
The University Senate

FACULTY · STUDENT · P&A · CIVIL SERVICE

UNIVERSITY OF MINNESOTA

P&A Consultative Committee (PACC)

October 6, 2022

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 and Introductions; Visit with President Joan Gabel; Wellbeing Program Presentation and Q&A; Adjourn]

PRESENT: Adolfo Carrillo Cabello (chair), Whitney Taha Frakes (chair-elect), Toni Abts, Chelsie Bohlman, Scott Creer, Amanda DeLisi, Marti Fasteland, Monica Kocon, Nancy Sims

REGRETS: Stacy Doepner-Hove, Tony Och, Nancy Sims, Matthew Verkuilen

GUESTS: Joan Gabel, president, University of Minnesota; Mary Rohman Kuhl, senior director, Office of Human Resources, Ryan Reisdorfer, health programs manager, Office of Human Resources, Megan Sweet, senior assistant to the president

1. Call to Order and Welcome

Chair Adolfo Carrillo Cabello welcomed committee members and guests and asked for a round of introductions. Committee members were invited to share a current challenge they were experiencing in their unit.

2. Visit with President Joan Gabel

[These questions](#) were provided to President Gabel for her consideration in advance of this meeting. Before addressing the questions in the document, President Gabel updated the committee on the following:

- October Board of Regents (BOR) meeting - enrollment goals for each of the five campuses will be presented. The biennial budget proposal and a six-year plan for technology enhancements will be presented.
- A national search for the next University of Minnesota Morris chancellor began last week and will wrap in in early summer 2023.
- Public Safety:
 - Two public safety forums were held during the summer and the Strategic Safety Advisory Committee was formed.
 - Slowly reinstating the University's relationship with Minneapolis Police Department (MPD) and hiring officers for football games and other special

- events. Working with MetroTransit, Hennepin County, and the State Patrol to help with patrol in neighborhoods adjacent to campus.
- Pedestrian Safety Access Pilot in Dinkytown, using barricades to deter/slow down traffic. The uptick in crime in the Dinkytown area was usually car related, so the barricades were effective in deterrence and reduction of those crimes. The downside of the pilot was lower foot traffic for local business. Tina Erazmus, director, Local Government and Community Relations, University of Minnesota worked with the Dinkytown community and businesses on a better, permanent solution - installation of metal plates in the streets (rather than concrete barricades) which deter cars but not pedestrians.
- Working with MPD to expand the boundaries around campus which would be considered included in U Safe alerts. Boundaries are federally mandated by the Clery Act, so the extent to which the MPD can assist the University is still being determined.
- Hiring additional Community Service Officers
- Building namings and renamings: the first four buildings to be considered by the Naimgs and Renamings Work Group (a working group of the All-University Honors Committee) will be Folwell Hall, Stanford Hall, Keile Hall, and Spooner Hall.
- Positioned for Excellence, Alignment, and Knowledge (PEAK) updates:
 - PEAK is not intended to reduce headcount.
 - Because of the decentralized nature of the University, while notable work and achievements happen, decentralization has led to inconsistencies and confusion.
 - Trying to establish ways to minimize frustration in accessing or providing services at the University.
 - One of the intentions of PEAK is to not only provide clarity on how services are provided but to improve professional pathways for career development and advancement.

At this time President Gabel moved on to the questions on compensation that were submitted to her prior to this meeting. She said the administration recognizes that it has to improve in terms of adequately compensating its employees, and yet there are limited ways to increase resources. Raising tuition alone cannot fix the problem. Requesting additional funding from the legislature cannot fix the problem. Part of the solution is PEAK, President Gabel said, and the hope is that by implementing PEAK strategies, \$20 to \$30 million dollars in resources will be freed up to ease financial hardships elsewhere within the system. She added that she is hopeful the state will give serious consideration to the University's general revenue request which includes funding for the University's raise pool. Gabel also said there are measures in the University's strategic plan specifically included to hold administration accountable for employee engagement and fulfillment.

President Gabel then asked if the committee had further questions. Carrillo Cabello asked President Gabel if she would consider including P&A representation on the PEAK steering committee, as it currently does not have that voice. President Gabel said she would discuss it with Ken Horstman, vice president, Office of Human Resources, and Myron Frans, senior vice president, Finance and Operations.

Scott Creer asked what direction she gives to Horstman and senior leadership regarding leveling out the disparities in faculty compensation compared to P&A compensation. Gabel said she

needs to address compensation holistically when she presents to the BOR and the State legislature. She added she has been working on making the central administration's expectations clear while not being overly directive at the unit level.

In the interest of time, Carrillo Cabello thanked President Gabel for her engagement and moved to the next agenda item.

3. Wellbeing Program Presentation and Q&A

On September 13, 2022, [this document](#) was provided in response to questions that were originally raised at a May 2022 Senate Consultative Committee meeting regarding the current Wellbeing Program at the University.

Ryan Reisdorfer, health programs manager, Office of Human Resources, shared a presentation titled [Wellbeing Redesign Fall 2022](#). The intention of presenting at the meeting today, Reisdorfer said, was to share with the committee OHR's original proposed redesign plan and an updated version of the plan based on feedback they had received during the consultation process.

Reisdorfer highlighted points from the slides including:

- The history of the wellness/wellbeing program at the University and how it has been modified and reimagined based on employee feedback.
- Employee feedback includes - the program feels like busywork, participation barriers, access issues, reluctance to report personal health data
- How OHR is reimagining and redesigning the program so that all program can serve all employees
- Resources used in research and redesign
- Definition of wellbeing
- Foundations of design for a wellbeing program - OHR has included career, social, physical, financial, community, and emotional components to its proposed redesign
- How wellbeing is measured
- Implementation of new design would include an education, action, personal growth and culture change, and measurement components
- Current previous internal partners; potential new internal partners
- Current external partners; potential new external partners

Reisdorfer then pointed out the changes/shifts that would take place to implement the proposed new program with the intention of making wellbeing part of the University's culture:

- Available to all employees, not just those on the medical plan
- No cost for wellbeing classes, seminars, etc.
- Refocus on and partner with experts within the University rather than outside vendors
- New communication and outreach campaign
- Financial incentive would shift from only those who have opted into the medical insurance options at the University and be available to all employees. All employees would receive a \$200 wellbeing credit rather than the \$500/\$750 available to only those on who have opted into the medical insurance program and who earn and track the necessary points.

Reisdorfer said the proposed new plan outcomes include making it more accessible, inclusive, and transformative. There is an education component, a desire to create pride and purpose in the

mission of the Wellbeing Program's efforts, and to create a culture of wellbeing at the University which could lead to improved recruitment and retention of employees.

The timeline of the proposed new design, Reisdorfer said, would be as follows:

- September 2022 through August 2023: last year to track points and participation to earn the wellbeing incentive.
- September 2023: Contract with current vendor ends; points and tracking end.
- January 24, 2024: New program model launches and this would be the last year reduced medical insurance rates are received.
- January 2025: Wellbeing cash available to all employees.

Reisdorfer then noted that, given the feedback that he and his colleagues have received from recent consultations, a possible hybrid model of the "old" program and the proposed new program is also being considered. He noted that feedback has been that, given the current state of the economy and inflation, this is not the right time to take away that financial incentive. The hybrid version proposes leaving the current \$500/\$750 in place and gradually fading that out to be replaced by the \$200 wellbeing incentive. Reisdorfer said the hybrid model would incorporate the components of the "new" model - no cost for classes, focus on wellbeing expertise from internal partners rather than external vendors, and the updated communications and outreach campaign. Reisdorfer invited questions from the committee.

The overwhelming response from committee members echoed feedback from earlier consultation: this is not the time to take away the \$750/\$500 incentive that is currently in place. It effectively penalizes those that *do* participate in the program. Many agreed that the proposed changes "feel like a pay cut."

Questions from committee members included the following:

- Would the \$200 be taxable income? Reisdorfer said it would.
- How could the \$200 be used? Reisdorfer said that is still being discussed; perhaps something like a "lifestyle account" which employees could draw from to make purchases related to wellbeing.
- How is the 2nd proposed plan hybrid? Reisdorfer responded that the current \$750/\$500 premium incentive would remain in place, but classes and seminars would not be offered for free.
- Feedback on the proposed plan(s) is currently being collected by the co-chairs of the B&C Subcommittee. How would OHR like to receive the feedback? Reisdorfer said it would be appreciated if all feedback could be provided to OHR no later than October 14, 2022 as OHR's Request for Provider (RFP) report is due that day.
- Will there be further consultation with governance groups about the proposed changes? Reisdorfer said the redesign may be flexed, and if so OHR would do another round of consultations regarding what the final redesign would look like.

There was some discussion about how the new plan and the accompanying \$200 health credit would be managed in individual units. Monica Kocon said she could not support the idea of a unit lead/director managing that unit's employees wellness decisions. Reisdorfer said the intention was not that managers and supervisors *manage* their employees' wellness, but to provide tools to managers and supervisors to assist in creating a safe work environment and culture of wellbeing in their unit.

Carrillo Cabello asked if Reisdorfer would be willing to provide information with more context regarding the impact that Wellbeing Program classes have had on participants. One of the stated goals of the redesign, Carrillo Cabello noted, is to make the classes available to all employees. Can you let us know how many people have taken advantage of the programs in the current iteration of the Wellbeing Program? Reisdorfer said he did not have that information with him but would get back to Carrillo Cabello with that data.

Marti Fasteland reiterated what she had shared with Reisdorfer at the September 14, 2022, B&C Subcommittee meeting: the presentation about the proposed redesign, both in the slides and verbally, are very Twin Cities centric. Fasteland encouraged Reisdorfer and OHR to think more systemwide.

In the interest of time, Carrillo Cabello adjourned the meeting.

Geanette Poole
University Senate Office