
The University Senate

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UNIVERSITY OF MINNESOTA

P&A Consultative Committee (PACC) September 15, 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; Civil Service Consultative Committee Report; P&A Subcommittee Reports; P&A Consultative Committee Chair and Chair-elect Reports; Prepare for President Gabel's Visit to October PACC Meeting; Wellbeing Program Review; Old Business / New Business: November and December PACC meeting]

PRESENT: Adolfo Carrillo Cabello (chair), Toni Abts, Chelsie Bohlman, Scott Creere, Marti Fasteland, Monica Kocon, Tony Och, Nancy Sims

REGRETS: Amanda DeLisi, Stacy Doepner-Hove, Whitney Taha Frakes

GUESTS: Matthew Verkuilen, chair-elect, Civil Service Senate/Civil Service Consultative Committee

1. Call to Order and Welcome

Chair Adolfo Carrillo Cabello called the meeting to order and invited a round of introductions.

2. Civil Service Consultative Committee Report

Matthew Verkuilen, chair-elect, Civil Service Senate/Civil Service Consultative Committee (CSCC) provided a brief summary of recent activities of the Civil Service Senate and the CSCC which included the following items:

- Civil service leadership is looking forward to working with P&A leadership on issues that affect both employee groups at the University, noting that advocacy tends to be more effective with a unified front.
- Work on the Juneteenth holiday advocacy has been tabled for a short time until more information can be gathered.
- An effort is being made by civil service leadership to reach out to constituents to increase engagement and focus its work on what its constituents indicate is most valuable to them. Determine why those who are serving got involved: what is their passion, what motivated them to say yes to service in governance, what is their why?

A written report, provided by Verkuilen, is included in [this document](#).

Carrillo Cabello asked if civil service leadership intends to continue its advocacy on a priority from 2021-22: more equitable representation of faculty, staff, and students in the University Senate. Verkuilen said that issue remains a priority for civil service leadership.

3. P&A Subcommittee Reports

Monthly written subcommittee reports are included in [this document](#). Carrillo Cabello noted that he is especially hopeful that subcommittee co-chairs will bring forward for discussion any areas of work in their subcommittees where input and perspectives from the other subcommittees might be helpful.

Marti Fasteland, co-chair, Benefits and Compensation (B&C) provided information on the proposed updates to the Wellbeing Program that was presented at B&C's September 14, 2022, meeting. Fasteland suggested reviewing the following resources for comprehensive more information:

- [Recording](#) of the September 14th B&C meeting
- [Agenda and notes](#) from the September 14th B&C meeting
- [Slide deck](#) presented by Laura Manydeeds, wellbeing consultant, Total Rewards, Office of Human Resources (OHR), and Mary Rohman Kuhl, senior director, Total Rewards, OHR

Fasteland summarized that the proposed changes could be considered substantial, and by recommending that the wellbeing program be made available to *all* University employees, not just those who opt in to the University's health insurance programs, it appears OHR has listened to and is trying to respond to comments made in the recent past regarding the wellbeing program as it currently exists.

Monica Kocon asked if there is current data on other companies or peer institutions who have made a similar change in their wellbeing programs and Fasteland said that question was not brought up. Carrillo Cabello said that is a good question to bring to the presenters, and said another important question is how does OHR intend to pay for the new program?

Moving to the Professional Development and Enrichment Subcommittee (PD&E), Kocon noted that having a submission deadline schedule for including information in the monthly P&A newsletters would be helpful. Chelsie Bohlman, co-chair, Communications Subcommittee, after polling PACC members, said she would add the deadline reminders to the calendars of all PACC members.

4. Chair and Chair-elect Reports

A written report, provided by Carrillo Cabello, is included in [this document](#). Carrillo Cabello thanked PACC members for their work on the 2022 P&A Senate Retreat and Orientation. A survey was sent to retreat participants, and according to those participants that responded, the most appreciated element of the retreat was the subcommittee breakout rooms. The response rate was not high, however, and Carrillo Cabello suggested that the Outreach Subcommittee might strategize about how that could be improved for next year.

Carrillo Cabello noted the following current advocacy efforts:

- In response to concerns from constituents regarding the Faculty Retirement Plan, Carrillo Cabello has engaged the leadership of the Senate Consultative Committee (SCC) to join PACC leadership in a discussion with Ken Horstman vice president, OHR. The meeting will take place October 6, 2022.
- Carrillo Cabello asked for and has received information regarding the cost to the University of its Wellbeing Program, and who is able to benefit from the program as it is currently practiced. He is in conversation with OHR representatives about how/if this information can be distributed more widely. The request for this information was originally made to OHR in May of 2022, and until Carrillo Cabello reached out, the requested information had not been received.
- P&A leadership is addressing constituent concerns regarding research project subject recruitment practices. It appears that University members participating in M Health Fairview programs are receiving recruitment letters at their home addresses, and in some cases, letters are addressed to their children (listed as beneficiaries in their health insurance plans). This practice does not align with the [Fairview research recruitment guidelines](#).

Carrillo Cabello then shared resources from the University Senate Office’s Committee Chairs meeting, which all University Senate governance chairs are encouraged to attend. He said strategies were shared at the meeting that could be useful in terms of advocacy and highlighted [these core questions](#), used by the Social Concerns Committee when analyzing an issue with the goal of successful advocacy. Carrillo Cabello invited subcommittee chairs to consider these questions for use in their subcommittee work.

A number of committee members voiced concerns that these types of questions lead to the suppression of advocacy efforts and that this seems like an attempt to “manage through process.” Carrillo Cabello suggested that the conversation could continue at the next PACC meeting, and invited members to recommend other frameworks for advocacy if this current suggestion didn’t meet the needs of the committee.

5. Prepare for President Joan Gabel’s Visit to October PACC Meeting

Carrillo Caeblllo said he would welcome committee member ideas about the format and topics for next month’s discussion with President Joan Gabel. A robust discussion included the following points:

- Should the committee narrow its focus and decide on one topic it would like the president to engage on?
- It continues to be an issue to refocus these discussions to be more inclusive of all system campuses.
- PACC must be more intentional about asking *all guest speakers* to be more system specific when they are reporting to PACC; clarify which campuses are/are not involved in policies, issues, initiatives that they are talking about.

Carillo Cabello said, in the interest of time, he would table this discussion for the moment, and encouraged everyone to reach out to him with their thoughts about a single topic to focus on during the president’s visit to the October PACC meeting.

6. Wellbeing Program Review

Carrillo Cabello said he had received helpful answers to questions that were raised at the May 2022 Senate Consultative Committee meeting and is communicating with OHR to see if that information can be more widely shared. He noted that a question that may need to be raised, given today's discussion, is how can the discussion around the wellbeing program be elevated to integrate more system campus concerns?

Fastland and Nancy Sims, co-chairs, B&C, shared information on proposed changes to the Wellbeing Program, which were provided by OHR representatives at the September 14, 2022, B&C meeting. The updates prompted questions/comments from PACC members which included:

- Who gets to decide what wellbeing means for me? It's an extremely personal decision.
- Is any consideration given to what a particular community has to offer for wellbeing opportunities (tying in again to campus specific issues)?
- Many of the free programs, which are intended to be a benefit of the newly designed program, are in the Twin Cities, limiting the access and therefore the "benefit" to system campus participants.
- Is part of the issue with the effectiveness of the program a need for greater consideration for *identity*?

7. Old Business / New Business: November and December PACC meeting

Carillo Cabello invited committee members to share any other items they wanted considered at the meeting. Fastland noted that a significant topic raised in the breakout rooms of the 2022 P&A Senate Retreat and Orientation concerned reaching out to and gathering feedback from constituents.

- Can the ways we do this be more consistent?
- What are best practices?
- It's particularly difficult to gather feedback from an entire campus as compared to a specific unit.
- How do we encourage a larger number of constituents to weigh in on what issues/concerns they want P&A leadership to engage with and advocate for?
- Would constituents engage more robustly with a survey to help determine advocacy efforts?

After some discussion about surveys, Chelsie Bohlman, co-chair, Communications Subcommittee, noted that the subcommittee sent out a survey in spring of 2022 that was directed to a limited number of P&A staff (deliberately omitting PACC members). The survey was specific to the subcommittee's work, and results indicated that reader engagement was highest with P&A newsletters and the P&A Senate Meeting recaps.

Carillo Cabello asked committee members to determine if the November and December 2022 PACC meetings could be moved to the 2:00-3:30pm time frame to incorporate schedule conflicts. Committee members will respond to an email sent out by University Senate Office staff.

In the interest of time, Carrillo Cabello adjourned the meeting.

Geanette Poole

