

Staff Council Executive Committee Meeting with President Skorton
Tuesday, April 22, 2003, 8:00 a.m. – 9:00 a.m.
101 JH Conference Room

Present: Christine Annicella, Ella Born, Vicki Brown, Charlie Eastham, Hazel Kerr, Dave Martin, Janice Simmons-Welburn

Administrative Liaison: Judie Hermsen, Assistant Director of Human Resources

1. Introductions

Charlie Eastham, Staff Council President, introduced new members of the Executive Committee.

2. President Skorton's comments

President Skorton asked if Charlie Eastham is now "official" as the Staff Council President. He is looking forward to working with Charlie again after 12 years.

President Skorton mentioned that he is seriously oriented to staff issues and listed three areas that he is or has been committed to staff: representation on Research Council, providing internal research funds for staff, and staff representation on search committees.

President Skorton also listed three concerns.

- a. The newly formed Joint Faculty and Staff Budget Committee: He encouraged staff to voice their opinions and to not be overwhelmed by the dynamics of the Faculty members of the committee.
- b. Budget issues: He is philosophically looking at the salary policy, is considering several possibilities, and is hoping that the University might be able to offer at least a small increase in salaries this year, most likely by reallocation of funds internally. President Skorton also mentioned a national organization (AAUP) as a business model of shared governance.
- c. President Skorton mentioned a lack of national benchmarks for staff that are not represented by labor organizations. He suggested the Executive Committee might develop a proposal to look for some benchmarks, and establish quantitative and qualitative goals, as well as aspirational, goals for all levels of staff not otherwise represented.

3. Staff Council President's comments

- a. Charlie Eastham commented on President Skorton's concern regarding staff participation at the recent Budget Committee meeting. He, too, feels it important that staff feel comfortable in voicing their opinions. President Skorton suggested selecting specific issues of concern to staff to put on the agenda. Dave Martin said that as co-chair of the committee now, he hopes to do this.

- b. Charlie mentioned that he has been invited to speak at the Board of Regents (BOR) meeting in May. He said that he is thinking of suggesting that if we did more financial planning into the future, say a 3-year or 5-year financial plan, that perhaps we could avoid immediate crises. President Skorton encouraged Charlie to say what he wants and that this is his chance to speak for staff. President Skorton also mentioned that the BOR strategic planning process is taking place right now.

4. **Updates and discussion topics**

Dave Martin led a discussion of the Raymond Committee report on the Pierre Pierce case and the Campus Climate Committee that was formed as a result of that situation. President Skorton mentioned that the Raymond Committee offered 12 recommendations and the Board in Control of Athletics (BiCoA) had 10 recommendations. Four of the recommendations from each group were the same. Therefore, President Skorton considered 18 recommendations. He rewrote the recommendations and sent to Margaret Raymond and Nick Colangelo for their consideration. President Skorton said that he hopes to have a set of procedures to follow before May 15th. He also said that he has decided to not take any personnel actions at this time. President Skorton believes that head coaches should be provided with similar resources that are available to deans and vice presidents.

A question was raised regarding a review of the merger of the men's and women's athletic departments. President Skorton said that there will be a formal review of the merger soon.

5. **Comments by Administrative Liaison—Judie Hermsen**

- a. Judie mentioned that the credential checks policy on new hires will be effective June 1st. The information will be entered on the HRIS system. Judie also mentioned that the concept of criminal background checks will be discussed with the Vice Presidents group in the near future.
- b. Judie said that the University's Human Resources (HR) department recently received two awards. The Midwest College and University Personnel Association (CUPA) recognized HR for their efforts in identifying HR Unit Representatives and posting the information on the self-service web site. The second recognition was for WorkLife and Laura Reed, who received the Iowa Psychologically Healthy Workplace Award from the Iowa Psychology Foundation.

6. President Skorton also discussed his plans for the President's Council on Strategic Implementation (PCSI) that was established by former UI President Mary Sue Coleman. He said that he would like to have something like this group in place. He might, however, reconfigure PCSI. He would like to wait until the Regents have completed their strategic plan, probably some time in September. He envisions a strategic planning group including Staff Council Executive Committee, faculty leadership, and student leadership.

7. Adjourned at 9:00 a.m.

Executive Committee Meeting with President Skorton
April 22, 2003
Continued

| Future Executive Committee Meetings: | Future Meetings with President Skorton: |
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| Thursday, 5/15/03, 2:30 – 4:30 p.m. | Tuesday, 5/20/03, 8:00 – 9:00 a.m. |
| Wednesday, 6/18/03, 2:30 – 4:30 p.m. | |
| Wednesday, 7/16/03, 2:30 – 4:30 p.m. | |
| Wednesday, 8/20/03, 2:30 – 4:30 p.m. | |
| Wednesday, 9/17/03, 2:30 – 4:30 p.m. | |
| Wednesday, 10/15/03, 2:30 – 4:30 p.m. | |
| Wednesday, 11/19/03, 2:30 – 4:30 p.m. | |
| Wednesday, 12/17/03, 2:30 – 4:30 p.m. | |

Respectfully submitted,
Ella Born, Staff Council Secretary