

Staff Council Executive Committee Meeting with President Skorton
Meeting Minutes
June 25, 2004, 8:00 to 9:00 AM
101 Jessup Hall Conference Room

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

Absent: Michelle Wichman.

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

1. President Skorton's Comments

None.

2. Staff Council President's Comments

a. Future impact of P & S and Faculty Salary Surveys.

President Skorton observed that the staff survey indicated that staff salaries are closer to the market median than faculty salaries. Faculty salaries are 9th in the Big 10. President Skorton does not plan to take any specific action as a result of the surveys, but will leave it to supervisors to use the data in making decisions. It is possible that HR could revisit those classifications that were significantly lower than the market average on a regular basis to track progress. The Joint Faculty/Staff Budget Committee has discussed taking steps to revitalize faculty salaries.

Some of the deans' and central administrative officers' salaries are quite low compared to the market. President Skorton is reviewing those.

b. Release time for Staff Council Members

The Executive Committee has heard that some supervisors have expressed concern with councilors being away from their workplace to participate in Staff Council. A letter is sent to the supervisor when a councilor is appointed. When faculty are asked to serve on committees their Dean is notified. HR sends similar letters for people to serve on HR committees. Staff councilor time commitment ranges from 3-16 hours per month depending on how active the councilor is on committees. When there is a major time commitment for serving on search committees, review committees or other large time commitments, the supervisor could be notified. President Skorton is willing to have his office make a call.

c. Feedback on President's Forum

The feedback received relating to videotaping the forum was overall positive. The videostream is up on the web. It is hard to hear on the web. The audience is not on camera.

President Skorton questions whether two forums per year is enough. There may be 3 or 4 in the coming year.

3. Updates and discussion topics

a. Themes from constituent email

Staff Council received about 35 responses from the email sent to constituents to solicit ideas. The responses addressed the following issues/concerns:

- ITS cuts
- Staff Appreciation Day
- GEF Task Force
- Early retirement program
- Staff recognition
- Parking
- Family care leave

Cheryl is preparing an executive summary to provide to HR and President Skorton. Staff Council will also provide feedback to the relevant charter committees.

b. GEF Task Force Recommendations – next steps

President Skorton plans a mass email near the end of the summer to invite more feedback about the recommendations. He will also discuss the ultimate decisions with the Task Force. He plans to hold some open meetings in the fall to provide for more discussion.

c. Presence of staff members on websites and in publications

Cheryl noted that some websites (particularly the College of Medicine) and publications acknowledge the contributions of faculty, alumni, and students, but do not acknowledge staff contributions. President Skorton will talk to the College of Medicine, the Foundation, and Steve Parrott about this issue. He also seeks to ensure there is good gender and diversity balance in publications. President Skorton acknowledges the need to remind people about this issue.