

## **P&A CONSULTATIVE COMMITTEE MEETING OCTOBER 26, 2011**

[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:** Steven Pearthree (Chair), Benjamin Clasen, Frank Douma, Ann Hagen.

**Regrets:** Neil Anderson, Scott Gilbert, Danny Sussman, Sarah Waldemar.

**Guests:** Jill Jensen (Minnesota Daily).

### **1. CHAIR'S REPORT**

Steven Pearthree noted that he attended this month's Regents meeting and heard President Kaler present "The Landscape of Higher Education." The talk was geared towards undergraduate education. The presentation is available at:  
<http://www1.umn.edu/regents/docket/2011/october/wshandout1.pdf>

The Senate Consultative Committee (SCC) discussed the Procedure on Hiring Senior Administrators: Senate Committee Involvement. This procedure will be changed to have all requests for search participants and interviews go through the SCC Chair who will then contact the relevant committee chairs. For most searches, the other consultative committees will be involved, as well as other pertinent Senate committees.

SCC also met with Michele Gross from the Policy Office and received a list of the policies undergoing a comprehensive review this year, as well as new policies under development.

Other updates for the members included:

- Two P&A volunteers were forwarded for the Government Relations Advocacy Work Group
- One P&A employee, who is not a senator or alternate, is serving on the Benefits & Compensation Subcommittee
- Jane O'Brien has volunteered to help plan an orientation for teaching P&A
- Donna Peterson, Associate Vice President for Government and Community Relations, has been asked to speak at the December P&A Senate meeting
- Communications Subcommittee will be updating the New Employee Orientation PowerPoint
- Faculty Consultative Committee (FCC) Nominating Subcommittee meets this week to identify faculty to serve on FCC for the 2012-12 academic year.
- 34 percent of P&A contributed 41 percent of the total in this year's Community Fund Drive

### **2. SUBCOMMITTEE UPDATES AND WORK PLANS**

#### Benefits and Compensation

Benjamin Clasen said that the work plan was approved and includes 9-month appointments, the retirement waiting period, work-life balance, and promotional tracks and lateral movement. Susan Rafferty will be joining the subcommittee in December to discuss the PULSE Survey and how the P&A classification has changed since the survey was started in 2001. Members also have some updates to the survey that they would like to suggest.

The committee also discussed hearing from constituents about untactful responses from Human Resources to phone and email questions and received a Benefits Advisory Committee update stating that this committee wants to send a letter to all employees regarding the health benefits changes.

Steve Pearthree noted that Gavin Watt will be at the November 4 P&A Senate meeting to talk about changes to health benefits and wellness program.

Benjamin Clasen then said that phased retirement for P&A was also a topic although the view was that this program cost would be too high and there was no incentive to offer it since P&A do not have tenure. Members suggested creating an unofficial guide by piecing together current policies to mimic a phased retirement program.

Lastly, the Human Resources updates included preparation for open enrollment in health and dental benefits as well as short-term disability for civil service employees, implementing the changes to the Faculty Retirement Plan, and determining a new disability insurance provider.

There were no report from the other subcommittees.

### **3. APPROVAL OF THE NOVEMBER 4 P&A SENATE AGENDA**

With a few amendments to the time limits for items, the agenda was approved. Steve Pearthree reminded members that he would be in Duluth for this meeting and therefore chairing from that campus.

### **4. OTHER BUSINESS**

Steve Pearthree noted that there was no update on the 27 pay period issue as the group is still meeting. It was noted that this issue will also affect 12-month faculty.

He then reminded members to think of questions to ask Vice President Brown in November and President Kaler in December when they attend the P&A Senate meetings.

Ann Hagen noted that she provided a short update to the Student Senate on October 6. She also heard from Scott Gilbert that Professor Christopher Cramer, Faculty Consultative Committee Chair, has spoken with President Kaler about clarifying the language in the teaching award policy.

With no further business, Steven Pearthree thanked the members for attending and adjourned the meeting.

Becky Hippert  
University Senate