

**Staff Council Executive Committee Meeting with President Skorton
Monday, September 15, 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, Cheryl Reardon, Michelle Wichman

Administrative Liaison: Sue Buckley, AVP of FUS and Director of Human Resources

1. Staff Council President's comments

Charlie introduced Cheryl Reardon as the newly-elected Vice President/President Elect.

- a. Charlie mentioned that he intends to talk with Margaret Raymond regarding having staff included on the review committees of the General Counsel's office and the VP for Research, but he has not yet had a chance to do so. President Skorton said that they are just getting started with forming the review committees so Charlie would still have time to get in touch with Margaret. President Skorton believes that staff should definitely be included on the committees.
- b. Charlie mentioned the salary discussion at the Staff Council meeting on September 10th. He told President Skorton that it seemed that salary compression was a greater concern than what he had expected it would be. Charlie said that he could identify two specific concerns:
 - 1) The salary levels at which new staff are being hired.
 - 2) Longer-term employees are not progressing through the quartile system.

Charlie asked the meaning of the quartile system. Sue Buckley offered an historical perspective of the system. She stated that Human Resources (HR) is very aware of the perception that there is little or no movement through the system. Logically, if there were enough money appropriated, movement would be dependent on performance. Since salary increases have been very modest the past few years, the average salary increase and range adjustment has been fairly even leading to a lack of movement through the range.

Dave Martin agreed that a lot of the discussion at the Staff Council meeting made it seem that staff believe the University does not value the long-term employee. He was surprised that there weren't very many negative comments on Health Care costs. Sue mentioned that very likely there will be some good and positive news on Health Care this year.

President Skorton believes that we need to make an attempt to find out, across P & S classifications, if the University staff salaries are below, at, or above market values. He also wonders if the University has a goal or target for every rank?

2. President Skorton's comments

- a. President Skorton said that he is deliberating the process of filling the position of Vice President for Research. In an effort to gain input, he said that he would be meeting with faculty leadership either this week or next; and he would be meeting with the Vice Presidents group this week. President Skorton encouraged the Executive Committee to participate in the discussion and to send comments to him.
- b. President Skorton said that a study of faculty salaries reveals that the University's salaries are low with regard to the other Big Ten schools. This is true especially of faculty in leadership roles.

3. Sue Buckley's comments

- a. Sue mentioned that the HR Unit representatives group would be developing a set of guidelines for supervisors to follow to determine when it is acceptable to search computers to verify proper use. A supervisor's guide to the "Acceptable Use Policy" would include those times when there have been allegations of misuse and when it is in the interests of the department to seize files for review. Sue said that ITS has an active role in implementing the protocol for how the search happens. President Skorton believes this to be a very timely activity.
- b. Sue said that the UI WorkLife Program, under the leadership of Laura Reed, would be experiencing a name change. The new title of the program will be "Organizational Effectiveness and WorkLife Services." President Skorton said that there should be a clear-cut way for feedback from groups that have received services from WorkLife.

4. President Skorton had two additional comments.

- a. He reminded the Executive Committee of his keynote talk scheduled for next Wednesday, September 24th. He asked the members of the committee to attend and to encourage coworkers to attend.
- b. President Skorton mentioned that as of today, Robert Kelch would no longer be on University payroll. It is good news that all University staff associated with Dr. Kelch have "landed on their feet" and that everyone has been retained with the University in some capacity.

5. Adjourned at 9:00 a.m.

Future Executive Committee Meetings:	Future Meetings with President Skorton:
Wednesday, 9/17/03, 2:30 – 4:30 p.m.	
Wednesday, 10/15/03, 2:30 – 4:30 p.m.	Monday, 10/13/03, 3:30 – 4:30 p.m.
Wednesday, 11/19/03, 2:30 – 4:30 p.m.	Wednesday, 11/19/03, 8:00 – 9:00 a.m.
Wednesday, 12/17/03, 2:30 – 4:30 p.m.	Wednesday, 12/10/03, 8:00 – 9:00 a.m.

Respectfully submitted,
Ella Born, Staff Council Secretary