

**Staff Council Executive Committee Meeting with President Skorton**  
**Tuesday, March 30, 2004, 3:00 p.m. – 4:00 p.m.**  
**101 JH Conference Room**

**Present:** Ella Born, Charlie Eastham, Hazel Kerr, Dave Martin, Cheryl Reardon,  
Michelle Wichman

**Administrative Liaison:** Kevin Ward, Senior Associate Director of Human Resources and  
Director of Employee and Labor Relations

**1. President Skorton's comments**

- a. President Skorton discussed what he knows of the current legislative session with regard to the UI. Up to now, it looks like the UI's general education funds (GEF) will not get cut. We likely will not get \$13.6 million in incremental funds that we have asked for. It also looks favorable that the legislature will agree to bonding requests. Even though the current GEF may not be cut during this legislative session, President Skorton is encouraging the GEF task force to keep up their work. There is no guarantee that we won't again have mid-year reversions. He still believes it will be necessary to reallocate and possibly cut expenditures.
- b. President Skorton asked the Executive Committee to be thinking about things such as: staff's feelings regarding salary, revisiting the budget committee's suggestions with regard to salaries last year, and the possibility of de-coupling faculty and staff salaries.

**2. Staff Council President's comments:** Charlie told President Skorton that he has appreciated working with him this past year.

**3. Updates and discussion topics**

- a. Charlie mentioned the Executive Committee has some concerns with regard to the recent events in UIHC's Renal Transplant unit. Charlie said that it has been stated that federal and state laws have been violated. He wondered if this has been reported to law enforcement authorities. President Skorton said Chuck Green, Assistant Vice President and Director of Public Safety, has been involved with the investigation. President Skorton also believes that Hospital Administration purposely did not pursue law enforcement. Kevin Ward said he thought they were trying to reach agreements with the nurses that would allow them to part company in a reasonable way. Michelle expressed concern that the two nurses not represented by a bargaining unit were let go, while the other three nurses involved in the incidents and who were retained, were represented by a bargaining unit. Both President Skorton and Kevin believed these decisions were based on the level of administrative responsibility of the nurses, rather than their affiliation with a bargaining unit.
- b. Charlie asked President Skorton for an update on the student athlete recruiting visits that are under investigation. President Skorton said that he expects to have a report from the Deputy Attorney General within the next 48 hours. A news conference is tentatively

scheduled for this Friday. President Skorton also said that he has asked the Athletic Department to start developing new recruiting guidelines. Charlie wondered if the Athletic Department would be responsible for the independent counsel fees.

- c. Another update was requested regarding the search for Vice President of Research. President Skorton said that he is working on the membership of the committee. He wants to try to keep the committee to a reasonable size. He thinks it important to have a representative from each college and he wants to have three staff on the committee. President Skorton asked Charlie and Cheryl if he could send the list of members that he has so far, to them to look over and give their input.

#### 4. **Kevin Ward's comments**

- a. Kevin said the recent salary study would be presented to the HR Senior Leadership group on Monday. Plans are to bring it to Staff Council at the April 14<sup>th</sup> meeting. Cheryl asked if staff would have access to the faculty study? President Skorton said that he thought both studies would eventually be distributed publicly. Kevin agreed with this understanding.

President Skorton left the meeting early to prepare to attend the Celebration of Excellence and Achievement Among Women event. The EC continued to meet with Kevin to hear his additional comments.

- b. Kevin said that on April 1<sup>st</sup>, the entire campus would participate in electronic time-reporting. Certain areas of campus have already been doing so.
- c. As President Skorton did, Kevin also asked the EC to be thinking about salary issues. He specifically mentioned three issues:

- 1) With the scheduled merit increases in January, the scale minimum will increase 2% and the maximum will increase 4%. Last year, the University attempted to reduce the overlap between merit and professional pay scales, by raising the professional scales by 4% at the minimum and 2% at the maximum. As a result there was greater compression at the bottom of the ranges, and because the quartiles changed as a result, there has been some feeling that individuals fell behind in their progression through the range. Kevin asked the EC for input on which was the greater concern for staff in setting salary policy for the coming year, the overlap of the merit pay scale, or the issues of compression and movement in the existing pay ranges.

- 2) Last year some effort was made to focus more money on the lower end of the pay scale. Both Sue Buckley and Kevin believe this had a nominal to modest effect. Should this effort be considered again this year?

- 3) Should we continue to allow some degree of variability or latitude, among organizations, colleges and divisions? Should source of income be considered?

Kevin said that HR wants Staff Council's input on these issues. There was some additional discussion of specific salary issues that some EC members have encountered.

5. Adjourned at 4:00 p.m.

Executive Committee Meeting with President Skorton  
March 30, 2004  
Continued

<b>Future Executive Committee Meetings:</b>	<b>Future Meetings with President Skorton:</b>
	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