
The University Senate

FACULTY · STUDENT · P&A · CIVIL SERVICE

UNIVERSITY OF MINNESOTA

2022-2023 P&A SENATE MINUTES: No. 3

February 3, 2023
9:30 - 11:30 A.M.

The third 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-three senators and eight alternates signed in as present. Chair Adolfo Carrillo Cabello presided.

1. Call to Order, Welcome and P&A Chair and Chair-elect Report

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 shared [this slide deck](#) that was used throughout the meeting. Carrillo Cabello expanded on the following items from his written report which is linked in [this document](#):

- P&A leadership visited with P&A constituents on the Morris and Rochester campuses and received helpful information about the localized challenges and opportunities experienced on those campuses.
- System campus representatives said they have not received sufficient information regarding implementation of the PEAK initiative. P&A leadership shared that feedback with senior administrators and asked them to reevaluate how they are communicating with these system campuses regarding the PEAK implementation.
- P&A leadership made a request to administrators in the Office of Human Resources (OHR) for increased clarity and better guidance for supervisors who conduct job performance reviews, especially around who supervisors are allowed to seek feedback from regarding an employee's performance.
- Carrillo Cabello acknowledged and thanked P&A senate members for the extensive work they have done regarding the barriers that P&A employees face when trying to access the Regents Scholarship. A [written summary](#) has been prepared, and all senate members are invited to review the summary. P&A leadership is exploring ways to ask the administration to take action, including writing a resolution on behalf of the P&A Senate. P&A leadership invites senate member questions, comments, and engagement.

2. Civil Service Senate Report

Tony Fussy, chair, Civil Service Senate/Civil Service Consultative Committee, provided a summary report, more of which can be viewed in [this document](#).

- A special meeting of the Civil Service Senate was convened to approve the recommendation of a systemwide Juneteenth vacation day to the Board of Regents for approval at its March 2023 meeting.

3. Student Senate Report Adam Sychla, vice chair, Student Senate/Student Senate Consultative Committee provided a brief summary of the work the Student Senate is engaged in and which can be reviewed in [this document](#).

- Preparing a resolution regarding maximum wage cap
- Preparing elections for the Student Senate; all senate members must be filled by February 13th.
- The Student Senate Consultative Committee (SSCC) met with President Gabel and discussed her appointment to the board of Securian Investments.

3.P&A Subcommittee Reports

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

- Professional Development & Enrichment (Monica Kocon, chair)
- Benefits & Compensation (Marti Fasteland and Nancy Sims, co-chairs)
- Communications (Chelsie Bohlman and Amanda DeLisi)
- Outreach Subcommittee (Toni Abts and Stacy Doepner-Hove, co-chairs)
 - In addition to the written report, Tracey Hammel informed senate members that they would be receiving a communication next week regarding a volunteer opportunity. The Outreach Subcommittee will be creating recruitment videos called *P&A Voices* with the intention of introducing would-be P&A senators to what service on the P&A Senate is like.

5. System Campuses 101

Whitney Taha Frakes, chair-elect, P&A Consultative Committee/P&A Senate, invited senate members from University of Minnesota Crookston (UMC), University of Minnesota Duluth (UMD), and University of Minnesota Extension (Extension) 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.

UMC - please see [slides six through 17](#), presented by Lisa Sparby, academic advisor, Student Success Center, UMC.

UMD - please see [slides 18 through 30](#), presented by Tricia Bunten, chief development officer, UMD Development Office, and Wendy Larrivy, administrative director, Office of the Chancellor, UMD.

Extension - please see [slides 31 through 37](#), presented by Nathan Hulinsky, associate extension professor, Center for Agriculture, Food and Natural Resources and Megan Weber, extension educator, Minnesota Aquatic Invasive Species Research Center.

Following the reports, Carrillo Cabello thanked the senate members for preparing and sharing information about their campuses.

6. P&A Composition of New Hires FY 2022

Carrillo Cabello presented information on the composition of new P&A employees to the University during FY22. He became interested in the information after hearing from President Joan Gabel, at the 2022 P&A Senate Retreat, that the incoming class and faculty for the 2022-23 academic year is the most diverse on record. Carrillo Cabello wanted to learn if that was true of

P&A employees as well. While it was difficult to address that question, given the P&As arriving at the University don't all arrive on a specific date (as do students), Carrillo Cabello requested and received data based on P&A employees hired or transferred between June 21, 2021, and June 29, 2022. Please see [slides 40-43](#) for more (self-reported) data. Carrillo Cabello shared this information to provide further context to the conversation around who P&A employees are at the University and how they contribute to its mission.

7. P&A Advancement

Carrillo Cabello welcomed Mercedes Ramírez Fernández, vice president, Office for Equity and Diversity (OED), and Keisha Varma, assistant vice provost, OED, and invited them to begin their presentation. [These questions](#) were provided to Ramírez Fernández and Varma for consideration in advance of the meeting.

Ramírez Fernández described the early work that she has been involved in since starting her position at the University in fall 2022. Through her listening and learning tour, the idea of aligning individual commitments to Diversity, Equity, and Inclusion (DEI) to a cohesive, *institutional* commitment to DEI was surfaced. She noted the following priorities and goals which are listed on the OED website:

- Representational diversity in students, staff, and faculty
- Cultivation of affirming, accessible and safe campus climate
- Partnerships across the University system

Based on data [Diversity, Equity, and Inclusion Systemwide Review](#) prepared by Cambridge Hill Partners during the 2021-22 academic year, three main goals were identified for OED:

- Focus on clarifying the University's goals around DEI
- How to connect the goals
- Increase collaboration in order to achieve goals

As a first step toward a reorganization of OED's goals, Ramírez Fernández said, the System Climate DEI Survey will be launched in the coming weeks, in order to have a base from which to measure progress in DEI initiatives. The Equity and Racial Justice Task Force, which is part of the American Association of Universities (AAU), recommended that universities engage in this type of work, and the University of Minnesota is one of very few of the 67 members of the AAU that has begun the work.

Keisha Varma spoke briefly about the rollout of the System Climate Survey which is the first *systemwide* climate survey for the University of Minnesota (all students, faculty and staff will be invited to take the survey). The survey will be administered by an external vendor (SoundRocket) in order to further ensure that data remains anonymous. The data from the survey will be available roughly four to six weeks after the close of the survey on February 28, 2023.

Senate member Deirdre Opp noted that OED may find a low response rate on the part of staff particularly given the lack of forward momentum that has resulted in the past from such things as the Employee Engagement Survey. She added that staff frequently feel that the results from surveys get handed to individual units and supervisors to take action, and that a collective, systemwide response is missing. Ramírez Fernández thanked Opp for the comment and said that, having assembled a large group of people with diverse identities to work on the survey including

representation from many administrative, academic and campus spaces, she is hopeful that the survey will be well received.

Carrillo Cabello said he was particularly pleased to hear that diverse identities have been part of the survey planning process, noting that, in the past, even though P&A employees number more than 7,000 at the University, there is the appearance that other populations are prioritized.

Senate members shared questions in the meeting and in Zoom chat the for Ramírez Fernández and Varma to consider:

- How will the data be shared - will each campus leader receive a report?
- Will the data be parsed by employee group?
- With the most recent employee engagement survey, I heard rationalization from university management that the drop in engagement seen here was not dissimilar to what other employers were seeing. I saw this as an excuse for management not to fix things--they could simply deflect the university's problem from themselves and reframe it as a broader problem they supposedly were helpless to address. Do you see that as a real risk with the survey you are working on?
- Has it been determined how this will be handled on small campuses? In the Employee Engagement Survey, units on the Morris campus frequently do not get results back because their units/offices are too small to ensure that data remains anonymous.
- We have seen a large drop-off in survey completion rates - attributed to survey burnout.
- Clearly HR has an important role in diversity and equity, both in hiring and retention. As a hiring manager, I can only react to the applications received. How is your office partnering with HR to create better outreach/awareness in the community to generate interest and awareness in our opportunities for underserved populations?

Varma contributed the following responses:

- Survey information will be distributed systemwide, campus-wide, college-wide, and then by units.
- Information can also be parsed by job class and job classification.
- A great deal of care has been taken around privacy concerns, in small units, and even in large ones, where there may be only one person in the unit who identifies with a particular identity.
- The goal is to share as much information as possible while still protecting individual survey participant identities. One idea was to combine data from small units where the roles and work are similar.

Ramírez Fernández answered a question regarding how the University of Minnesota budget is set up to address efforts being made to advance Equity, Diversity, and Inclusion. She said that all leaders at the University must indicate in their annual budget compacts how they are working on the MPact 2025 priorities and how they are advancing them. As a member of the Budget Six who reviews all of the budget compacts submitted by individual units, colleges, and campuses, she said she was encouraged by the intentionality and strategic vision around recruitment and retention of more diverse faculty, employee, and student populations presented by many units.

Carrillo Cabello noted that because the P&A class of employees is large and diverse, it can offer many ideas about low-cost solutions to challenges and barriers that currently exist for promotion and advancement. He added that while policies, as they are written, may not be barriers to

advancement in one's career, the way they are *interpreted and applied* may be. He asked Ramírez Fernández for her ideas about how the P&A employee class might navigate some of those barriers; did she feel that information from the survey might help address these questions?

Ramírez Fernández responded that she sees the need for institutions to be more purposeful in their development of career ladders for employees and, at the University of Minnesota, that type of work would be the purview of OHR. Ramírez Fernández added that there is always an invitation to everyone in the University community to consider and share their ideas regarding how to create and improve career ladders for all employees.

Carrillo Cabello thanked Ramírez Fernández and Varma for their engagement with the P&A Senate and moved to the next agenda item.

8. EDI-Focused Office of Human Resources Project

Angel Uddin, director, Equity, Diversity, and Inclusion, OHR, began by noting how the work of her colleagues in OED intersects with her work in OHR. She said that in previous positions, she worked with organizations on becoming anti-racist organizations. She said in order to do similar work at the University of Minnesota, she is engaged with the Carlson School of Management (CSOM) Analytics Lab students to gather and assess data on the lifecycle of employees at the University paying particular attention to:

- Job classification (civil service, labor represented, P&A)
- How the employee was recruited
- How the employee was onboarded
- The employee's experience within the institution including internal mobility, performance management, compensation equity, disciplinary actions, and terminations (voluntary or involuntary)

Uddin said this data is being looked at to shed light on aggregate employee experiences, comparing BIPOC and non-BIPOC employees. The intention is to inform the University's training and development processes as well as to mitigate biases that may be present in such processes. OHR wants to find and mitigate barriers that may be keeping employees from thriving at the University, she said.

Uddin said that the intention of the work with CSOM graduate students is to bring the framework that is developed there into OHR and make it part of the University's standard practices. Having data to support proposed strategies for incorporation into OHR standard practices is how the strategies become integrated, holistic, and successful, Uddin said.

Carrillo Cabello thanked Uddin for her presentation and invited her to attend future P&A Senate meetings as her work develops. In the interest of time, Carrillo Cabello adjourned the meeting.

Geanette Poole
University Senate Office