

Staff Council Executive Committee Meeting
Meeting Minutes
Thursday, March 24, 2005, 1:00 - 3:00 p.m.
603 Jefferson Building

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

Absent: Sheri Sojka

The meeting was called to order at 1:05 p.m.

1. Approval of previous minutes

- a. Staff Council Executive Committee Meeting Minutes, February 16, 2005. Approved as submitted.
- b. Staff Council Executive Committee Meeting with President Skorton, February 22, 2005. Approved as submitted.

2. Issues for discussion

- a. **Thank you notes.** Executive Committee wrote and signed thank you notes to be delivered to administrators on campus to thank them for their support of Staff Council.
- b. **Salary Policy Discussion.** Executive Committee reviewed comments that were received by email. There was consistent support for allowing flexibility in terms of a range of acceptable increases rather than a specific percentage across the board. There was more division on the issue of whether staff on grant funding should be compensated at higher levels to offset the perceived increased risk of furlough. The email responses were divided according to what group the Councilor represents: those in research support higher salaries for grant funded positions, while other Councilors do not. There is a perception among research staff that certain salary increases are “built into” the grants each year, so they should get that amount of increase regardless of the UI salary policy. There was discussion of the ability to shift a certain percentage of grant funds from the original budget, so that the perceived “built-in” salary increases are not in fact guaranteed as salary increases to specific staff. Perhaps individual PI’s do not understand that they can give higher raises to RA’s without affecting others.

Cheryl will formulate a draft statement on behalf of Executive Committee and ask for input. Sue Buckley will be asked to discuss the issue further at the April Staff Council meeting. Staff Council may wish to discuss the possibility of layoffs if the salary policy provides for higher raises.

- c. Emergency sick leave proposal.** The AFSCME contract now allows up to 40 hours of unused emergency sick leave to be carried over from year to year. The proposal is to extend this opportunity to unrepresented faculty and staff. The Family Issues Charter Committee is supportive. Faculty Senate is also considering it. This issue will go on the April Staff Council meeting agenda.
- d. Space Planning Charter Committee.** Don Guckert, Director of Facilities Management, and the chair of the Charter Committee have submitted three requests to Staff Council: 1) that staff members appointed to the charter committee not have significant overlap with job responsibilities, to avoid conflicts of interest; 2) that another member be added; 3) whether a community member should be appointed as a member. Executive Committee discussed all three requests with the following outcomes: 1) if there is a conflict of interest statement it should apply to all charter committees, so this issue will be discussed further; 2) we will recommend that the additional member be a staff person; 3) the information about the charter committee activities is public and meetings are public, so the need for a community member to be appointed to the charter committee is not clear.
- e. Staff Council Representative on the Provost's Diversity Action Committee.** Potential staff representatives were suggested. Cheryl will contact them to discuss interest.
- f. P & S workload Survey.** A faculty survey is completed each year. Staff Council may want to consider conducting a P&S staff survey. Jan Warren from the Council on the Status of Women may be invited to a future Executive Committee meeting to discuss the process and the use of results.
- g. Staff Council vacancy.** Bonnie McIntosh has resigned her position effective March 2005; her term expires in March 2006. Nominations will be taken at the April Staff Council meeting. The Elections Committee will recommend someone if there is more than one nomination. Executive Committee selects between the recommendation and the next highest vote recipient from this year's election.
- h. CIC APSC, Ella Born.** Ella presented an updated estimated budget for this year's conference and teleconferences. The APSC group has asked if the President and/or Central HR could give statements supportive of domestic partner benefits for use in lobbying to establish domestic partner benefits at institutions that do not have it. Tuition waiver subcommittee will continue to work on the issue. The Staff Council Education Committee will be asked to be involved.

- i. Pending items for next year.** Cheryl provided a list of ongoing/pending projects for next year.
- j. Email request relating to security in UI parking ramps.** Executive Committee reviewed an email request from a staff member requesting additional security in parking ramps. Cheryl will send letters to the Parking & Transportation Charter Committee and Safety & Security Charter Committee to ask for their review of the issue.

3. Items for meeting with President Skorton, March 29th

- a.** Salary Policy
- b.** Staff Credentials
- c.** Update on Wellmark Negotiations
- d.** Officers for next year
- e.** CIC APSC issues: domestic partner benefits
- f.** Thank you

The meeting was adjourned at 2:55 p.m.

Respectfully submitted by
Jan Waterhouse, Secretary