

## 2020-2021 UNIVERSITY OF MINNESOTA

October 23, 2020

9:30 - 11:30 A.M.

### P&A SENATE MINUTES: No. 1

The first meeting of the P&A Senate for 2020-21 was convened via Zoom on Friday, October 23, 2020, at 9:30 a.m. Fifty-nine senators and 16 alternates signed in as present. Chair Erin Heath presided.

#### 1. Welcome and Introductions

Chair Erin Heath called the meeting to order and welcomed P&A Senate members.

#### 2. P&A Consultative Committee Report

Heath reported that she and Scott Creer, chair-elect, P&A Senate/P&A Consultative Committee (PACC), have done extensive consultation with faculty, student, and civil service governance leaders as well as administration on the following topics:

- [M Test Protocols and Response](#) - guidance and protections for P&A employees returning to work on campus as well as COVID-19 testing of employees and students.
- Changing spring break calendars on all campuses for the 2020-21 academic year in response to the pandemic.
- Working with Etty DeVeaux, chair, Senate Committee on Committees (Senate ConC) to clarify the processes by which P&A staff are appointed to Senate ConC, and recommended, nominated, and appointed to University Senate governance and non-governance committees, subcommittees, and workgroups.
- Extensive consultation on the federally mandated changes to Title IX regulations. One outcome of the changes is the formation of a new body at the University, the Sexual Misconduct Hearing Committee (SMHC), which will hear cases of sexual misconduct. A call for nominations for faculty, P&A, civil service, and bargaining unit staff to sit on the SMHC Selection Group has been distributed and senate members, along with all P&A staff, are welcomed to submit nominations.
- Frequent communication and consultation with Ken Horstman, interim vice president, Office of Human Resources (OHR), to advocate for the consistent use of the Administrative Policy: [Non-Renewal Program for Academic Professional and Administrative Employees](#) for employees who are laid off due to program curtailment as a result of financial conditions at the University. (See related Administrative Policy: [Early and Select Appointment Terminations for Academic Professional and Administrative Employees](#) and Administrative Procedure: [Terminating Professional and Administrative Employees due to Program Curtailment](#).)
- On the topic of program curtailment and the consistent application of the Non-Renewal Program for laid-off P&A staff, Heath and Creer received support from members of the Senate Consultative Committee (SCC) with whom they met on October 22, 2020. In particular, Ned Patterson, vice-chair, Faculty Consultative Committee (FCC), Carol Chomsky, vice chair, University/Faculty Senate, and Terry Beseman, chair, Civil Service Senate/Civil Service Consultative Committee voiced their support for P&A staff having

their severance program applied consistently and evenly - and according to stated policy - as do faculty, civil service, and bargaining unit employees.

### **3. P&A Senate Meeting Expectations**

Creer explained that P&A Senate meetings will follow [Robert's Rules of Order](#) and the [P&A Senate Constitution, Bylaws, and Rules](#). He briefly described:

- The meeting agenda and its time parameters
- The importance of reading reports from committees and subcommittees prior to each senate meeting
- How to make a motion
- Voting procedures

### **4. Campus Safety and Security**

Heath next referred senate members to two documents linked in the meeting agenda:

- [PACC Questions for Dr. Alexander](#)
- [Safety and Security Operational Changes](#)

Heath noted that campus safety and security is a wide-ranging topic which covers a number of situations on campus, including the relatively sudden changes in December 2019 as to how security was handled in the Health Sciences buildings; the onset of the COVID-19 pandemic; and the nearby murder of George Floyd and the civil unrest that followed. Resulting actions by University constituents included a [Statement on the Murder of George Floyd](#), June 4, 2020, from the Equity, Access, and Diversity Committee (EAD), and at least four student proposals regarding various aspects of campus safety and security.

Heath added that an extensive amount of consultation in University Senate governance has taken place, and while some parties may feel the process is moving slowly, given the complexity of the issues, it is important for governance to put forth thoughtful, considered recommendations. Heath and Creer met with Dr. Cedric Alexander, a consultant [retained by President Joan Gable](#) to help the University complete a comprehensive review of public safety on the Twin Cities campus. [Questions collected](#) from PACC members have been sent to Dr. Alexander, and PACC will be meeting with Dr. Alexander for additional consultation on November 5, 2020.

Heath then noted that the [Safety and Security Operational Changes](#) document lists recommended changes that Heath and Creer presented in a meeting with Matt Clark, chief, University of Minnesota Police Department (UMPD), and Mike Berthlesen, vice president, University Services. Heath then asked for questions and comments from senate members and concerns fell mainly in the following categories:

- Security cameras and the length of time it takes to access material that has been recorded; non-operational security cameras on campuses.
- Occupants in the Health Sciences buildings received updates regarding further access changes starting October 26, 2020.
- The sense of belonging and both physical and psychological safety of 1) the campus community, 2) those being invited to campus to participate in campus activities, and 3) the communities surrounding campuses.

Heath noted that the consultation process is allowing for the many varied opinions and concerns to be discussed and evaluated. Mike Miller asked if there would be a senate vote on the recommendations that will be presented. Heath said that once Dr. Alexander has given his recommendations on the University's situation, PACC or the P&A Senate may come forward with a proposal or statement of recommendations, but there is nothing to vote on at this time.

Creer clarified that the [Safety and Security Operational Changes](#) document is Heath and Creer's attempt to move forward with advocacy and recommendations to enhance safety and security at the University, but it does not represent an endorsement of positions or policies that University groups or constituencies may have put forward.

## 5. Civil Service Senate Report

Missy Juliette, chair-elect, Civil Service Senate/Civil Service Consultative Committee (CSCC), spoke briefly on the topics that are covered more thoroughly in her written report, linked in [this document](#).

- **For Information:** The Civil Service Senate consists of 50 representatives representing over 4,500 civil service employees from all five campuses. It meets two to four times per year and meetings are open to the public.

## 6. Student Senate Report

Gunnar Frahm, vice chair, Student Senate/Student Senate Consultative Committee (SSCC), reported on the topics that are covered in his written report, linked in [this document](#).

- **For Information:** The Student Senate consists of 60 representatives representing over 60,000 undergraduate, graduate, and professional students from all five campuses. It meets from 11:30 a.m. to 1:30 p.m. on the same days as most University Senate meetings and meetings are open to the public.

Heath took a moment to thank Frahm and other members of the Student Senate for the significant issues they are diligently working through on behalf of their student constituents.

She then briefly noted the following items:

- The October 22, 2020, [Mental Health Summit](#) jointly presented by the University of Minnesota and Minnesota State.
- Governance groups would be consulting on the Board of Regents Policy: *Namings*.
- The Student Senate's [Senate Principals](#) document - Heath invited Frahm to present for discussion or support the document at an upcoming PACC or P&A Senate meeting.

## 7. P&A Senate Subcommittee Reports

Subcommittee reports are linked in [this document](#).

Co-chairs of the P&A Senate Subcommittees are as follows:

- Benefits & Compensation - Emily Becher and Adolfo Carrillo Cabello
- Communications - Chelsie Bohlman and Tracey Hammel
- Outreach - Maureen Long and Anna Milone
- Professional Development & Recognition - Leigh Allen and Monica Kocon

## **8. Q&A / New Business**

Heath then invited senate members to share any additional comments or questions before the end of the meeting. Ann Hagen reminded senators to carefully attend to their own mental health as well as that of their students, as many people may be experiencing heightened anxiety due to current national and world events.

Jennifer Opliphant asked how to advocate for giving up her work space at the University since she is currently working at home and foresees continuing to do so. In view of the COVID-19 pandemic, and what a post pandemic work reality may look like, she believes the University could see significant savings if it stopped renting/holding spaces, utilities, phone lines, etc. for employees who are not currently on campus and who may not return.

Some senate members expressed concern about potential unrest that may happen around the November 3rd national election.

## **9. Adjourn**

In the interest of time, Heath thanked the senate members and adjourned the meeting.

### **P&A Senators Serving on the University Senate**

Linnea Anderson, Adolfo Carrillo Cabello, Linda Eels, Marti Fasteland, Jake Gage, Jen Guyer-Wood, Ann Hagen, Lisa Harris, Jeremy Jenkins, Maureen Long, Mary MacCarthy, Kate McCready, Mike Miller, Zachary Mohs, Brian Mondy, Noelle Noonan, Alicia O'Campo, Joshua Ruegg, Shereen Sabet, Nancy Sims, Kate Snowdon, Klaas Van Der Sanden, Katie Vukelich, Kevin Wendt, Matt Zaske

### **New P&A Senators and Alternates as of October 23, 2020**

Leigh Allen, Molly Bendzick, Kit Breshears, Tricia Bunton, Carrie Coslin, kalan Knudson Davis, Tamar Gronvall, Todd Helmer, Dori Henderson, Michael Hofer, Carl Huber, David Hutton, Rutherford Johnson, Carolyn Llorens Karasch, Wendy Larrivy, Erick Garcia Luna, Marta Shore, Lisa Sparby, Chelsie Williams, Keelin Yenny

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