

University of Minnesota Morris Digital Well  
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Consultative Committee

Campus Governance

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10-15-2014

## Consultative minutes 10/15/2014

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Consultative Committee  
October 15, 2014  
Prairie Lounge  
8:15 am

Present: Leslie Meek, Megan Jacobson, Lisa Harris, Rita Bolluyt, Sam Daniewicz, Nancy Helsper, Michelle Page, Jean Rohloff, LeAnn Dean, Jayne Blodgett, Allison Wolf

Absent: Julie Eckerle

Guest: Chancellor Jacqueline Johnson

The Committee introduced themselves to Chancellor Johnson.

Chancellor Johnson was welcomed to the meeting. She provided information on several topics as follows:

Jacque commented after reviewing our list of agenda items, that she'd like to come back to one of our meetings in the future. She also suggested inviting Bart Finzel and Sandy Olson-Loy to address some of the suggested topics.

**Dean Search** – Jacque related that the Dean Search is well under way. The position description is complete and the firm of Witt Kiefer has been selected to assist in the search, with Ann Yates as lead consultant. There are two (2) position descriptions, a shorter one for advertising and longer version for applicants. Brad Deane chairs the search committee. In approximately 6-8 weeks screening of candidates will begin. The search firm will screen out candidates who are not interviewed and neutral site interviews with approximately six candidates will take place in January 2015. She expected that finalists—three or four-- will be on our campus in February. Offers should be made in the spring with a July 1<sup>st</sup> new fiscal year start. LeAnn asked when the position description would be available online. Jacque thought only the final candidates would apply online. Applicants apply with the firm and then later with the University. The search firm will be busy on the phone with candidates that they know are potentially interested. Jacque related that there should be lots of good applicants and we need a good fit for UMM. No perfect job, no perfect applicant, we do the best we can. Jacque said she would ask Brad Deane, chair of the search committee, to send a message to campus updating us on the search.

**Job Family Study** – It is continuing. Three (3) Regents were on campus a few weeks ago. Staff members raised the issue with them. An overall sense of the group at the meeting was “One size fits all doesn't fit” for all campuses. Jacque stated that no one has had their salary decreased; and that some have had their salaries increased. Some employee classifications have changed; Civil Service to P&A and a few P&A to Civil Service. It appears that the direction we're going is that we won't have any directors so named in the job family study on our campus. Directors will, however, continue to use their working titles and replacement positions will be advertised with these working titles in place. The impetus for this goes back to the Wall Street Journal article about administrative bloat at the University of Minnesota, and this is, in part, a response to that. It is also a response to the many many job families that have existed previously, and to a desire to have a more standardized approach to work descriptions. UMM isn't likely to reduce our administrative staff though. We anticipate still having the same amount of staff; same salaries (some even higher). LeAnn added that this will lower morale on campus. Nancy stated that Janet Erickson implied that maybe after it's completed, things might be re-reviewed. Intentional or non-intentional consequences, directors appear to only be on the Twin Cities and Duluth campuses.

**More Funding for Faculty Salaries** – Jacquie suggested that Dean Bart Finzel could elaborate on this topic in more detail. For the past several years, UMM has brought the issue of faculty salaries forward at its annual budget meeting, providing the information presented by UMM’s Faculty and P & A committee. Also, for as long as she has been chancellor, UMM has brought forward to the compact meeting the request for funding to be tied directly to the increase in American Indian students on this campus. In response to these two requests presented at the spring 2014 meeting, central administration granted UMM approximately \$300,000 additional dollars in recurring funds to address both of these issues. Dean Finzel and the chancellor have agreed to allocate this money over a three year period, at approximately \$100,000 each year and based on the assumption that we continue to meet our enrollment goals and that we can meet our reallocation targets as assigned by the Twin Cities administrators. Bart can provide additional details regarding this allocation, which is effective this year for tenured and tenure track faculty, with a flat amount “equity” allocation that varies by rank. In the two years preceding this, (FY 14 and FY 13) UMM has also reallocated some of its own funds to respond to the issue of salaries lower than our peer group. So FY 15 actually represents the third year of salary adjustments for faculty and the first year that we have received additional funds centrally for this purpose.

**Compact Meeting** – The Finance Committee has also requested information about special requests made at UMM’s spring compact meeting. After Colleen Miller completes a detail report, Jacquie would gladly come back to another meeting and discuss.

**Strategic Plan** – It will likely be beneficial to UMM to consider how our strategic initiatives “fit” into the goals of the Twin Cities Strategic Plan. Jacquie apologized for the technical problems at the last Campus Assembly. The Twin Cities strategic plan provides the framework for the University of Minnesota’s capital campaign, which is currently in the second year of its silent phase. All campuses of the university will be involved in this campaign. Morris will form its own case statement. Strategic Plan and capital Campaign are hand and hand. Jacquie and Susan Schmidgall have met to begin to develop our campus communication plan regarding the campaign. The campaign should cause us to reflect on what our most pressing needs are and how these can be best met through philanthropic giving. Morris’s Strategic Plan is eight (8) years old. The planning committee and the Vice Chancellor groups have completed an assessment of the plan and identified major accomplishments. But our next steps are to consider what is missing. We hope to have a draft of our case statement completed by March 2015. The Planning Committee will be at the forefront of this, with input coming from all areas over campus.

At the beginning of our meeting, the question was raised about what is the system for deciding who can use the Green Prairie Living building, in regards to external groups. The committee discussed who in ORL might be the most appropriate to request this information from. We’ll follow up with this question in the near future.

Dean Finzel will be our guest on October 22<sup>nd</sup>. The committee meeting adjourned at 9:15 am.

Respectfully submitted,  
Lisa Harris