesota.” She then gave a brief history of Extension at the University, the four centers around which Extension work is done (Family Development, Youth Development, Community Vitality, and Agriculture, Food and Natural Resources), noting that over 1,000,00 people per year participate in Extension programs.

Next, Chryseis Modderman, extension educator, Regional Outreach and Research Center, presented information on [manure nutrient management research and programming](#) (begins on slide 16 of slide deck). She detailed two programs the research center is currently working on: the first regarding application timing of manure, and the second, manure in relation to cover crops. Modderman next shared information about outreach training projects she is involved with, and the various state agencies with whom Extension often works, including the Minnesota Pollution Control Agency and the Minnesota Department of Agriculture.

### **4. Q&A with Regent Tom Anderson**

Noonan thanked Modderman for her presentation and next invited Regent Tom Anderson to begin his presentation. Regent Anderson also thanked Modderman for her presentation and said he was especially interested to hear from a member of Extension because his great uncle, T.A. “Dad” Erickson is known, across the United States, as the father of the 4-H program. Regent Anderson shared with senate members a bit about his background and how he came to be a

member of the University's Board of Regents (BOR). He said within the BOR's structure, he has served as chair of the Finance Committee, chair of the Mission Fulfillment Committee, and as a member of the Litigation Committee. He noted that there is very little the BOR actually votes on as most issues have been well vetted through committee work and shared governance by the time they are presented to the board. Regent Anderson said shared governance is one of the strengths of land grant universities, and of the University of Minnesota in particular, and his job as regent allows him to represent the taxpayers' interests as part of that shared governance system.

Regent Anderson next responded to a number of questions from senate members, beginning with: What are the top three issues the BOR would like the University to address in the next year? He said firstly, he's pleased to see the progress and success of the joint venture of the University of Minnesota Physicians and Fairview Health Services (M Health Fairview), which is resulting in improved care for patients, and for children in particular. Secondly, he said, the overriding issue is how does the University provide the best education possible for students, a robust environment for research, and, at the same time, keep that education affordable and the University financially sound. Finally, he added, it's important, with President Gabel's leadership, for the University to define its long range plan, determine its path for the next 15 to 20 years, and establish who it wishes to serve.

In response to a question regarding representing a more rural part of Minnesota, Regent Anderson said that having lived in west central Minnesota his whole life, he feels he understands the communities of Morris and Crookston very well, and that it is an honor to help address issues that are particular to the two campuses in his district. He highlighted the Legacy Land Grant Scholars program, a student success and scholarship program that supports students from Greater Minnesota, which he encouraged former University of Minnesota President Eric Kaler to establish.

A question was raised regarding the BOR's consultation process when presented with confrontational topics, such as The Task Force on Building Names and Institutional History's recommendations which were made at the March 2019 BOR Meeting. Regent Anderson said with these polarizing topics, it's important to acknowledge that everyone looks at the issue through their own set of experiences, and everyone's experience is different. He answered additional questions regarding resource allocation at the University, and he mentioned again the importance of balancing educating students, conducting research, and the expense of hiring talented individuals to do both. He also recommended looking at successes at other institutions of higher education and in the business world for ways to effectively implement efficiency practices at the University.

As there were no more questions from senate members, Noonan thanked Regent Anderson for his time and moved on to the next topic.

## **5. P&A Senate Mission Statement Update**

Erin Heath, chair-elect, P&A Senate and P&A Senate Consultative Committee (PACC), reviewed the progress made by a senate member workgroup in drafting new P&A Senate vision and mission statements for consideration. Heath shared three [proposed vision statements](#) (begins

on slide 49 of slide deck) with senate members, and voting by a show of hands resulted in a recommendation to combine portions from two of the vision statements to create a final version. Heath then shared the work group's proposed new mission statement: "Our mission is to advocate on behalf of P&A employees through sharing ideas and communicating concerns with University stakeholders, while representing diverse viewpoints." Senate members voted to approve the new mission statement. Heath said the workgroup would convene once more and have a new vision statement and the mission statement ready for vote at the February 2020 P&A Senate Meeting.

## **6. Office of Equity and Diversity**

Next, Julie Showers, associate vice president, Office for Equity and Diversity (OED), began her [presentation](#) (begins on slide 55 of slide deck) by sharing the OED's three strategic priorities:

- increasing representational diversity
- improving campus climate
- building support and aligning internal and external partnerships

She elaborated a bit on each of those priorities, and noted that work around these three priorities is always done in partnership with individuals, groups, and the University as a whole.

Showers then listed and briefly described the work of the seven units under the umbrella of OED:

- Office for Business and Community Economic Development (OBCED)
- Office for Conflict Resolution (OCR)
- Disability Resource Center (DRC)
- Equal Opportunity and Affirmative Action (EOAA)
- Gender and Sexuality Center for Queer and Trans Life (GSC)
- Multicultural Center for Academic Excellence (MCAE)
- Women's Center

She said she feels the University has taken a unique approach as to the structure of the OED, in order to respond to the needs of University community members, each of whom have multiple, overlapping identities that intersect.

Showers then listed the OED's seven central initiatives (education program, campus climate, diversity community of practice, collegeMADE, president's postdoc fellowship program, North Star STEM Alliance). She said each of these initiatives is intended to pull people from across the University, from all colleges and units, who have an interest in promoting, advancing, or simply better understanding the work being done around equity, diversity, and inclusion. Showers said involvement in these initiatives by P&A staff is greatly encouraged and appreciated.

Mary McCarthey, P&A Senator from Technology Commercialization, asked if the University has recruitment or retention programs in place to increase faculty diversity. Showers answered that a few of the primary ways that issue is addressed is by supporting individual colleges that have their own programs in place, the Keeping Our Faculty Biennial Symposium, and the President's PostDoc Fellowship Program. She added that looking at the University's own

population of students and increasing opportunities for them to stay at the University as faculty is an approach OED is working on.

Discussion continued around the work of the Disability Resource Center (DRC) and Showers responded to a question asking if students who had received accommodations while on campus were able to find employment situations which offered similar accommodations, once they left the University. Showers said she does not have statistics to answer that question, but wanted to stress the importance of working toward improving the understanding and practice of universal design for learning, inside and outside the University. Programs at the University have been intentionally designed to be accessible to all students, staff, and faculty, with or without disabilities, Showers explained. She also noted that there is great appreciation for the senate resolution calling for improved education around reasonable accommodation practices at the University.

In the interest of time, the meeting was adjourned.

### **Civil Service Senate Report**

The following written report was submitted by Terry Beseman, chair-elect, Civil Service Senate and Civil Service Consultative Committee (CSCC).

The CSCC met November 14th and had Levi O'Tool, MSA member on Dining Services resolution in which they were seeking support for representation on the Executive committee who will be making a decision on campus dining and retail services RFP which will be starting this year. The CSCC voted to support their representation on this committee.

Patti Dion gave an OHR update including pending issues with Civil Service including years of service towards non-renewal when staff are moving from CS to P&A or P&A to CS. If an employee moves employee groups the clock would start over and not count total years of service at the University in terms of non-renewal. OHR agreed that they would count these services years and will look to put this in writing.

Jean Otto and Terry Beseman did site visits to Morris and Crookston last month and met with the Morris Chancellor and the Crookston Vice Chancellor along with HR directors on the respective campuses, along with meetings with constituents from the campuses. We discovered that there are staff who have appointments in the TC but are located on the respective campuses that wish to serve in governance. We are looking to amend our governance documents to allow this.

The proposed amendment to the rule change to allow sick leave to arrange care for an employee's child when unscheduled child care is needed has passed after public hearing and is going forward to the President's Office to be presented to the Regents in December.

The rules committee is working on Bereavement leave proposed rule change as well, which will allow staff to not have to take sick or vacation leave when attending an immediate family funeral.

## **Student Senate Report**

The following written report was submitted by Ryan Machtmes, vice-chair, Student Senate and Student Senate Consultative Committee (SSCC).

Student Senate convened on November 7, 2019. During this meeting of Student Senate, Rebecca Leighton, Mikaela Robertson, and Dave Golden of Boynton HS presented on issues of food insecurity and resources for students. During this discussion, SSCC Chair Amy Ma offered a letter for consideration detailing student resources across the system to alleviate food insecurity issues. The Student Senate voted to affirm a resolution, authored by the Ranking Student Senator and MSA Representative (Chair Ma) for AY18, regarding the rights of undergraduate student research volunteers (details available in minutes or via request). Dr. Brienne Keeney, Assistant to President Gabel, spoke about the current status of the process to rename campus buildings and responded to questions related thereto.

On November 8, 2019, the SSCC convened for monthly business meeting. During this meeting, the Academic Health Center Student Consultative Committee (AHC SCC) was discussed (details available in minutes or via request). President Gabel spoke about long-term strategic goals for the University of Minnesota and responded to questions. The next meeting of the SSCC is scheduled for November 22, 2019. The next meeting of the Student Senate is scheduled to occur on February 27, 2020. Requests for further information/clarification may be directed toward SSCC Vice Chair Ryan Machtmes ([macht012@umn.edu](mailto:macht012@umn.edu)).

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