

Staff Council Executive Committee Meeting with President Skorton
Monday, February 23, 2004, 4:00 p.m. – 5:00 p.m.
101 JH Conference Room

Present: Christine Annicella, Ella Born, Vicki Brown, Charlie Eastham, Cheryl Reardon, Michelle Wichman

Administrative Liaison:

Sue Buckley, AVP of Finance & University Services and Director of Human Resources (HR)

1. President Skorton's comments

- a. President Skorton discussed his concerns regarding three recent incidents of apparent hate crimes. He referred to the mass email he sent regarding the University's zero tolerance for these kinds of incidents. President Skorton mentioned that he received numerous responses with a large number of people expressing favorable reactions to the mass email. There were, however, some opinions that perhaps he took too long to respond to the incidents and there were a few opinions wondering why he puts so much emphasis on those few incidents. President Skorton said that the Vice Presidents (VP) group has reviewed the Operations Manual. He also said that he is preparing a response to a critical article that appeared in a recent issue of the Des Moines Register. President Skorton discussed three other things he intends to do: 1) He has a plan on how to initiate all recommendations but one, that the Campus Climate Committee made as a result of the Pierre Pierce case. He will discuss this plan with the VP group at their next meeting on March 1st. 2) Written surveys will be distributed campus-wide to test campus climate. 3) He is considering sponsoring some open discussions. President Skorton asked the Executive Committee (EC) what they thought of these plans. He also wondered if Staff Council would be interested in cosponsoring the open discussions. The EC thought this would be a good idea.
- b. President Skorton mentioned the recent incident with some nurses at UIHC recycling medications. He is not privy to all of the information because there was a hush agreement between the people involved and UIHC. However, he said that Sue Buckley's office was contacted before the terminations. President Skorton believes there was nothing but good intentions behind the nurses' actions. He even mentioned the long-standing tradition of doctors giving away pharmaceutical samples. An EC member wondered if there would be any further communication regarding motives and if there might be a problem as a result of not being able to discuss the incident openly.

2. Staff Council President's comments

- a. Charlie thanked President Skorton for inviting staff to the recent luncheon with the Board of Regents. President Skorton said that he felt the luncheon went well and would continue to have the luncheons whenever possible.
- b. Charlie explained the changes that are planned for the Staff Celebration Day activity. He mentioned the idea of delivering fruit baskets. It is hoped this might save some money

given the current budget constraints. It also is hoped that more staff can be reached in this manner.

3. Updates and discussion topics

- a. Charlie mentioned some concerns with lack of staff visibility and contributions in some publicity venues. Michelle mentioned that she had been looking recently at a College of Public Health booklet and discovered that there was no mention of staff. She also has checked their web site and found no mention of staff. President Skorton wondered if there were other areas. Chris mentioned that publicity in the College of Education is primarily faculty oriented. Ella mentioned visiting the College of Medicine's web site on several occasions and finding pictures of faculty, students, and alumni but no pictures of staff. When she inquired about this, the webmaster said that the pictures are used as a tool for recruitment purposes. Charlie also mentioned that the College of Medicine's annual report is primarily faculty-oriented. President Skorton said that he will have Steve Parrott and the external relations group look at publications and web sites campus wide.
- b. Charlie asked President Skorton for an update on the GEF task force. President Skorton said that Charlie and Cheryl actually know more than he does. President Skorton said that there is a possibility of layoffs at Iowa State and Northern Iowa. He encouraged Charlie and Cheryl to be open with P & S staff and letting staff know as soon as possible if there is any discussion on the task force about possible layoffs. Cheryl mentioned she was just getting started looking at the numbers and that a reduction of \$12 million seems huge. President Skorton agreed that it is huge.

4. Sue Buckley's comments

- a. Sue mentioned the PI web site. President Skorton said that he has seen it and it looks great. Sue wondered if Charlie or Cheryl might want to have a demonstration of the site at an upcoming Staff Council meeting. Cheryl said that she plans to have it on the April meeting agenda. Sue also wondered if Bill Decker has mentioned to the Research Council that the web site is up and running.
- b. Sue said that she would be presenting to Staff Council at the next meeting, a series of recommendations that the Senior HR Leadership Group has endorsed regarding reclassifications. One of the recommendations would increase the amount of salary adjustment appropriately and allow more flexibility in order to make the first quartile.
- c. Sue wondered if it was too early to discuss the salary study that HR recently gave to President Skorton. President Skorton said that he just got both reports, on faculty as well as staff. He has asked Mary Schott to help him by summarizing the information a certain way. He suggested that perhaps Sue, Charlie, and Cheryl could join him at an upcoming meeting with the Vice Presidents (VP) group to discuss these studies.
- d. Sue said an issue that will be coming forward to Staff Council is a proposal for a flexible pay policy. The proposal also will be presented to the Senior HR Leadership Group and the VP group.

- e. Sue mentioned another proposal regarding P & S staff support at termination would be coming to Staff Council in the near future.
- 5. President Skorton had an additional comment with regard to the GEF task force. Actually, he mentioned that the Deans have been discussing a concept of the various Colleges not all having the same salary policy. President Skorton asked Sue if P& S salaries were affected by the pay freeze that was implemented last year for Basic Science faculty. Sue said that P& S salaries did not experience the same type of pay freeze.
- 6. Adjourned at 4:42 p.m.

Future Executive Committee Meetings:	Future Meetings with President Skorton:
Wednesday, 3/17/04, 2:30 – 4:30 p.m.	Tuesday, 3/30/04, 3:00 – 4:00 p.m.
	Thursday, 4/29/04, 8:00 – 9:00 a.m.
	Friday, 5/28/04, 8:00 – 9:00 a.m.
	Friday, 6/25/04, 8:00 – 9:00 a.m.
	Thursday, 7/29/04, 8:00 – 9:00 a.m.
	Friday, 8/27/04, 8:00 – 9:00 a.m.
	Friday, 9/24/04, 8:00 – 9:00 a.m.
	Friday, 10/29/04, 8:00 – 9:00 a.m.
	Friday, 11/19/04, 8:00 – 9:00 a.m.
	Friday, 12/17/04, 8:00 – 9:00 a.m.

Respectfully submitted,
 Ella Born, Staff Council Secretary