

RESOLUTION TO INCREASE THE MAXIMUM ALLOWABLE BANKABLE VACATION HOURS FOR P&A EMPLOYEES

In light of University of Minnesota's near-bottom performance with regards to maximum bankable hours for Academic Professional and Administrative (P&A) employees as reported in a recent survey of Association of American Universities (AAU) conducted by the Office of Institutional Research, the P&A Senate proposes that the maximum allowable bankable vacation hours be increased to 352 (44 days) for all P&A employees.

COMMENT:

It is well understood that employee benefits are a mechanism for retaining quality employees. In addition to medical, dental, and retirement benefits, vacation accrual and maximum bankable vacation hours likewise serve as enticements for recruiting new employees as well as incentives for employee retention.

University of Minnesota Academic Professional and Administrative (P&A) employees enjoy quality healthcare and participate in a generous retirement contribution program. That said, frustration has been expressed that the maximum allowable bankable hours for vacation/leave is capped at 176 hours (22 days). The wide range of job duties in among P&A positions mean that some employees are unable to take significant time away during much of the year. Many employees report losing vacation hours due to the banking limit of 22 days, or having very little time left for the rest of the year after a single long vacation.

A recent survey of Association of American Universities (AAU) conducted by the Office of Institutional Research shows that most other comparable institutions allow for accrual rates to increase with seniority along with increases to the maximum vacation bank. While the results of the survey show that among the 29 responding institutions, the University of Minnesota ranked 6th for accrual rate for first-year employees, that ranking dropped to 11th and then 20th for employees with 10 years and then 20 years of service respectively. Furthermore, the University of Minnesota ranked 17th out of 29 for maximum bankable hours for first-year employees, and 23rd and 26th (out of 29) for employees with 10 years and 20 years of service respectively (see below).

This proposal would improve P&A employee satisfaction, maximize retention efforts, and improve the University of Minnesota's standing among its peers.

**CANDICE KRAEMER, CO-CHAIR
BENEFITS AND COMPENSATION SUBCOMMITTEE**

**IAN RINGGENBERG, CO-CHAIR
BENEFITS AND COMPENSATION SUBCOMMITTEE**

Approved December 4, 2015, by the P&A Senate

Clarification regarding text that was included in the December Newsletter as an update from the December 4 P&A Senate meeting:

Benefits and Compensation Subcommittee co-chairs Candice Kraemer and Ian Ringgenberg proposed a motion (approved!) in support of a proposal to increase the maximum allowable bankable vacation hours to 44 days for all P&A employees. You are encouraged to contact them for questions about this initiative.

To clarify, the resolution was approved only by the P&A Senate on December 4. The resolution was then forwarded to the administration for their review and response. There has been no decision made by the administration on whether or not this proposal will be implemented. Further updates on this topic will be provided in future newsletters.

Survey of AAU Institutions

Institution	Annual Accrual by years of experience				Maximum vacation bank by years of experience			
	1	5	10	20	1	5	10	20
UMNTC	22	22	22	22	22	22	22	22
Institution 1	20	20	20	20	20	30	30	30
Institution 2	22	22	22	22	44	44	44	44
Institution 3	12	15	16.5	22.5	22.5	33.5	36.5	48.5
Institution 4	24	24	24	24	48	48	48	48
Institution 5	15	24	24	24	15	24	24	24
Institution 6	12	15	16.5	22.5	22.5	33.5	36.5	48.5
Institution 7	24	24	24	24	48	48	48	48
Institution 8	17	20	25	27	17	20	25	27
Institution 9	15	18	21	21	40	40	40	40
Institution 10	15	20	24	24	30	30	30	30
Institution 11	24	24	24	24	48	48	48	48
Institution 12	12	18	24	24	35	35	35	35
Institution 13	22	22	22	22	22	22	40	40
Institution 14	15	18	21	24	15	18	21	24
Institution 15	20	20	25	30	22.5	22.5	22.5	22.5
Institution 16	12	15	22	25	30	30	30	30
Institution 17	12	18	18	24	24	36	36	48
Institution 18	15	15	20	24	22	22	30	36
Institution 19	17	22	22	22	34	44	44	44
Institution 20	25	25	25	25	40	40	40	40
Institution 21	11	22	22	22	16.5	33	33	33
Institution 22	15	20	20	24	15	20	20	24
Institution 23	10	15	20	25	10	15	20	25
Institution 24	16	21	21	21	16	21	21	21
Institution 25	15	20	20	20	10	15	20	20
Institution 26	14	14	19	24	38	38	38	38
Institution 27	24	24	24	24	30	30	30	30
Institution 28	22	22	22	22	22	22	22	22
MN Rank	6	7	11	20	17	20	23	26

Data Source: AAUDE ah-hoc query conducted by Office of Institutional Research - Spring 2015
 Comparison institutions include: Arizona, Brandeis, Case Western, Chicago, Florida, Harvard, Illinois, Indiana, Iowa, Iowa State, Michigan, Missouri, Nebraska, Northwestern, Ohio State, Penn State, Pennsylvania, Pittsburgh, Purdue, Rochester, Rutgers, Stanford, Stonybrook, Texas - Austin, Texas A&M, Washington U, Wisconsin, Yale.

Big Ten institutions are **highlighted in blue**.

