

Staff Council Meeting Minutes

Wednesday, January 12, 2005

2:30 – 4:30 p.m.

Art Museum Classroom

Present: Chris Annicella, Lori Bassler, Linda Bergquist, James Bradley, Kimberly Chamberlin, Charlie Eastham, Nancy Fick, Jo Ann Franklin, Julie Gilmore, Maggie Hogan, Kathy Klein, Deborah Kohler, Mark Long, David Martin, Mary Lee Neuberger, Janette Pettus, Cheryl Reardon, Helen Rittenmeyer, Heather Schnoebelen, Sheri Sojka, Barbara Spence, Rebecca Stamy, Rachelle Stewart, Jennifer Tucker-Richman, Jan Waterhouse, Rhonda Weaver, Michelle Wichman, Kathryn Wynes

Absent: Nadira Ahmad, Cheri Arneson, David Bergeon, Ella Born, Lori Cranston, Julee Darner, Janet Duncan, David Fitzgerald, John Forys, Mary Greer, Lisa James, Kristy Johnson, Hazel Kerr, Bonnie McIntosh, Sara Nichols, Deb Pfab, Sandra Reed, Keri Semrau, Julie Sexton, Duncan Stewart, Jeffrey Wasson, Al Young

Administrative Liaison: Sue Buckley, Associate Vice President and Director of Human Resources.

The meeting was called to order at 2:38 p.m.

1. Approval and review of minutes

- a. Staff Council Meeting Minutes, December 2004. Approved as submitted.
- b. Staff Council Executive Committee Meeting Minutes, December 2004. Minutes were reviewed .
- c. Staff Council Executive Committee Meeting with President Skorton, December 2004. Minutes were reviewed.

2. Bylaws Committee – Gilmore

The Bylaws Committee proposes changes to the committee descriptions in Article XIV. These amendments were presented at the December 8, 2004 meeting. Materials were provided in the meeting packets. There is one friendly amendment proposed relating to the Membership provision of the University/Governmental Relations Committee so that it will read as follows. "Members: No restriction; however at least one member of the Executive Committee should be a member of the committee."

A motion was made and seconded to amend Article XIV with modifications regarding committee descriptions (Bylaws/Policies & Procedures Committee, Education Committee, Human Resources Committee, Merit Supervisory Exempt/Confidential Committee, and University/Governmental Relations Committee) as proposed at the December 8, 2004 Staff Council meeting, and with the friendly amendment (as outlined in the preceding paragraph) to the Membership provision of the University/Governmental Relations Committee. Motion carried with 0 opposed.

3. Comments/Regents Report – Sue Buckley

The Board of Regents is meeting at UI next week. There will be little discussion of Human Resources issues at this month's meeting, as the Human Resources committee is not meeting.

HR put up its new website this week for UI job openings.

TIAA/CREF will soon open a new office in the Iowa City area. There will be an announcement of the official opening when it occurs. This will be the only office in Iowa, and is a very positive development that will provide great expertise and service to UI staff and faculty. A question was asked as to whether staff will be allowed to have release time from work to consult with the TIAA/CREF staff. HR will consider this issue and provide further clarification.

A question was asked about the status of collective bargaining. Negotiations are ongoing.

4. Strategic Planning Review

The Strategic Planning Committee is nearing completion of its work. The committee is now working on developing indicators to measure progress toward the goals outlined in the draft plan. The draft will be submitted to the Board of Regents by February 10, 2005, and then will be discussed at the March Board of Regents meeting. The following comments and suggestions were offered from the floor:

- The plan suggests that the performance evaluation process should recognize contributions of staff members to the community. A comment was offered in support of this idea. There was a question as to whether "community" refers to the UI community or the external community. There was another question as to whether this is now part of any performance review process. Sue is not aware of any formal appraisals which currently include this consideration.
- The plan indicates that the UI "competes" for graduate and professional students. There was a suggestion to add undergraduate students and staff to the list of those for whom the UI "competes."
- The plan refers to the UI as a "research extensive" institution. The meaning of the word "extensive" is unclear.
- In the section discussing critical resources, there needs to be more emphasis on people as a critical resource.
- In the section listing challenges facing the University, people are mentioned at the bottom of the list. This item should be moved to the top of the list to emphasize the importance of the UI's human resources.
- Overall, the draft plan is a significant improvement from the last plan.
- In the statement of Core Values, Staff Council is pleased to see that shared governance is recognized as a core value, indicating the importance of staff input in decision-making processes.

The meeting was adjourned at 3:15 p.m. so that Staff Councilors could attend the Staff Council Martin Luther King Jr. Human Rights Week kick-off event.

Respectfully submitted by
Jan Waterhouse, Secretary