

Staff Council Executive Committee Meeting with President Skorton
Meeting Minutes
January 20, 2005, 8:00 AM
101 Jessup Hall Conference Room

Present: Cheryl Reardon, Michelle Wichman, Jan Waterhouse, Charlie Eastham, Chris Annicella, Hazel Kerr, Ella Born, Sheri Sojka

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

1. President Skorton's Comments

- a. Input requested.** President Skorton asked for Executive Committee input regarding his potential role at the presentation of a controversial speaker scheduled this evening. President Skorton has been asked to attend and to take a position on the subject matter.
- b. GEF Task Force Cuts.** Final decisions have been reached. The following areas will be affected: utilities usage and custodial services will be reduced; Printing; Student Health Services; Hancher; IT expenditures campus-wide; Continuing Education; the Art Museum; NTitle program; publications expenses; radio stations; Office of Corporate Partnerships; UI Press; and Athletics. The total cuts are just over \$2 million and will take effect during FY06.
- c. VP Research.** Meredith Hay has been hired as the new Vice President for Research, and will start June 1, 2005.
- d. Wellmark.** There are two separate contracts with Wellmark. One contract makes Wellmark the third-party administrator for UI benefits; there is no intent to terminate this contract. The second contract is with Wellmark as the insurer including the UIHC in its network of providers; this is the contract that the UI recently notified Wellmark of its intent to terminate. Wellmark sets reimbursement rates each year with no input or negotiation. Wellmark is 23% of revenue to UIHC. This year's reimbursement rates reduced UIHC revenue overall. There is concerned about the effect on operations of UIHC if this trend continues. The UI attempted to negotiate with Wellmark for different rates, but with no results. The current contract terminates 12/31/05. The UI is currently negotiating with Wellmark to determine if the parties can establish a new contract. If a new contract is not established, the UI would issue a Request For Proposals to find a new insurer.

2. Staff Council President's Comments

- a. **P & S union issues.** Discussion deferred.
 - b. **Outcomes from meeting with Provost Hogan.** Discussion deferred.
 - c. **Upcoming Open Forum.** President Skorton would prefer not to address the consolidation process at that meeting because the Board of Regents may not have a plan finalized at that time. Therefore, any discussion would be premature.
 - d. **Thank you.** Executive Committee thanked President Skorton for his opening remarks at the MLK, Jr. kick-off event, and for the funds to help support the CIC APSC conference in the fall 2005.
3. **Associate Vice President Buckley's Comments**
- a. **Job description change.** As a result of the campus diversity conference last April, HR has identified four elements that should be included in every job description: inclusion and diversity; learning and professional development; civility and respectful interactions; and leadership and accountability. Performance appraisal tools will be changed to include these elements. There are three levels within each element as suggested requirements, but each unit will customize the job description to meet their specific requirements for each element. Sue will discuss this at the March Staff Council meeting.