

**Staff Council Executive Committee Meeting with President Skorton**  
**Thursday, March 20, 2003, 8:00 a.m. – 9:00 a.m.**  
**101 JH Conference Room**

**Present:** Pat Arkema, Ella Born, Charlie Eastham, Jeff Evans, Dave Martin, Bonnie McIntosh, Donna Muller

**Administrative Liaison:** Sue Buckley, Associate Vice President of Finance & University Services and Director, Human Resources

**1. Introductions**

Members of the Executive Committee introduced themselves to President Skorton.

**2. Staff Council President's Comments**

Dave Martin mentioned a few upcoming events such as the Staff Celebration Day on May 28<sup>th</sup>, the Staff Council Reception on April 7<sup>th</sup>, and the Spring Forum with President Skorton scheduled for April 23<sup>rd</sup>. Dave also told President Skorton that Staff Council just completed elections for the 2003-2004 Staff Council year; that there were eleven newly elected Councilors and seven current Councilors were reelected.

**3. Updates and Discussion Topics**

- a. Dave Martin initiated discussion of the Pierre Pierce case. He inquired about the various committees that were set up to review the case. President Skorton discussed the three committees that Interim President Boyd charged: the Board in Control of Athletics was asked to review the manner in which the Athletic Department handled the situation; an ad hoc committee chaired by Margaret Raymond was formed to consider the legal issues; and a Campus Climate Committee was later charged to look generally at the issues of sexual harassment and incidents of assault on campus. President Skorton said that he expects to receive soon, a report from the Raymond committee and that he may meet with the committees in tandem in an effort to "converge" recommendations. At this point, President Skorton does not intend to reopen the case. He believes that it is very important to have specific procedures implemented, that the public is made aware of these procedures, and that the committee recommendations be made known.

President Skorton also mentioned that he would be having his first meeting with Athletic Administration next week. He expects that they will discuss Athletics in general, but since the University is faced with its most difficult year yet with regard to budgetary matters, undoubtedly there will be some discussion of the budget. Dave Martin asked about General Funds that go to the Athletic Department to support gender equity. President Skorton said that he is not convinced that the General Fund money should be taken away from the Athletic Department.

- b. Dave Martin discussed the use of Staff on review and search committees. He also mentioned an issue last year when Staff did not receive a report of the results of a review

in the College of Liberal Arts. There was some additional discussion and President Skorton said that he would talk with Provost Whitmore so that he might better understand the situation. Pat Arkema also mentioned efforts that she, Pat Kenner, and Barb Spence had made to update the University Operations Manual to reflect the participation of Staff on review committees. President Skorton asked how that went and Pat said that it didn't get very far. He asked Pat to send him a copy of the document with the proposed changes.

- c. Pat Arkema mentioned that the Faculty approved the proposal to have a joint Faculty and Staff Budget Committee. Pat asked President Skorton to let us know how he would like to see this committee function. She also mentioned that she and Paul Muhly, and perhaps Dave Martin, would like to meet with him some time in the near future.
- d. Pat Arkema inquired about the status of the Coca-Cola contract. She said that she is receiving requests for funds. Sue Buckley said that Staff Council should accept proposals, but not to distribute any funds yet. Sue said that they would work on finding out the status of the contract, but that she knows it is not settled yet.
- e. Charlie Eastham initiated discussion of limited tuition waiver for Staff interested in professional development, job-related courses, and degree programs. As a member of the Staff Council Education Committee, he mentioned that the committee administers the Staff Council tuition assistance program and that they have witnessed a strong interest from Staff to pursue educational opportunities. Charlie also mentioned that the committee has done some limited research and found that a number of peer institutions have this type of program. The committee also believes that a program like this could provide great benefit to Staff at very little cost. President Skorton said that generally he would support the idea, however, he had three suggestions. He suggests to not call it a "waiver." He suggested the committee talk with Provost Whitmore about the idea. And, he asked that the committee draft a brief proposal and send to him for follow up. Sue Buckley mentioned that the idea of this kind of program historically has not been supported and that the University of Iowa is significantly behind our peers on this issue. She has asked her staff to do a detailed search of peer institutions. Sue suggested that her office and the Education Committee could work together on drafting a proposal to submit to President Skorton.
- f. Dave Martin mentioned the email that he had received from Fred Antczak suggesting the University set up a web site that would show support of those from the University community who are involved with the war in Iraq. President Skorton said that as a matter of fact, Linda Kettner has already begun such a project and that he would be sending out a mass email introducing the url.

#### **4. President Skorton's Comments**

President Skorton said that we had already touched on most of what he was going to discuss, including Athletics, budget issues, and Staff's participation in budget issues. However, one other item he wished to discuss was with regard to collective bargaining. He intends to initiate more non-bargaining discussions with the leadership of these groups.

**5. Sue Buckley's Comments**

- a. Sue mentioned that there is a pilot phase on the web of a departmental model of orientation for new employees. It is hoped that this would be a guide for departments.
- b. As a follow up to the recent Staff Council meeting, Sue mentioned that the report and recommendation regarding research staff and Primary Investigators would be presented to the HR unit reps group.
- c. Sue strongly suggested that Staff Council continue to monitor the progress of the Intellectual Property Policy revisions. President Skorton also suggested that this is an important issue for Staff as well as Faculty, and that in the past, Bruce Wheaton has been very staff-oriented.

**6. Some additional discussion included:**

- a. The President's Committee on Strategic Implementation (PCSI). President Skorton said that he is struggling with the concept of this group and that he likely would be rethinking the strategic plan.
- b. How do reviews feed into the budget process? Sue mentioned that if the review would lead to significant campus financial impact, then the Joint Budget Committee possibly would be an appropriate venue for discussions.

**7. Adjourned at 9:00 a.m.**

<b>Future Executive Committee Meetings:</b>	<b>Future Meetings with President Skorton:</b>
Thursday, 4/10/03, 2:30 – 4:30 p.m.	Tuesday, 4/22/03, 8:00 – 9:00 a.m.
	Tuesday, 5/20/03, 8:00 – 9:00 a.m.

Respectfully submitted,  
Ella Born, Staff Council Secretary