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# The University Senate

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UNIVERSITY OF MINNESOTA

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

**May 18, 2023**

### **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; P&A Chair and Chair-elect Reports; Introduction of Incoming PACC members; P&A Leadership and Subcommittee Share-Out; Wellness Program Measurement Tool Discussion]

**PRESENT:** Adolfo Carrillo Cabello (chair), Whitney Taha Frakes (chair-elect), Toni Abts, Chelsie Bohlman, Marti Fasteland, Monica Kocon

**REGRETS:** Scott Creer, Amanda DeLisi, Stacy Doepner-Hove, Nancy Sims

**GUESTS:** Laura Fiero, wellbeing consultant, Total Rewards, Office of Human Resources

**OTHERS PRESENT:** Kit Breshears, Maureen Long

#### **1. Welcome**

Adolfo Carrillo Cabello, chair, P&A Senate/P&A Consultative Committee, welcomed committee members and began the meeting.

#### **2. P&A Chair and Chair-elect Reports**

Carrillo Cabello updated the committee on work that he and Whitney Taha Frakes, chair-elect, P&A Senate/P&A Consultative Committee, have recently engaged in, including:

- Updating language in the *Regents Scholarship - Summary of Access Barriers for P&A Employees* after working with Office of Admissions personnel on clarifying processes and concerns.
- Accepting an invitation from the Board of Regents (BOR) for the chair of the P&A Senate/P&A Consultative Committee to deliver an oral report at the June 9, 2023, BOR meeting. Carrillo Cabello noted that he would like to highlight all members of PACC in his report and include member photos, to increase visibility of PACC and the work that it does. He asked members to let him know if they had concerns or reservations, or items in particular that they would like him to highlight in the report.

### **3. Introduction of Incoming PACC members**

Carillo Cabello invited incoming PACC members to introduce themselves. Kit Breshears, incoming chair elect, said he is Communications Director in the Earl E. Bakken Center for Spirituality and Healing and has been at the University since 2010. He said he is looking forward to doing a lot of listening and learning from PACC members. He added that he cares deeply about diversity, equity, and inclusion, and is continually advocating for increased transparency around how the University deals with employee relations issues with diversity, equity, and inclusion components.

Carrillo Cabello said he believes it will be important to make a more concerted effort to understand the expectations of the new generation of employees coming into the University. Breshears agreed and said he has been in discussions regarding “implications of social media on mental health” in his department and feels the University is lagging in taking concerns of the younger workforce entering the University seriously.

Chelsie Bohlman noted that the Communications Subcommittee co-chairs had been working with Maureen Long, incoming chair of the subcommittee, to acquaint her with the subcommittee’s operations and procedures. Long is the Director of Alumni Relations in the Medical School.

### **5. P&A Leadership and Subcommittee Share-out**

Prior to this meeting Carrillo Cabello and Taha Frakes invited subcommittee chairs/co-chairs to reflect with their subcommittees on the following three prompts:

- One primary success achieved this year
- Mechanisms used to achieve that success
- One area in need of further attention

Carillo Cabello and Taha Frakes began the discussion by sharing their responses to the prompts using [these slides](#):

- Having guiding principles is a way to handle the significant amount of work that PACC, subcommittees, and the P&A Senate are asked to engage in, helping provide focus for advocacy efforts.
- Guiding principles can provide consistency when transitioning between academic years, administrations, and relevant issues while they assist in prioritizing advocacy efforts.
- When in a position of leadership, there are opportunities to become aware of broader conversations taking place, to learn about issues that affect different groups and the University at large, and to understand how to elevate the voice of constituents when there are limited resources and competing interests.
- When advocating for your constituents' concerns, it is valuable to engage in the topics *other* people/groups are talking about. How can you frame your advocacy in terms that relate to what other groups are engaged in? How can you keep the concerns of your constituency relevant?

Carrillo Cabello shared how the guiding principles set out at the beginning of his term helped him maintain focus during long term projects such as socializing the [Regents Scholarship - Summary of Access Barriers for P&A Employees](#) and the [Workforce Reinvestment: Rebuilding a Better U for Employees](#) resolution.

Next, Toni Abts, co-chair, Outreach Subcommittee, recapped the subcommittee's response to the prompts (slides five and six of the [slide deck](#)).

PACC members discussed possible other avenues for outreach and recruitment:

- Begin recruiting efforts earlier in the academic year
- Reach out to P&A staff serving on governance committees *other than* the P&A Senate and the PACC
- More intentional collaboration with other P&A Senate subcommittees
- Improve onboarding processes (welcome letters, etc.) when bringing in new senate members and governance members in general
- Connect with governance groups on all give system campuses; connect leadership to leadership among the campuses

Monica Kocon, chair, Professional Development and Enrichment Subcommittee (PD&E), provided an overview of PD&E's discussion regarding the prompts (slides seven and eight of the [slide deck](#)). Included in the slide are links to the subcommittee's [2022-23 End of Year Report](#) and the [2023-24 Workplan](#) for the subcommittee. In response to a question from Taha Frakes regarding subcommittee member involvement in planning events, Kocon said it was difficult to get anyone to do the "heavy lifting", especially during and after COVID, when the subcommittee's events were moved to an all online format.

Carrillo Cabello asked that the committee move to the next agenda item and that the subcommittee share-out continue after the invited speaker.

## **6. Wellness Program Measurement Tool Discussion**

Laura Fiero, wellbeing consultant, Total Rewards, Office of Human Resources (OHR) began her presentation noting that during the current Wellbeing Program redesign, OHR has had a number of requests from various governance groups and others with whom they've consulted for information regarding how the success of the program is being measured. OHR, in collaboration with Colleen Manchester Flaherty, chair, Senate Consultative Committee and Faculty Consultative Committee (SCC/FCC) and Jean Abraham, professor and interim head, Division of Health Policy and Management, has developed an employee survey collect that data, with these five desired outcomes:

- Identify to what extent the incentive drives employee participation
- Education and awareness of the six dimensions of wellbeing
- Drive participation in our programming and resources
- Get a pulse on employees' net thriving scores (current state of wellbeing and hoped for future)
- Employees' viewpoints on wellbeing and the University of Minnesota's culture

Fiero said OHR is working with the Office of Measurement to distribute the survey in September 2023 and, hopefully, every September thereafter. Fiero then asked committee members if they had questions or comments.

Committee members and Fiero had a robust discussion regarding how to best frame the survey in order to maximize employee response, especially during a time when employees are experiencing "survey burnout." Suggestions included:

- Clearly state the desired outcomes and what the survey is intended to measure
- Incentivize participating in the survey
- Consider combining this survey with the annual Employee Engagement survey and other surveys such as the recent (launched in February 2023) systemwide Campus Climate Survey
- Be aware of any equipment or access limitations employees may have if a computer or other technology is required for participation in the survey
- Consider system campus/University of Minnesota Extension specific surveys
- Recommendation to work with the University Survey Advisory Team who analyzes survey requests and frequency to guard against employee survey fatigue

Carrillo Cabello thanked Fiero for the discussion and added that the P&A Senate would be eager to collaborate with Fiero and OHR in getting information to its constituency, for example, through monthly P&A newsletters.

The subcommittee share-out portion of the meeting resumed. Marti Fasteland, co-chair, Benefits and Compensation Subcommittee (B&C), presented B&C's response to the provided prompts (slides nine and ten of the [slide deck](#)):

- A notable success was pre-meeting preparation which made meetings run more smoothly and discussions more robust. Prior to each meeting, B&C co-chairs provided opportunities for subcommittee members to submit questions/comments on the upcoming topic. These questions and discussion points were then provided to guest speakers in advance of the meeting.
- B&C members were able to give constructive feedback to presenters and feel their feedback was heard and implemented in a number of cases (for example, clarifying language on the OHR website to support a flexible work culture).
- Fasteland referred committee members to the B&C [jamboard](#) regarding goals for next year and said smaller working groups within the subcommittee may be better situated than the entire B&C subcommittee to take on some of these specific goals.
- Continued advocacy for being intentional about including all five system campuses and University of Minnesota Extension when seeking presenters for PACC and P&A Senate meetings.
  - When people introduce themselves and their place of work, *everyone* should name the campus they work on.
  - Encourage perspectives from those who implement policy from a “ground-level,” not just senior administration.

Chelsie Bohlman, co-chair, Communications Subcommittee shared information from the subcommittee's discussion regarding the provided prompts (slides nine and ten of the [slide deck](#)):

- Information from surveys sent the last two years indicates that constituents most value the P&A newsletters and the P&A Senate Recap emails as means of communication.
- Onboarding for the new Communications Subcommittee chair, Maureen Long, has started.
- The subcommittee is seeking more autonomy to develop and implement its ideas.
- The subcommittee would like more collaboration with other subcommittees.

Taha Frakes thanked the chairs and co-chairs for the presentations and noted that a common theme from all presentations is the desire to work more collaboratively across subcommittees. She asked PACC members if they would be willing to meet a few times during the summer months to start the year off strong with the subcommittee cross-collaboration theme, and PACC members were receptive to the idea.

Carrillo Cabello thanked committee members for a productive year and the opportunity to serve as chair and, hearing no further business, adjourned the meeting.

Geanette Poole  
University Senate Office