

## **P&A CONSULTATIVE COMMITTEE MEETING JULY 15, 2013**

[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:** Cynthia Murdoch (Chair), Jodi Carlson Grebinoski, Katherine Cramer, Stacy Doepner-Hove, Ann Hagen, William Hellriegel, Scott Marsalis, Susanne Vandergon.

**Absent:** Christine Peper, Matt Sumera.

**Guests:** Liz Eull.

### **1. INTRODUCTIONS**

Members introduced themselves.

### **2. CHAIR'S REPORT**

Cynthia Murdoch noted she has participated in a variety of events in the last month:

- Met with Faculty Consultative Committee (FCC) regarding open access journal articles
- Met with Liz Eull and Katherine Cramer regarding the President's strategic planning process
- Met with Pegg Lonnquist regarding the P&A Senate working with the P&A Women's Council and possible work on a salary equity study for P&A
- Planning meeting was held with Civil Service Consultative Committee (CSCC) leaders. Issues of mutual concern include job family study, UPlan changes, and merit pay implementation helping standardize usage for P&A. Brandon Sullivan spoke about the fall survey of employee engagement and use of the results. Kathy Brown and Patti Dion then talked about the lessons learned from the IT job family study.
- She was introduced to the Regents and Ann Hagen was recognized by the Regents last week
- Met with Dann Chapman from Employee Benefits to discuss UPlan changes and communication plan due to AFSCME email to all employees. HR is waiting to send an email until all contracts are signed, but she urged communication start sooner and be repeated. Cynthia Murdoch offered P&A Senate support for the HR communications to refute those from AFSCME. UPlan changes are necessary under the Affordable Care Act (ACA) otherwise they would not be implemented. The University will continue to have a great plan after the change and will shift as many administrative costs as possible to reduce the plan value. The University is committed to mitigating the cost shift to employees, so the President is offering a one-time, one pay period premium holiday in 2014. A needs-based program will also continue. A merger of the couples and family tiers will also be phased-in over a few years. Dann Chapman will be at the November 1 P&A Senate meeting to relay this information and answer any questions.

### **3. SUBCOMMITTEE UPDATES**

#### Benefits and Compensation

William Hellriegel said that the agenda for the last meeting of the year include a Benefits Advisory Committee (BAC) update, UPlan report, and 2013-14 work plan. Members also discussed the new survey that will be replacing the PULSE to gauge employee engagement.

## Communications

No report.

## Outreach

Stacy Doepner-Hove summarized the election status for 2013-14.

## Professional Development and Recognition

No report.

### **4. DISCUSSION OF AUGUST 16 RETREAT AND APPROVAL OF THE AGENDA**

Members discussed ways to limit the B&C membership for this year so that all subcommittees have a similar number of members. When subcommittees meet, each should discuss goals, guests, and expectations for attendance and minute-taking.

### **5. PACC/P&A SENATE PLANNING FOR THE YEAR**

Cynthia Murdoch asked PACC members to email her with suggestions for topics or speakers.

### **6. DISCUSSION WITH LIZ EULL**

Liz Eull, Deputy Chief of Staff for President Kaler, stated that a strategic planning process is being launched for 2013-14. In this initial phase, the President is trying to get a sense of the 3-5 major issues for different groups at the University. This will be the basis for the University's vision and values, to complement the mission statement which is well-defined. The President has met with the Twin Cities Deans Council and the Regents, and will meet with senior leaders at the end of the month. This meeting is to get the P&A perspective.

Cynthia Murdoch then lead the committee through a consensus building exercise with the question being: What are the most pressing issues facing the University, from a staff perspective? The results were:

#### Serving Tomorrows' Students

- Increasing diversity of the student body – as quality goes up, don't want less diversity
- Affordability and aid equity
- How to keep the U affordable?
- State makeup is changing – how does this affect outreach?

#### Financial Sustainability

- Rising health care costs
- Sustainable budgeting including inflation
- Centralization vs. decentralization
- How do we fund the U long term?
- Rising health care costs/ACA/changes to health care
- Urgent need for redundancy elimination

#### Value of the U

- How to keep the U an attractive place to work, & how to attract good new people?
- How to recruit and support diverse staff/faculty?
- Perception of admin bloat
- Justify role & value of liberal arts ed. In a STEM world
- Maintaining positive relationships with the legislature
- Pride in the University as a system
- Public perception of University elitism

- Need to increase employee engagement

#### Changing Educational Models

- Meeting growing tech expectations/staying current
- Availability and utilization of technology
- Changing educational models: how will the U adapt?

#### Sustainable Care/Feeding/Growth of Employees

- Job families – unknowns ahead in the project
- Customer service culture
- Descriptive job descriptions
- Standardization of employee benefits
- Supervisory training
- Employee development, including through governance

#### Op Ex vs. Innovation

- Tension between cost cutting/efficiency, and innovation/creativity

#### STEM Needs

- How to meet MN and US STEM needs?

Liz Eull thanked the members for their comments on this topic and stated that this information is not inconsistent with other groups.

### **7. OTHER BUSINESS**

With no further business, Cynthia Murdoch thanked the members for attending and adjourned the meeting.

Becky Hippert  
University Senate