CHANCELLOR’S CABINET
MEETING MINUTES
October 5, 2015 – 8:30 AM
308 Selvig Conference Room

Present: Fred Wood, Barbara Keinath, Peter Phaiah, Andrew Svec, Tricia Sanders and Les Johnson. Also present for the last half of the meeting was Kathryn Brown, Vice President for Human Resources.

I. Old Business
   - Barbara moved to approve the September 28th meeting minutes. Les seconded the motion. Motion passed.

II. Current Business
   - Andrew reviewed the near final version of UMC’s Accountability Report. A few minor suggestions were made. Andrew will update the report prior to forwarding it to the Twin Cities. The report will be shared at a future Board of Regents meeting.
   - Peter walked through the presentation he will be making at the October Board of Regents meeting. The presentation highlights enrollment management and progress made towards increasing diversity from a campus and system-wide perspective.
   - Barbara shared input received from the Executive Committee regarding UMC’s strategic plan. The Executive Committee felt the information provided by Sue Erickson, Director of Institutional Effectiveness was very informative. Strategic planning efforts will continue throughout the rest of the year.

III. The group welcomed special guest Kathryn Brown, Vice President for Human Resources to the meeting. Kathryn provided an overview of major initiative currently ongoing at the University.
   - The Peoplesoft upgrade from version 8.9 to 9.2 continues on track. This was a major re-installation resulting in changes to some human resources policies and procedures. The process of entering data continues to be one of the bigger challenges. A call center has been established to assist super users to more quickly and efficiently resolve problems. Central Human Resources has just hired a new Senior Director of Operations to help with organizing a number of complex tasks.
   - The University is finishing the job family study project. The appeal process has worked well to resolve questions and ensure people are correctly classified.
   - The third Employee Engagement Survey is scheduled to start on October 12th and will continue until October 30th.
   - The Civil Service merit pay plan was reviewed. This the first year of transitioning from across-the-board pay increases to merit adjustments for Civil Service employees. The University recognizes change is often difficult, but continues to be committed to rewarding high performance.
   - The Office of Human Resources has formed a unit named Leadership and Talent Development. The unit is deigned to build capabilities to lead and engage staff in the strategic mission of the University. The program will provide leaders with resources to create a positive, engaging, and productive culture; increase leadership effectiveness; and align talent with the mission.
   - Discussion and feedback on the campus experiences followed the overview.

II. The next regularly scheduled Chancellor’s Cabinet will be October 12th at 8:30 am pm in 308 Selvig Hall. There being no further business before the group, the meeting adjourned at 10:30 am.

Respectfully submitted,

Les Johnson