Proposal to Restructure CAPA as a P&A Senate
Proposal

Restructure the Council of Academic Professionals and Administrators (CAPA) to a P&A Senate for implementation July 1, 2011
Benefits and Purpose

• Align P&A employee governance with broader University governance structure

• Streamline governance-related administrative processes, communication, opportunities and participation

• Allow for greater engagement in University community
Rationale – Why Now?

- Option was considered by CAPA in 2003-04 but not implemented; given the growth in the employee group a review of CAPA’s status within University governance restructure is warranted.

- Originally appointed by President, revised to elected body, restructure completes process to elected senate

- Civil Service considering comparable restructure
Process

• Decision was made Fall 2009 that CAPA would explore restructuring as a P&A Senate

• Subcommittee was formed to explore the proposal; project plan developed

• Project timeline calls for a proposal to be brought to CAPA for discussion in May 2010 and action in June 2010
Subcommittee

- Agnes Chagani, R&G member
- Will Craig, Vice Chair
- Stacy Doepner-Hove, former Vice Chair
- Stephen Hearn, R&G Chair
- Scott Madill, R&G member
- Bill Roberts, R&G member
- Sarah Waldemar, Chair
Method

• Reviewed current CAPA and Senate governing documents

• Discussions were held with Randy Croce, Stacy Doepner-Hove, and Frank Douma regarding the process in 2003-04 when CAPA joined the University Senate but elected not to become its own Senate

• Issues regarding documents, representation, budget, and visibility were discussed

• Discussions were held with President, VP for HR, FCC, SCFA Chair, Civil Service Committee, faculty members
Proposed Structure

- Maintain current level of representation
- Representation and Governance Committee would become Outreach Committee
- Committees become subcommittees
P&A Senate

approximately 50 members comprised of
- P&A Senate/PACC Chair
- P&A Senate/PACC Chair-elect
- Benefits and Compensation Subcommittee Chair
- Communications Subcommittee Chair
- Outreach Subcommittee Chair*
- Professional Development and Recognition Subcommittee Chair
- Elected P&A senators and alternates

P&A Consultative Committee (PACC)

minimum 6 members
- P&A Senate/PACC Chair
- P&A Senate/PACC Chair-elect
- Benefits and Compensation Subcommittee Chair
- Communications Subcommittee Chair
- Outreach Subcommittee Chair (see description)
- Professional Development and Recognition Subcommittee Chair

*Outreach Subcommittee charged with outreach to unit-level P&A groups, P&A serving on Senate committees, Faculty Senate, Civil Service Committee, and Student Senate (tentative list, subject to change)

25 P&A senators to the University Senate
Reasons for Restructure

1. Alignment with University governance structure

2. Maintain self determination of structure/documents within overall University Senate documents

3. Increased visibility/engagement within the University community and relevant governance issues

4. Perception within University Community
   - Potential for broader representation/recruitment
   - Potential for greater engagement in governance

5. Senate Office organizes and runs elections
Issues to Consider

1. Budget Impact
2. Travel from coordinate campuses
3. Timing/frequency of meetings
4. Faculty-like P&A
   - Can be elected to Faculty Senate
   - Can vote in Faculty Senate elections
   - Can also vote in elections for CAPA reps
Proposed Timeline (1 of 2)

- May 21, 2010 – Initial presentation to CAPA
- June 9, 2010 - Communication to all P&A requesting review and comment by June 16 to s-wolg@umn.edu
- June 18, 2010 – Continued discussion, vote on proposal by CAPA
Proposed Timeline (2 of 2)

- July-Sept 2010 – Work on revising governing documents
- Sept 2010 – Presentation of governing documents to CAPA for review and notice to U Senate
- Oct or Nov 2010 – CAPA approval of governing documents
- Dec 2010 – Presentation of proposal to U Senate to add P&A Senate sections to bylaws and rules
- Early spring 2011 – Constitution changes to Regents for review and approval
- July 1, 2011 – CAPA becomes P&A Senate and PACC
Please address questions and comments to:
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Thank you.