

**Staff Council Executive Committee  
Meeting with President Skorton  
April 29, 2004, 8:00-9:00 a.m.  
101 Jessup Hall**

**Present:** Christine Annicella, Ella Born, Charlie Eastham, Hazel Kerr, Cheryl Reardon, Sheri Sojka, Jan Waterhouse, Michelle Wichman, Sara Nichols

**Absent:** None.

**Administrative Liaisons:** Sue Buckley, AVP of Finance and University Services and Director of Human Resources; Kevin Ward, Senior Associate Director of Human Resources and Director of Employee and Labor Relations

**1. Introductions of Executive Committee Members**

**2. President Skorton's Comments**

- a. **Joint Leadership Meeting.** President Skorton would like to establish a joint faculty/staff/student leadership meeting once per semester. This group would discuss major procedural and policy issues so that all constituencies are informed of developments and changes. President Skorton will schedule the first meeting this fall.
- b. **News Conference.** President Skorton is holding a news conference at 11:00 a.m. today about increasing the UI fundraising goal from \$850 million raising it to \$1 billion. The President's goals for the additional \$150 million would include increasing student aid, adding faculty chairs and professorships for mid-career faculty, and providing funds to institutionalize several interdisciplinary centers on campus, such as the Law, Health Policy, and Disability Center.
- c. **The GEF Task Force** report is coming to President Skorton on Tuesday, May 4, 2004, by the end of day. President Skorton asked for feedback regarding his plan to share the report with the public. He plans to personally notify all directors of units named in the report on Wednesday. On Thursday, he will release the report to the public, and also meet with the four presidents (Faculty Senate, Staff Council, UISG, and Graduate Student Council) and Provost Cain, VP True, Associate VP Buckley, and GEF Task Force Chair Carlson to discuss the recommendations made in the report. He will announce his decisions the following week. The Executive Committee favored releasing the report as soon as possible. A suggestion was made to couch any final decisions in terms of how the cuts will make the UI better, rather than in negative terms.

The goal given to the GEF Task Force was to cut \$12 million, but the UI actually needs to cut \$2 million right now. President Skorton expects that the other \$10

million to be phased in during FY05 and FY06. President Skorton is not expecting any cuts to require layoffs or decreases in student aid and services.

### 3. Staff Council President's Comments

- a. **Effect of budget cuts on staff.** Staff Council continues to be concerned that staff has been affected more significantly than other groups by recent budget cuts. President Skorton acknowledged the significant effect on staff in terms of salary increases and increases in workload. He also acknowledges a significant effect on students in terms of the cost to attend college. The actual number of layoffs in the last few years has been approximately twenty. President Skorton does not intend to lay off anyone with this round of cuts, but people may have to do more work because positions not filled.

### 4. Updates/Discussion

- a. **Salary Equity for Research Staff.** Sara Nichols presented information about salary equity for research staff. The data Sara presented indicate the following key points:
  - The average and median salaries for research staff are lower than the average and median for all P&S staff. The means for research staff in the various pay grades usually fall in the first quartile of the P&S pay scale.
  - The salaries for research staff in various pay grades appear to overlap to some extent.
  - Salaries of research staff increase, but not a significant amount, for employees who stay at UI over time. There does not appear to be any relationship between salary and longevity.

President Skorton thanked Sara for her work and asked for more information to clarify some questions he has. He would like to see data to demonstrate how longevity relates to salary for all P&S employees. He would also like to see information about whether research staff is disadvantaged by changing labs. President Skorton would like to continue this discussion at future meetings.

President Skorton stated that last year's salary policy letters encouraged departments to closely examine RA salaries and increase those where possible. He also indicated willingness to consider some type of incentive program for staff similar to that offered to faculty in the College of Medicine.

Sue pointed out that the reclassification amendments, raising the amount of the salary increase upon reclassification, will also help RA's because they get reclassified more often.

There was a suggestion that this data may indicate that research units should have more flexibility in granting increases. Sue indicated that in the last few years, the salary policy has allowed increased flexibility.

President Skorton is open to the suggestion that this issue should be raised more strongly with PI's.

- b. **Criminal Background Checks.** Sue reported that this program will not be implemented this summer as previously planned. Implementation will occur for faculty and staff positions simultaneously.

5. **Meeting adjourned at 9:00 a.m.**

Respectfully submitted by  
Jan Waterhouse, Secretary