

**Staff Council Executive Committee Meeting with President Skorton**  
**Meeting Minutes**  
**December 17, 2004, 8:00-9:00 a.m.**  
**101 Jessup Hall**

**Executive Committee:** Cheryl Reardon, Jan Waterhouse, Michelle Wichman, 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. Budget update.** The decision has been made relating to the benefits recommendations made by the Task Force. The University will not implement the recommendation relating to vacation accruals. There will be a general review of benefits and the recommendations relating to flex benefits and TIAA/CREF will be considered further during that review.
- b. Consolidation.** The Regents announced a plan to consolidate some units at this week's meeting. Internal Audit, Risk Management, and Fleet Services will be consolidated across the three state institutions effective July 2005. The University of Iowa will be in charge of the consolidated Internal Audit and Risk Management units. Iowa State University will be in charge of Fleet Services. The person in charge will be responsible for a single budget across all three institutions. There will be several issues to be considered including how to handle HR issues and grievance procedures across institutions. President Skorton will ask for staff input when decisions are made about such issues. There is no immediate plan to eliminate any positions as a result of the consolidation. The Regents are still considering the management structure of the radio stations. The Regents have created a new Executive Director position that will oversee all three stations, and they have agreed to allow the three Presidents to work out a plan. The Regents have agreed to allow an independent consultant (the Iowa Business Council) to examine other business functions before deciding whether to consolidate. President Skorton suggests that Executive Committee consider holding a staff open forum for President Skorton and Vice President True to explain what is happening and answer questions about the consolidation.

**2. Staff Council President's Comments**

- a. Update on Seashore Hall & Spence Labs.** President Skorton indicates that the Department of Public Safety has found no evidence that the

recent break-in is related to the earlier vandalism. President Skorton has asked for a review of campus security to identify vulnerable areas, establish uniform security standards across campus, and review DPS staffing.

- b. P & S Teaching Award Proposal.** Executive Committee is moving forward to develop a proposal at the recommendation of the Council on Teaching. President Skorton supports this idea.
- c. P & S Union Issues.** Executive Committee is aware that some staff have been contacted. Staff Council would like to discuss whether it should take a position. Human Resources has asked the General Counsel's Office for advice about Staff Council's role. Human Resources will send information to staff to explain the process and guidelines. They have already created some written guidelines for supervisors, a copy of which was provided to Executive Committee.
- d. Listing Staff Credentials.** A concern has been raised by staff during the VP for Research interviews about staff credentials not being listed in brochures, bulletin boards, etc. in the same way that faculty credentials are listed. Executive Committee has referred the issue to the Staff Council HR Committee for further consideration.

### **3. Associate VP Buckley's Comments.**

- a.** There was a meeting this morning to discuss the proposal to grant emeritus status for research professionals.
- b.** There will be a meeting today to discuss the criminal background check policy.

Respectfully submitted by  
Jan Waterhouse, Secretary