

4-25-2018

Consultative minutes 04/25/2018

Consultative Committee

Follow this and additional works at: <https://digitalcommons.morris.umn.edu/consult>

Recommended Citation

Consultative Committee, "Consultative minutes 04/25/2018" (2018). *Consultative Committee*. 170.
<https://digitalcommons.morris.umn.edu/consult/170>

This Minutes is brought to you for free and open access by the Campus Governance at University of Minnesota Morris Digital Well. It has been accepted for inclusion in Consultative Committee by an authorized administrator of University of Minnesota Morris Digital Well. For more information, please contact skulann@morris.umn.edu.

Consultative Committee
Meeting Minutes
Wednesday, April 25, 2018
8 a.m. Prairie Lounge

Members present: Sarah Buchanan, Michael Cihak, Nancy Helsper,
Tiernan Lenius, Janel Mendoza, Michelle Page, Noah Pilugin,
Angela Stangl, Roger Wareham, and Elsie Wilson
Guests: Michelle Behr and Janet Schrunk Ericksen

I. Meeting called to order at 8:02 a.m. Members and guests introduced themselves.

II. Discussion with Chancellor Michelle Behr and Interim Vice Chancellor for Academic Affairs and Dean Janet Schrunk Ericksen regarding the rollout and response to UMM's recent reorganization plan, including a memo the Consultative Committee sent to them in early April.

- a. The consultative committee had developed several questions ahead of time to discuss with Chancellor Behr and Interim Dean Ericksen, including
 - 1) What were the decision making processes regarding layoffs, and what were the decision-making processes for the restructuring? Why wasn't there consultation with areas affected prior to the announcement of the restructuring plan?
 - 2) Where are things now? How does this plan make UMM more efficient?
 - 3) How will future communications look? How does the administration plan to gain support from the campus community for these and next year's changes? In what ways will you be consultative in the decisions about next year's budget cuts? What will be different in the planning and implementation of those changes
- b. Chancellor Behr had seen the questions and suggested that we reframe the conversation as she felt the consultative committee's original memo was based on some inaccuracies. She talked about the dual responsibility of the chancellor to both the Morris campus and the University system as a whole and that there are often conflicting interests that have to be balanced, as well as items we are required to address and deadlines that the campus must meet. Dean Ericksen added that much of what we have to do as a campus is directed by the University system.
- c. Dean Ericksen talked about both her and Chancellor Behr's backgrounds in, and commitment to, campus governance. Ericksen distributed a handout with passages from the UMM Constitution that highlighted the roles of the Steering, Consultative Finance, and Planning committees. Both she and Behr discussed campus governance, that there is a lack of clear roles for many committees, and how it is difficult to hold committees accountable to acting in a timely manner. It was expressed that they have previously sent items for action or discussion to committees such as Steering and have either received no response or very slow movement. They asked what the role of Campus Assembly to "act on all issues that materially affect the campus as a whole"

really means? They expressed that it was difficult to discern when to discuss things with committees and at what stage and to find the balance of what is the role of a committee and what is the role of the administration. Behr expressed that there seems to be a real lack of trust between the administration (primarily those residing on the third floor of Behmler Hall) and the rest of campus.

- d. Chancellor Behr and Dean Ericksen asked three primary questions that they felt could help start conversation and move the campus forward:
- 1) What does it look like to have campus governance be a partner?
 - 2) How do we work together to build more trust?
 - 3) How do we better coordinate efforts across campus and between committees, especially when we are so thinly staffed?

Discussion touched on several themes:

- the administration would like campus committees to be a partner but there is not a tradition of committees being given a specific charge (it was noted that there has been some such collaborative work in the past such as the work of the Faculty and P&A Affairs Committee work on several faculty salary surveys);
 - the importance of committees to work together;
 - the necessity for clear cut communication with the students so that they don't just see changes happen without explanation or rationale or through rumor;
 - the need for better training or instructions for committee chairs and members;
 - the need for committees to better communicate, articulate, and report on—and to be accountable for—the work they are doing (which will also help prevent committees taking on overlapping work without being aware of it);
 - a desire to find a better way that the administration and committees can work together on projects.
- e. It was discussed that the administration took Consultative Committee's initial memo as accusatory but that it was not meant to be received in such a manner. It was meant to summarize some of the many, many comments the committee received across campus regarding the reorganization process and communication, so that the administration could move forward in an informed manner.
- f. Chancellor Behr, Dean Ericksen and the committee members discussed how communication could be improved. Committee members noted the importance of regular updates to the campus regarding processes that impact the entire campus (such as the reorganization) and strongly encourage that some sort of update be sent campus-wide (including to the students). Behr and Ericksen expressed interest in meeting with Consultative Committee at least once a semester.

III. Meeting adjourned at 9:00 a.m.

Note takers: Tiernan Lenius and Roger Wareham