

[In these minutes: P&A maternity leave, Research job family work, Key issues for next year, Response to OHR concerns]

P&A CONSULTATIVE COMMITTEE MEETING APRIL 16, 2014

[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), Sherri Boone, Jodi Carlson Grebinoski, Katherine Cramer, ETTY DeVeaux, Stacy Doepner-Hove, Ann Hagen, William Hellriegel, Michelle Hargrave, Candice Kraemer, Scott Marsalis, Marilyn McClaskey, Christine Peper, Susanne Vandergon.

1. CHAIR'S REPORT

Cynthia Murdoch noted the following meetings she has attended:

- February 24 conversation on engagement which was the same presentation given to the Regents
- March 4 Senate committee chairs meeting
- March 6 State of the University Address
- March 7 P&A Senate meeting with Vice President Katrice Albert and President Kaler
- March 13 Senate Consultative Committee meeting where Brandon Sullivan gave the same presentation on employee engagement. Both P&A and civil service asked for separated data but OHR will not be doing it at this time since they are focusing on the unit-level responses and do not see a difference in staff roles that would affect the results. Also, they will not be sending a report for any unit with less than 10 employees so how can the University keep these units from feeling disenfranchised.
- April 3 University Senate meeting where the resolution on Condoleezza Rice was discussed and not approved

She said that Brandon Sullivan was scheduled to attend today's meeting but was unexpectedly called out of town. As there are no P&A-specific engagement survey results to discuss, only unit-level results that are only available within the unit, this item was dropped from the agenda. She will be addressing it with Vice President Brown instead.

2. SUBCOMMITTEE REPORTS

Benefits and Compensation

Bill Hellriegel said that the subcommittee is working on a resolution for the Regents Scholarship issue which would ask the University to cover the 25 percent employee cost if the course is work-related. They continue to receive updates from OHR on long-term care insurance, wellness, travel insurance, and the job family work.

3. APPROVAL OF SENATE AGENDA

The agenda was approved as amended.

4. NEO PRESENTATION

Changes were discussed for updating the NEO PowerPoint.

5. P&A MATERNITY LEAVE

Katherine Cramer said that research associates are being pressured not to take their full six weeks of maternity leave since their contract does not cover this cost. There is talk about using the fringe pool to cover this cost. Members noted that this is a mutual issue for faculty and P&A, so other Senate committees should be involved as well.

6. RESEARCH JOB FAMILY WORK

Ann Hagen noted that the Research job family is scheduled to be completed in the summer when most researchers are not on contract. Cynthia Murdoch said that she would forward this concern to OHR.

7. KEY ISSUES FOR NEXT YEAR

Members noted the following list of potential issues for PACC and the P&A Senate for next year:

- Job family study
- Employee engagement results
- Strategic Plan
- Regents Scholarship
- Communication from subcommittees to the P&A Senate
- Talking points on key issues
- Lack of engagement from P&A Senate members, possibly due to a lack of identity for the group
- Health care and wellness plan changes
- Recruiting P&A Senate members
- Unit best practices
- Welcoming new members at the October meeting
- Welcoming employees who become P&A through the job family work
- University budget
- Brown bag offerings
- Publicity for Outstanding Unit Award to increase applications

8. RESPONSE TO OHR CONCERNS

Members discussed the difficulty in receiving responses this year from OHR to issues that are sent by PACC. The committee was promised a response by Vice President Brown at the February meeting to one concern and nothing has yet been received. Communication with OHR is key to the work of the P&A Senate so something should be done now.

9. OTHER BUSINESS

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

Becky Hippert
University Senate