

**Civil Service Consultative Committee (CSCC)**  
**January 14, 2021**  
**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:** Conversation with Regent Darrin M. Roshia; Washington County - Highway 36 Transit Feasibility Study; Campus Safety Committee Update; PACC Update; OHR Updates; Subcommittee Reports; Chairs Report]

**PRESENT:** Terry Beseman (chair), Joey Best, Elise Diesslin, Tony Fussy, Missy Juliette, Kevin Kelley, Ray Muno, Jean Otto, Brenda Reeves, Mary Rohman Kuhl, Meredith Schneider, Nan Thurston, Marc Tye, Mary Zosel

**OTHERS:** Kimberly Jenkins, Mark Sevenich

**GUESTS:** Darrin Roshia, University of Minnesota Board of Regents member, Joe Ayers-Johnson, planner I, Washington County Public Works, Emily Jorgensen, planner II, Washington County Public Works, Joseph Scala, senior planning analyst, Hennepin County, Scott Creer, chair-elect, PACC

Terry Beseman welcomed the committee and the members introduced themselves.

**1. Conversation with Regent Darrin M. Roshia**

Beseman introduced and welcomed Regent Roshia to the meeting, and Roshia provided introductory remarks. Roshia told members that he was a student representative on the Board of Regents from 1989 to 1995, and in 2015, he was elected to fill a two-year term. Most recently, he was reelected to serve until 2023.

Roshia told members that as a land grant institution, he feels it is the duty of the University to educate Minnesota students. He opined that the current tuition model is not helpful; tuition continues to rise and administrative salaries have gone up three times over inflation.

Jean Otto pointed out that civil service employees are often categorized into “administrative salaries” when talking about inflated compensation, but civil service salaries have not been going up. She asked Roshia how civil service employees can differentiate themselves from the employees deemed to have inflating salaries. Roshia acknowledged that some employees may be grouped with the administrators receiving inflated salaries, but who are not feeling the effects of the salary increases. Mary Zosel added that labor represented staff receive annual step increases which keep their salaries more competitive in the market than civil service staff salaries.

Mary Rohman Kuhl, interim director, Total Compensation, noted that the increase in administrative salaries is often viewed only as an expense to the University, but perhaps could be looked at as an investment in the University community and its people. Roshia told Rohman Kuhl

that her point was well taken, and that she (or others) should make sure that message is more public. He also noted that there is honor in serving as president of the University, and that should be taken into account when determining the president's salary.

Marc Tye noted that tuition and state assistance are often viewed as the only two revenue levers, but that research dollars are also a significant lever. As a research employee, he said, it is discouraging to hear about considerable research dollars at the University, but then never see that revenue benefiting civil service staff. He noted that a large number of civil service staff support research at the institution. Rosha thanked Tye for his comments.

Members also discussed campus safety with Rosha, telling him that the conversation should be about the safety of staff as well as students.

The committee also discussed impacts from the recent Retirement Incentive Option (RIO) and provided Rosha with the following feedback:

- Roughly 245 civil service employees took the RIO.
- Many of those employees were mid-level managers with significant institutional knowledge.
- CSCC is hearing more about employee burnout and with the RIO, many are now being asked to do more with less resources.
- CSCC understands that the RIO was a financial decision to support the University's health, but there are gaps as a result of the structure change, and CSCC is concerned about supporting civil service employees through the changes.

Rosha thanked members for the discussion and encouraged them to email him with additional feedback.

## **2. Washington County - Highway 36 Transit Feasibility Study**

Emily Jorgensen, planner II, Washington County Public Works; Joe Ayers-Johnson, planner I, Washington County Public Works; and Joseph Scala, senior planning analyst, Hennepin County, joined the meeting to present information on a preliminary study to determine feasibility of transit options on Highway 36.

## **3. Campus Safety Committee Update**

Jean Otto, member, Senate Committee on Committees (ConC), provided the following updates on the new Campus Safety Committee:

- ConC will appoint the committee chair as well as the faculty, P&A and civil service membership.
- ConC has had conversations about the scope of this committee as it relates to the duties and responsibilities of the committee, and the types of issues the committee will address.
- Otto told members to consider who the ex officio membership should be, and let her know if there are any specific ideas. She told members that ConC will be making recommendations for ex officio membership.

Beseman expressed concern that the committee membership outlined in the charge is unbalanced, with 10 students and only 2 civil service staff. He also noted that labor represented staff should have representation on the committee.

#### **4. PACC Update**

Scott Creer, chair-elect, P&A Consultative Committee, provided the following PACC updates:

- PACC leadership continues to engage with the Office of Human Resources (OHR) and the President's Office on program curtailment concerns impacting P&A employees.
- PACC leadership has learned that some departments are allowing vacation deferral for P&A employees that have maxed out their vacation accrual and cannot take vacation due to the workload increase. PACC leadership is advocating to provide vacation deferral to all P&A employees, rather than only a few departments.

#### **5. OHR Updates**

Rohman Kuhl provided the committee with the following OHR updates:

- Payroll will be sending a W4 reminder at the end of January. Be sure to check that your address is correct, or opt for electronic W4.
- OHR will be offering financial workshops through [LSS Financial Counseling](#) related to teaching kids about money.

Otto explained that she is receiving questions from civil service constituents about flexible work arrangements after employees are called back to campus. She asked if there is a task force or other group working on “work from home” issues. Mark Sevenich, Employee Relations, told Otto that OHR is working on flexible work arrangements and changes to the telecommuting policy. Otto explained that CSCC would like to be involved in the planning conversations.

#### **6. Subcommittee Reports**

##### Civil Service Communications & Outreach Subcommittee

- Civil service and P&A subcommittees will co-host a seminar series on Mindfulness in February.

##### Civil Service Compensation & Benefits Subcommittee

- Rohman Kuhl joined the December subcommittee meeting to discuss merit pay and the performance review process.
- Laura Manydeeds, wellbeing program administrator, OHR joined the January subcommittee meeting to discuss the wellbeing program. Subcommittee members learned that the new program focuses on the emotional, spiritual, and financial side of health rather than just the physical side.

#### **7. Chairs Report**

Beseman shared the following [chairs report](#).

With no further business, Beseman adjourned the meeting.

Bobbie Erichsen  
University Senate Office