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# The University Senate

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## UNIVERSITY OF MINNESOTA

### **P&A Consultative Committee (PACC)**

**February 15, 2024**

### **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; Chair and Chair-elect Reports; Civil Service Consultative Committee Report; Discussion Regarding Office of Information Technology Plans to Terminate Access to UMN Google Workspace and Other Internet Services for UMN Retirees Association; P&A Subcommittee Reports; Preparing for Interim President Ettinger's Visit to the March 21, 2024, PACC Meeting]

**PRESENT:** Whitney Taha Frakes (chair), Kit Breshears (chair-elect), Toni Abts, Molly Bendzick, Adolfo Carrillo Cabello, Stacy Doepner-Hove, Marti Fasteland, Monica Kocon, Maureen Long, Angela Vetsch

**GUESTS:** John Butler, University of Minnesota Retirees Association

**OTHERS:** Angelique Fancher, Erin Fider, Nick Kreevich

#### **1. Welcome**

Whitney Taha Frakes, chair, P&A Senate/P&A Consultative Committee (PACC) welcomed members and guests and began the meeting.

#### **2. Chair and Chair-elect Reports**

Taha Frakes and Kit Breshears, chair-elect, P&A Senate/PACC, invited committee members to review the [Final seat allocations](#) document linked in the agenda. This document shows how many P&A senators seats each unit will have in the coming academic year, based on the number of voting-eligible P&A employees in the unit. The total number of seats on the P&A Senate rose by eight over last year, due to the increase of employees in eight of the 34 units represented on the P&A Senate.

#### **3. Civil Service Consultative Committee (CSCC) Report**

Stacy Maher, chair-elect, Civil Service Senate/Civil Service Consultative Committee (CSCC), shared a written report that can be found on this [document](#). She noted that results from the floating holiday survey (nearly 4,000 respondents) were shared with PACC. The survey referenced floating holiday options for the 2027-28 academic year. Taha Frakes asked

Maier if she found information in the comments section helpful in furthering the discussion. Maier said, in reviewing the comments, it is clear that many people do not understand how floating holidays are decided/determined at the University and so it was an opportunity to share that information more broadly. She noted that there is a fairly even divide between those who do want floating holidays “returned” to employees to make the decision and those who would like it to be determined for them. Maier added that the intention of this pilot program was that the discussion regarding floating holidays be more informed than it had been previously (more voices at the table).

Kit Breshears said he noted that one of the comments in the survey responses asked if the CSCC is in a position to ask that employees have a “bank of holiday days” to use at their discretion rather than having the University predetermine holidays for everyone. Maier said CSCC members meet next week and are looking forward to that discussion. She added she is aware that for some civil service employees, and most likely some P&A employees, it is difficult to take allotted time off. A University determination of “closed” rather than a floating holiday ensures that people really do take/have the day off.

The committee had a robust discussion around the floating holidays survey. Feedback included:

- Give guidance around best practices on *how* to use your holidays.
- Uproar over the possibility of losing the day after Thanksgiving as a University Closed day in the comments section (it is the highest recommended date for a floating holiday).
- How can we support this same kind of advocacy that is happening for the Twin Cities and Rochester campuses for the Crookston, Duluth, and Morris campuses? Can PACC play a role in making sure these conversations are happening in a holistic way for *all* campuses?
- The poll itself was quite confusing and difficult to fill out; perhaps consider changing the format if it will be used in future years.

#### **4. Discussion Regarding Office of Information Technology (OIT) Plans to Terminate Access to UMN Google Workspace and Other Internet Services for UMN Retirees Association (UMRA)**

John Butler, UMRA member, providing the following documents to committee members prior to today’s meeting.

- [AFU Council Letter to OIT 231228](#)
- [OIT Proposal for New Identity Management for Alumni and Retirees](#)
- [Statements of Impact](#)
- [UMRA Fact Sheet](#)

Butler shared information on how the Office of Information Technology (OIT) plans to terminate access to UMN Google Workspace and other internet services may affect retirees’ work and relationships with the University. He said that his understanding is that the plan originated about four years ago to restrict accounts for information security. This direction was supported by the Board of Regents (BOR), he said, with the more recent rationale that there are financial implications as well, for making the changes. Butler said there are now only three ways to maintain access to information associated with University Google Workspace accounts:

- Emeritus faculty member
- Currently enrolled student
- Home unit must identify you as a person of interest (having affiliate status with the University) - a prohibitively costly option (\$1,000 per year per person of interest)

Butler referred committee members to the [Statements of Impact](#) document which outlines effects on how many retirees view the change; that it damages their relationships with the University, potentially compromises fundraising; and inhibits access to material for retirees from the University who may continue to work with other institutions.

Butler next shared elements of the UMRA Board's proposal in light of the current situation. The UMRA Board has written to University administration recommending some policy changes that would not increase institutional risk but would allow retirees to remain associated with the University and have access to their former work space and materials. Three possibilities:

- UMRA could be the vehicle for identifying a population that has made an explicit contribution to the University; UMRA manages its own membership of around 900 members.
- Specific employee groups, with a likely need for sustained access, could be identified.
- The Office of the Executive Vice President and Provost could sponsor sustained access to a group of employees likely to contribute to the University mission.

Butler acknowledged this is not an easy request to respond to. He said this is a complex issue that UMRA believes warrants further analysis, exploration, and refinement. He then invited feedback from committee members.

Chair Taha Frakes asked Butler if he would share who UMRA's board had reached out to and the types of responses it had received. Butler said UMRA had reached out to senior administration including the BOR, the interim president, the provost, the chief information officer, and had not heard any response that would lead UMRA to believe that there is openness for further discussion. Comments from committee members included the following:

- It was suggested that, through PEAK, OIT may be centralizing the Person of Interest (POI) process to make sure it is more uniformly handled and applied. Butler said, if that is the case, his questions would be 1) what are the guidelines, criteria, or policies that enable someone to achieve the POI status; and 2) would the determination of a person's eligibility then be in OIT's hands if the process is centralized?
- Has UMRA reached out to retirees on other campuses than the Twin Cities campus? Butler said he has heard from one UMRA member in Morris and that the UMRA Board is making a concerted effort to reach retirees on all campuses. Angela Vetcher noted that the University of Minnesota Morris campus has not received much communication except what has been communicated centrally; little to nothing from Morris' IT Department. She added this could adversely impact the campus' relationships with retirees who are also donors, researchers, and volunteers.
- Clarification on Person of Interest (POI) accounts; POIs have to have a "perceivable benefit" for the University to maintain their email status.

Butler noted that while individuals leaving the University will be affected by this change, the significant effects on those remaining and working at the University has not been addressed by OIT.

Committee members raised additional points:

- More communications with retirees would be helpful.
- Is the average retiree even concerned about this? Do they even *use* their email?

- Did UMRA research any other types of organizations that do or do not provide retiree access to email accounts? Butler said it's difficult to compare a corporate setting to a higher education setting but, in checking with other universities, several have followed the practice that OIT has initiated and others are maintaining the policy of perpetual email/

## **5. P&A Subcommittee Reports**

Monthly subcommittee reports can be found on [this document](#) (for information only).

## **6. Preparing for Interim President Ettinger's Visit to the March 21, 2024, PACC Meeting**

The chair asked committee members to brainstorm about what questions and comments they would like to share with Interim President Jeffrey Ettinger when he attends the next PACC meeting on March 21, 2024. Committee input included the following:

- What is the goal of the meeting?
- What does meeting with Interim President Ettinger provide to PACC?
- How does Interim President Ettinger intend to transition to the new president?
- What is Interim President Ettinger going to communicate to the new president regarding the Workforce Reinvestment Resolution?
- How can PACC inform the new president about the P&A class of employees at the University? We don't want to start from scratch.
- Could PACC share with Interim President Ettinger the messaging around P&A that *it* would like to see communicated to the new president to maintain the forward momentum of advocacy for P&A employees?
- What has Interim President Ettinger learned, in his time at the University, about P&A employees and their importance to the University's mission?
- What is Interim President Ettinger's take on systemness?
- What would Interim President Ettinger address if he had more time in his position?
- Regarding employee retention, what does Interim President Ettinger feel the University could do but isn't doing yet?

In the interest of time, Taha Frakes thanked committee members and guests and adjourned the meeting.

Geanette Poole  
University Senate Office