

P&A Consultative Committee (PACC)

March 22, 2017

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: Chair's Report; Subcommittee Reports; Tuition Remission Discussion; Equity, Access, and Diversity Committee Resolution on Counseling Records Privacy; Office of Conflict Resolution Roster Nominations; Approval of April P&A Senate Agenda]

PRESENT: ETTY DeVeaux (chair), Peter Angelos, Austin Calhoun, Shannon Farrell, Ann Hagen, Ian Ringgenberg, Elizabeth Schwartz, Catherine St. Hill, Susanne Vandergon

GUESTS: Jeremy Jenkins, chair, Equity, Access and Diversity Committee

OTHERS: Ray Muno, vice chair, Civil Service Consultative Committee

1. Chair's Report

Chair ETTY DeVeaux called the meeting to order and gave her report. She said that since PACC's meeting with President Eric Kaler and Vice President Kathy Brown, communication with the Office of Human Resources (OHR) had improved. She informed the committee that she had done an interview for the *Minnesota Daily* regarding the Job Family Study, and Benefits and Compensation Subcommittee (B&C) Co-Chair Ian Ringgenberg had been interviewed, as well. B&C is in direct contact with Vice President Brown, DeVeaux said.

DeVeaux then told members that she, Chair-Elect Catherine St. Hill, and leadership from the Civil Service Consultative Committee would be traveling to the Rochester campus on Monday, March 27, 2017 in order to meet with leadership and constituents there.

Finally, she reminded members that officer elections would take place at the April P&A Senate meeting. She urged members to consider, and to urge their subcommittee members to think about, running for chair-elect or a subcommittee chair position.

2. Subcommittee Reports

Professional Development and Recognition (PD&R)

Co-Chairs Elizabeth Schwartz and Peter Angelos reported that the "signature" Brown Bag on financial wellness would take place on April 4th in Walter Library. Angelos said the panelists would be Ann Dooley from Securian Financial Group, Darryl Dahlheimer from Lutheran Social Service Financial Counseling, and Joyce Serido, associate professor, Family Social Science.

Angelos said that the nominations for the Outstanding Unit Award would close that day.

Benefits and Compensation (B&C)

Co-Chairs Shannon Farrell and Ian Ringgenberg said that the subcommittee planned to collaborate with the Civil Service Compensation and Benefits committee on parental leave issues. He also informed members that he had attended a meeting of the Faculty Consultative Committee, who are also looking at parental leave, and that Ken Horstman and Vice Provost Rebecca Ropers-Huilman were working on a policy to lift teaching responsibilities for new parents.

Ringgenberg will also attend a meeting of the Retirement Subcommittee at which phased retirement for P&As will be discussed.

Finally, B&C is concerned that grant-funded staff are not allowed to participate in governance if it takes up more than 1% of their time, which is nearly always the case.

Outreach

Chair Ann Hagen reported the following via email:

- Outreach has completed a video targeting P&As interested in becoming senators. They hope to send this to prospective senators.
- The subcommittee has completed a first draft of the welcome kit. They would like PACC's feedback on the name of this document.
- Now that the P&A Senate officer nomination forms are out, Outreach will be reaching out to folks and encouraging them to apply. It will mean a great deal for a current chair to encourage a committee member to run for election. She therefore challenged all PACC members to reach out to their committees and personally invite at least two people to apply for a leadership position.
- It's election time in the units and Outreach is working with the University Senate Office on ways Outreach can help run elections.

3. Tuition Remission Discussion

Farrell and Ringgenberg informed the committee that most of the University's peer institutions offer tuition remission for spouses and/or dependents. B&C recognizes that offering tuition remission for spouses and/or dependants would be a big change and expensive for the University, but that it is of great interest to employees. The co-chairs sought the committee's advice on how to proceed on this issue, as well as the reinstatement of 100% tuition coverage for second degrees under the Regents Scholarship.

Schwartz said that since President Kaler had expressed his reluctance to increase the Regents Scholarship from 75% to 100% coverage of tuition for second degrees, perhaps the P&A Senate could advocate for 85% or 90% coverage. Ringgenberg added that Vice President Brown was investigating the policy around whether professional development funds can be used to bridge the gap between the Regents Scholarship and the full tuition for job-related coursework.

In the interest of time, the discussion was tabled.

4. Equity, Access, and Diversity Committee Resolution on Counseling Records Privacy

DeVeaux welcomed Jeremy Jenkins, chair, Equity, Access, and Diversity Committee (EAD). Jenkins referred members to a resolution that EAD had passed regarding the privacy of students'

counseling and medical records. He said the resolution was prompted by an incident at the University of Oregon, in which a student sued the university for violation of her Title IX rights. In this case, the student had also received counseling services from the university, and those records were used in the preparation of the university's defense. Jenkins said that counseling records are covered by FERPA, not HIPAA, and are therefore owned by the university. Last year, the committee approached the Office of the General Counsel (OGC), asking for a written policy saying that the University of Minnesota would not use counseling records in such a manner. Jenkins reported that OGC had said that they would not use counseling records in this way, but had declined to put it in a written policy. EAD had then drafted a resolution asking the University, as OGC's client, to make a statement promising not to use counseling records in this way.

Subsequently, said Jenkins, he had met again with OGC, who then agreed to put the practice into writing in their operating manual. The operating manual is not a public document, but OGC would work with counseling centers such as the Aurora Center and Student Counseling Services to document the practice in their privacy policies, so that students seeking services would know that the University would not access their records in this way. Therefore, EAD had modified the resolution to acknowledge the internal practice as stated in OGC's operating manual. The resolution asks the University Senate and the administration to acknowledge the practice in order to make it a matter of public record through the minutes of the University Senate and the administration's response.

PACC voted unanimously to endorse the resolution. Jenkins thanked the committee and departed.

5. Office of Conflict Resolution Roster Nominations

As DeVeaux had to leave to attend another meeting, St. Hill chaired the meeting from this point forward. She asked Amber Bathke, University Senate Office, to explain the process for appointing P&A members to serve on the panelist and hearing officer rosters for conflict resolution cases. Bathke explained that for the hearing officer roster, the committee needed to choose two nominees to fill one position, and for the panelist roster, the committee needed to appoint two people. She referred members to the list of applicants, which she had sent out that morning. Members felt that they had not had enough time to prepare, so requested that an online vote be held.

6. Approval of April P&A Senate Agenda

Members examined the draft of the April 2017 P&A Senate agenda and offered several suggestions. The committee voted to approve the docket, pending these changes. Bathke said she would incorporate these suggestions and send the document to DeVeaux for final approval.

Hearing no further business, St. Hill adjourned the meeting.

Amber Bathke
University Senate Office