



September 2009

Latest News and Information

The Council of Academic Professionals and Administrators held its monthly meeting on September 18, 2009. Highlights from the meeting include:

- President Bob Bruininks will be at the November CAPA meeting. CAPA plans to invite various administrators to meetings throughout the year in an effort to stay plugged in to key decision makers. Leaders from coordinate campuses will be included.
- An ad hoc committee working on the "Proposal for University-Wide Support of P&A Affairs" distributed a final draft of the proposal. With this document, CAPA is proposing the creation of university-wide mechanism to support P & A programs and initiatives. CAPA voted to provisionally adopt the proposal pending minor edits.
- The CAPA budget has been reduced by 10%. However, the reduction will not likely impact CAPA's core function.
- A representative from the University of Minnesota Retirees Association <<http://www1.umn.edu/umra/index.php>> (UMRA) spoke about grant opportunities available to retired P&As. In partnership with the Graduate School, UMRA has issued a call for small grant proposals to aid retirees in pursuing their continued research interests.

Featured Article

A sit-down with the new chair of CAPA, Sarah Waldemar

Sarah Waldemar has deep roots at the U: she's a 30-year employee, an alumna (class of '05) and a huge fan of academic research grants. She's also this year's chair for CAPA, a position she hopes to use to create greater influence and opportunities for P&As.

P&A News: Sarah, what are your roots in the university community?

Sarah Waldemar: I've been here for 30 years, and I love it. I've been on the sponsored research side of things (School of Public Health and Office of the Vice President for Research), and I find it fascinating. It's so important to the mission of the university, but there are so many ways to look at it. I also finished my bachelor's degree at the U four years ago, and plan on going to graduate school as soon as I choose a program.

P&A News: How is CAPA relevant to P&A employees?

Waldemar: We've had this big earthquake -- the financial side of things are really difficult. I think one of the best things we can do is to get information to our people to help them make career decisions. It's a concern of mine that we find ways that CAPA can touch P&As more effectively, and ways to help all P&As be heard and fully valued. I'm fortunate to be in a unit where leadership opportunities are offered, and I think these opportunities need to be widely available.

P&A News: What do you hope to accomplish as CAPA's chair?

Waldemar: I want to visit all the campuses and meet with their P&A staff. Each campus supports its P&As in different ways, and I want to bring things back to help CAPA be stronger. Second, CAPA is a governing body, and should function in a leadership role. I also want to be sure that CAPA is strategically positioned to keep our fingers in the right pies -- to make sure we're engaged in the right issues in the right way. There are 5,400 P&As, and we need to be part of the university's planning process. I want to bring university leaders in

to get an idea of what their vision is for the university. As the financial picture becomes clearer, I think we need to ask more pointed questions and request more complete information. I'm also interested in finding ways for P&As to receive wider recognition for their accomplishments. We support a lot of things at this university, and it's important to create space to put those contributions on display.

P&A News: How would you encourage P&As to get involved in CAPA?

Waldemar: Being engaged means more than providing our newsletter: it's about encouraging P&As to ask questions and share ideas with their representatives, and asking CAPA representatives to "extend themselves" in their departments -- to take the things we talk about in CAPA meetings and discuss them with their peers back at the office.

Resources and Professional Development Opportunities

U of M Farmers Market

There's still time to enjoy the Farmers Market

<<http://www1.umn.edu/ohr/wellness/farmersmarket/index.html>> located on Church Street, on the East Bank campus. On Wednesdays from 11 a.m. until 2 p.m., rain or shine, stock up on fresh fruits and veggies and even maple syrup.

2009-2010 Training and Development Catalog

The Organizational Effectiveness 2009-10 catalog (pdf)

<http://www1.umn.edu/ohr/prod/groups/ohr/@pub/@ohr/documents/asset/ohr_asset_122787.pdf> offers a complete, printable listing of training and development courses available to University employees. Course topic areas include organizational development consulting, leadership, supervisory training, personal and professional development, employee career services, and financial systems and human resources management system training.

P & A Audio Spotlight

Patty Bales, Organizational Effectiveness consultant

It's all about connecting with people and helping them "rise to their potential," says this Minnesota transplant.

Click to listen. <<http://mediamill.cla.umn.edu/mediamill/embed/44801>>