

Staff Council Executive Committee Meeting
October 15, 2003, 2:30 p.m. – 4:30 p.m.
603 JB

Present: Chris Annicella, Ella Born, Vicki Brown, Charlie Eastham, Hazel Kerr, Dave Martin, Cheryl Reardon

1. **Called to order** at 2:35 p.m.

2. **Approval of Minutes:**

9/17/03 Executive Committee meeting minutes approved as presented.

9/15/03 Executive Committee meeting with President Skorton minutes approved as presented.

3. **Issues for Discussion:**

- a. Review draft of Anti-Harassment Policy: Judie Hermsen and Jan Waterhouse were guests to discuss this draft. Judie explained that the Dispute Resolution Committee that has generated this draft consists of members from across the University campus and the committee has been in existence since the 1990 decade. Judie described this policy as being one that deals with behaviors and would fit as an intermediate policy between the Sexual Harassment Policy and the Violence Policy. The committee hopes to be proactive by instituting this policy to catch issues before they escalate to violence that would require implementation of the Violence Policy. Referring to a recent Daily Iowan article, Judie said that this policy is not an “expansion” of the Sexual Harassment Policy and that it is not a reaction to the Pierre Pierce case. She also said that this policy is not a speech code. This draft has been presented to the Faculty Council and will be presented to Faculty Senate in the near future. Judie and Jan plan to present it to Staff Council in November. They have also shown the draft to the Senior Human Resources Leadership Council. They have yet to present it to Vice Presidents, Deans, and Departmental Executive Officers. A target date for implementation is July 1, 2004. Executive Committee members asked a few questions regarding training for supervisors, an appeals process, and reporting statistics. Judie and Jan said that they would welcome any additional comments and/or questions. The Dispute Resolution Committee plans to meet again on 10/28/03.
- b. Budget Reduction discussion: As a follow up to the Executive Committee (EC) meeting with President Skorton on October 13th, which included faculty members and University administrators and focused on Governor Vilsack’s recent announcement of the 2.5% reduction in state appropriations, the EC continued discussion of possible policies to meet the budget reduction. Several ideas were discussed and the committee decided to have Dave Martin send a summary of the discussion to President Skorton. Dave mentioned that the Joint Faculty/Staff Budget Committee would be meeting at 3:30 on October 17th in the Iowa Room at the Iowa Memorial Union.
- c. January Staff Council meeting changes: Charlie mentioned again that the regular Staff Council meeting for January 2004 has been moved to Tuesday, January 13th. The business portion of the meeting will be from 2:00 – 2:45 and take place in the Northwestern Room (Room #345) in the Iowa Memorial Union. All Councilors will then be encouraged to attend the Martin Luther King, Jr. kickoff event at the Art Museum.

- d. Guests/agenda items for future Staff Council meetings: Charlie asked Dave about plans to have various diversity groups as guests at a future meeting. Dave said that this probably wouldn't happen until after the first of next year.
- e. Diversity Committee plans for Martin Luther King, Jr. kick off event: Dave said that he thought there wasn't much new information and suggested postponing this discussion until the November Executive Committee meeting.
4. **Pending Items**: Not much time was spent reviewing the Action Items, except that Ella mentioned some progress with regard to the possibility of Staff Council election nominations and voting going online.
5. **Other stuff/matters from SC meeting**: Ella mentioned that Colleen has asked the EC for some help in identifying potential articles for the next issue of News & Views. Ella also said that she and Colleen suggest discontinuing the Staff Council roster in the News & Views, since it is available at Staff Council's web site.
6. **Adjourned** at 4:33 p.m.

Future Executive Committee Meetings:	Future Executive Committee Meetings with President Skorton:
Wednesday, 11/19/03, 2:30 – 4:30 p.m.	Wednesday, 11/20/03, 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