

2013-14 UNIVERSITY OF MINNESOTA

APRIL 4, 2014

P&A SENATE MINUTES: No. 6

The sixth meeting of the P&A Senate for 2013-14 was convened in 3-100 Mayo on Friday, April 4, 2014, at 10:03 a.m. Coordinate campuses were linked by ITV. Checking or signing the roll as present were 26 P&A members and 7 alternates. Chair Cynthia Murdoch presided.

1. ANNOUNCEMENT OF OUTSTANDING UNIT AWARD (OUA) WINNER

Ann Hagen announced the Rothenberger Institute as the recipient of the 2014 Outstanding Unit Award.

2. P&A CONSULTATIVE COMMITTEE REPORT

Cynthia Murdoch, Chair of the P&A Consultative Committee (PACC) and Senate, reported that since the last P&A Senate meeting she has received updates on a few issues from the Office of Human Resources (OHR). The long term care enrollment period has been extended to April 15. On the issue of the retirement waiting period elimination, this change will be effective with the June 30 pay period so it will appear on the July 23 paycheck. OHR is working with Securian to implement online registration after which enrollees will be notified.

On the question of redoing the first four job families, she read the following response from OHR, "When we met in February there was not a plan to totally redo the first four job families. We did think that we would need to look at them when we got to the end of the project to ensure that we were aligning the classifications into our new structure. As the Job Family Study for the Purchasing, Audits and Grants Administration work neared its end, it became clear that much of the work in those areas was inextricably tied to some work in the Finance Family. We did not want to build classifications and salary structures that were not compatible with the Finance work. So we have determined that we will survey the positions that have already been looked at in the first study as well as survey the finance positions that were not included in that first study. We will accept the original position descriptions if work has not changed."

Yesterday's University Senate meeting featured an overview of the University's budget model and action on a resolution on Condoleezza Rice. The resolution was written by Students for a Democratic Society and had a faculty sponsor to reach the agenda. The original resolution called for the Humphrey School to rescind the invitation, but it was amended prior to the meeting to condemn the Humphrey School for the invitation. There was a fervent yet civil discussion on many facets, but in the end the resolution failed by a large majority.

At the March 19 PACC meeting, there was supposed to be a discussion of the employee engagement results for P&A but it was postponed until April. Two staff from the Office of Information Technology spoke with the committee about IT initiatives for FY15. PACC also reviewed applications for the Benefits Advisory Committee (BAC) and the Office for Conflict Resolution.

The May Senate meeting will include a discussion of public engagement with Associate Vice President Furco.

3. P&A SENATE SUBCOMMITTEE REPORTS

Benefits and Compensation (B&C) Subcommittee

Susanne Vandergon said that B&C decided to table further discussion on salary-based health insurance as it would not help all P&A. Other topics for the subcommittee include offering a Roth IRA, pro-rate vacation for nine and ten month P&A employees, and a vacation donation program for P&A. The April meeting will focus on funding for professional development and available courses.

Communications Subcommittee

Scott Marsalis reported that the Communications Subcommittee is working on the April newsletter and updates to the new employee orientation PowerPoint.

Outreach Subcommittee

No report.

Professional Development and Recognition (PD&R) Subcommittee

No report.

4. STRATEGIC PLANNING UPDATE

Neil Anderson and Ann Hagen, P&A members of the Strategic Planning Work Group, said that their meeting lengths have extended as the work has turned towards the four goals. The framework to date was presented to the Regents in March and they enthusiastically welcomed the report.

The next step is building issue teams to address the four goals:

1. Grand Challenges Research
 - How does the University apply its research toward solving grand societal challenges?
2. Grand Challenges Curriculum
 - What does it take for the University to build a curriculum focusing on solving society's grand challenges?
3. Reject Complacency
 - How does the University change the culture in ways that support excellence and, with intention, reject complacency?
4. Engagement
 - How does the University better leverage its location and establish a culture of reciprocal engagement for the mutual benefit of the University and the community?
5. Faculty
 - How do we go about aggressively recruiting and retaining field-shaping faculty and researchers? How does transdisciplinarity shape our institutional planning in the arena of faculty responsibilities?

They noted that strategic planning is still a work in progress so P&A feedback continues to be needed. Additionally, Twin Cities P&A are needed for these issue teams. Each issue team will have a short timeline, with meetings beginning by May 1 and actions steps identified by June 1. As they need to forward any P&A names by the middle of the next week, senators and alternates should talk with their colleagues and forward anyone who is interested.

5. CIVIL SERVICE SENATE REPORT

No report.

6. MINUTES FOR MARCH 7, 2014 Action

MOTION:

To approve the P&A Senate minutes, which are available on the Web at the following URL.

<http://www1.umn.edu/usenate/pasenate/minutes/140307.pdf>

DISCUSSION:

With no discussion, a vote was taken and the motion was approved.

APPROVED

7. 2014-15 ELECTIONS Action

Elections were held and the results were:

- Chair-elect – Susanne Vandergon
- Benefits and Compensation Co-Chairs – Candice Kraemer and Marilyn McClaskey
- Communications Chair – Sandra Ecklein
- Outreach Chair – Kevin Haroian
- Professional Development and Recognition Co-Chairs – Etty DeVeaux and Christine Peper
- Senators – Etty DeVeaux, Rita Houle, Marilyn McClaskey, Tammy McCulloch, Nicole Pilman, Ferd Schlapper, Catherine St. Hill

8. 2014-15 BROWN BAG TOPICS Discussion

Cynthia Murdoch announced that senators and alternates will be receiving a survey request to solicit topics for next year's brown bags.

9. DISCUSSION WITH VICE PRESIDENT WHEELOCK

Vice President Wheelock joined the meeting to provide updates on campus safety and the light rail line. On the topic of safety, the University was quickly concerned about the high level of robberies taking place fall semester which affects the overall safety of campus and the community. While violent crimes have decreased on campus and in the city in the last decade, the University area was experiencing a high rate of student victims confronted with physical assaults, and the presence or threat of weapons.

The University worked with the city, Hennepin County, and Metro Transit to address this issue. While UMPD does work off-campus, their main jurisdiction is campus property. However 30 percent of their calls are coming from off-campus locations as lines separating areas are blurred.

Further fueling these crimes are the increased number of students living closer to campus, in new housing, and therefore walking or biking instead of driving. Students are typically also carrying technology that can be sold.

From a slide, Vice President Wheelock noted the following changes which have been made:

- Increased patrols focused on targeted enforcement and robbery suppression detail
- UMPD added three new officers in mid-December
- Maintained Security Monitor Program staffing levels while increasing the hourly pay rate
- Ongoing and enhanced collaboration among law enforcement partners
- MPD is adding seven new officers in the 2nd Precinct

Other changes that have been made on campus include:

- Balancing the University's traditionally public and open buildings with current security realities by:
 - Implementing a building access program – pilot program underway on the West Bank campus since February 3, 2014
 - Converting all occupied buildings on the Twin Cities campus to electronic card access (work is underway) and control
- Addressing highly traveled pathways on and surrounding campus by:
 - Immediately changed light fixtures (Campus-side of University Avenue between 12th and Oak Streets)
 - Developed plan to improved lighting in other corridors
 - Continuing to work with Xcel Energy to fix burned out or other problem lighting fixtures off campus
 - Adding security cameras (University and City)
 - Assessed landscaping

She noted that engagement with the students is also key to these efforts. Therefore the Minnesota Student Association (MSA) partnered with her office to knock on all residence hall doors in fall to provide information on campus safety and ask students to sign a safety pledge. The University is also working with property owners near campus to ask for their assistance.

Vice President Wheelock then turned to the light rail line on Washington Avenue. The University's safety campaign worked in fall semester to remind people of safety rules as buses started back in this area on December 2013 and the light rail line will open in June 2014. She noted that campus was not designed for the current density of usage with separation of different forms of transportation.

There will be three stops on campus. There is concern that an accident will happen on campus, especially in high density areas where bikes, buses, and light rail cars will be operating together. The additional variable is pedestrians. She knows that people are frustrated by some of the long signals lengths so they are working on timing of these elements but it will take time to make all the necessary changes. They know that more education is needed on mid-block crossing, bike boxes, and the tunnel to the Academic Health Center from the Washington Avenue Ramp.

The University was concerned about EMI and vibration standards from the trains going through sensitive areas of campus. Tests were done in August and January and identified a few issues.

There was a safety exercise on campus last week that simulated a collision with a light rail train. All participating offices learned much from this exercise.

Q: How can user provide feedback to University Services?

A: LRT issues should be directed to Dana Happel, dana.happel@metrotransit.org, at Metro Transit. Emails can be copied to jbrudlos@umn.edu and culle092@umn.edu at Parking and Transportation.

Q: Is there a plan to connect the St. Paul campus to the light rail line by bus?

A: Nothing is planned at this time but the University has spoken with Metro Transit about this issue. Metro Transit is considering bus rapid transit on Snelling Avenue and the University would hope that it could include that campus.

Q: Is the University considering branding 'U Safe' for other uses such as mental health and smoke-free?

A: Branding is controlled through University Relations so she does not know what is planned. She would agree that there is more power behind the brand if it encompasses more items.

Q: What is the status of the safety app that was discussed in the Minnesota Daily?

A: That article was not entirely accurate. While this is a great student initiative and has some practical issues, there is concern about using anything besides 911 for an emergency.

10. P&A SENATE OLD BUSINESS

NONE

11. P&A SENATE NEW BUSINESS

NONE

12. P&A SENATE ADJOURNMENT

The meeting was adjourned at 11:30 am.

**Rebecca Hippert
Abstractor**