

8-26-2013

## Consultative minutes 09/26/2013

Consultative Committee

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## **Consultative Committee**

Prairie Lounge  
September 26, 2013  
10:00 – 11:00 a.m.

*Committee members present:* Co-chairs Ray Schultz and Joey Daniewicz, Jim Barbour, Chad Braegelmann, LeAnn Dean, Janet Ericksen, Nancy Helsper, Jean Rohloff, Heather Waye, Allison Wolf

### **Approval of Minutes:**

The minutes for 9/5/13, 9/12/13, and 9/19/13 were unanimously approved with minor corrections.

### **Discussion of Separate Meetings with Chancellor Johnson and Vice Chancellor Rasmussen:**

Ray asked the committee if further action should be taken now that we have had meetings with Jacquie Johnson and Lowell Rasmussen.

Allison noted that the Chancellor had communicated with Hazen Fairbanks, MCSA President, after the last meeting about the projects that MCSA is working on. Allison is involved with those projects and will be reporting to the Consultative Committee about them.

Ray wondered if the committee should send an email to the Chancellor, thanking her for meeting with us and telling her that we are looking forward to receiving her communication about One Stop that she plans to do. Janet commented that it would be best if that communication was sent before the next Campus Assembly meeting on October 2. Perhaps Jacquie will mention One Stop in her opening remarks at Campus Assembly.

Janet said we might mention in our email to Jacquie that we would like to have periodic updates about One Stop and the review of the strategic plan so we know how these projects are progressing. In the Steering Committee meeting this morning, the chair of the Planning Committee mentioned that Jacquie is meeting with them about the strategic plan.

LeAnn mentioned that, during the meeting with Jacquie, we never got to the agenda item about the Dean search. We could ask her to provide us with a written update about that since we ran out of time at the meeting. Ray asked when the Dean search is supposed to start. LeAnn said it is to occur in fiscal year 2015, so the Membership Committee should be consulted for search committee names in early spring 2014. If a search firm is to be used, then lead time is essential. Ray said we could ask Jacquie to come back for another meeting with us toward the end of this semester or early spring semester.

### **Prep for Meeting with Vice Chancellor Finzel:**

Ray noted that we have the Dean coming as a guest to our meeting next week (October 3). On our agenda are two items: international students and the ACE office. The Dean may want to consult with us on some matters as well. Joey suggested that Ray send Bart an email asking if he has issues for us. Ray said he would do that.

### **Other Issues to Pursue:**

*Sarah Mattson Visit:* Ray wondered where we want to proceed. Should we invite Sarah Mattson back to talk about a respectful work environment as a follow-up to last year's discussions? LeAnn said that she and Nancy had attended the EOAA session on "Creating and Maintaining a Respectful Work and Learning Environment" that occurred yesterday. There were ten participants and they were all staff

women. In the Twin Cities' version of the session, the word "bullying" was used, but the title was "softened" for Morris per Jacquie's instructions. Heather commented that Jacquie had said last year that she wanted to present the issues in a positive atmosphere, especially considering legal issues. Ray asked if anyone went to the sexual harassment session. LeAnn said she assumed it was the same one that was offered last year and was mandatory.

Heather said she had a concern about Sarah's email informing the campus about the sessions. It was not clear who was invited and why anyone would want to go. It was not clear if these were mandatory sessions. The three-hour block of time for the afternoon session was simply unworkable for most people. LeAnn noted that the 3-hour session turned out to last only 2 hours, and they knew going in that it would get over early. Janet noted that the subject line referenced "EOAA sessions" and so most faculty wouldn't even open the email. Ray said the second email on the session said that new employees and others recently arriving at UMM are encouraged to attend. Janet thought the email might have mentioned that the afternoon session was being offered due to some issues which had arisen on this campus. LeAnn thought the term EOAA implies a supervisory connection. Nancy thought the respectful work environment workshop lacked "meat," an example of which would be the "25 Rules of Considerate Conduct" that Troy distributed to committee members last year. It would still be good to have Troy present a session based on his research and study, or the book club idea, etc.

Ray asked if the committee should send an email to Sarah. Heather said we have already talked about our ideas for addressing the issue. Allison suggested asking for anecdotes from those who attended the sessions. Heather expected that Sarah has very little control over how the session is conducted. Janet agreed that Twin Cities-focused workshops are often not helpful to Morris folks. Ray thought the timing of the sessions was an issue; perhaps they should be offered before classes begin in the fall. Janet thought the time of year was okay, but the sessions should be shorter in length and offered multiple times. Heather said we have two separate issues with the sessions: 1) how they were advertised; and 2) the content and delivery. LeAnn said we have struggled trying to understand exactly what the Consultative Committee's role should be in addressing this issue. Ray asked if the committee wants to continue looking into this situation. There was agreement that we should.

Nancy wondered if we should approach other groups beside Human Resources for help in dealing with the issue. For instance, we could talk to the faculty, P&A, and staff organizations. LeAnn said Troy was working with MASA on the civility issue last year. The Faculty and P&A Affairs Committee would also be appropriate to approach, along with MCSA.

Allison said MCSA's mental health effort will include conversations, like the World Café, with panels followed by discussion, for students, faculty, and staff, to promote a positive atmosphere (Cougar Positivity). They could include a discussion on respect in the campus community.

LeAnn thought there were three faculty/staff avenues to pursue: Faculty and P&A Affairs Committee, MASA, and U.S.A. We could focus on this idea in two weeks, after the visit by Bart. Ray thought that sounded potentially more useful. Janet thought we should give Sarah feedback about the session. Should we invite her to part of a meeting? We could find out what her initiatives are and how we fit in with all-University Human Resources programs. There was agreement to ask Sarah to join us for ½ hour.

*Equal Access for Coordinate Campuses:* Ray brought up a related issue that came to him concerning Morris people having equal access to certain programs. There is an "Encore Transitions" program for those approaching retirement talking about new career paths, financial planning, and so on. UMM is not given full access to this program. The Twin Cities program has four seminars, each a day long, which are audio taped, and Morris people have access to the tapes, but not the actual seminars.

Janet suggested that there should be a fund for transportation by car for UMM people to attend these meetings. There should be central funds to get us there. Is this a Kathy Brown issue? Then there is another issue: if we are given financial assistance to get there, will it be useful to us as coordinate campus people? Ray asked Janet if she would bring this issue to the Faculty Consultative Committee. Janet said she would when she comes. LeAnn wondered if this particular program was only for faculty. Ray thought it was for staff, too. There was a cost to attend the sessions: \$440 for the four-part series, which could be fully or partially funded by units. The cost for a single session was \$125.

LeAnn said this reminds her of the appointments that can be made with a benefits counselor who only comes to campus one day each semester. Those appointment slots fill up and then a person must wait months to try again. Ray said we could talk to Sarah about the frequency of benefits counselor visits to campus.

Ray reminded the committee that Bart would be visiting next week and after that we would talk about forming alliances on civility issues.

The meeting adjourned at 11:00 a.m.

Submitted by  
Nancy Helsper