

Staff Council Executive Committee Meeting with President Skorton
Meeting Minutes
August 31, 2005 8:00-9:00
101 Jessup Hall Conference Room

Present: Ella Born, Lori Cranston, Nancy Davin, Nancy Fick, Mary Greer,
Mary Lee Neuberger, Sheri Sojka, Michelle Wichman

Absent: Cheryl Reardon

Administrative Liaison: Sue Buckley, Associate Vice President

Guests: David Fitzgerald, Hazel Kerr

- 1. Introduction:** Mary Greer was introduced to President Skorton as the Vice-President/President Elect of Staff Council.
- 2. President Skorton's Comments:**
 - a. Committee-on-Committees:** President Skorton urged staff and faculty on the charter committees to work together to determine commonalities and do a comprehensive review of the committees. He asked that the staff and faculty leadership of these committees do an end-of-the-year summary of the activities and recommendations made by each charter committee.
 - b. SEIU Vote:** Although SEIU was defeated, the University needs to continue working on issues that were raised by the union supporters. President Skorton identified three issues: salary, benefits, and budget decisions that must continue to be addressed. It is important that staff are represented and have meaningful input in these decisions. We need to look for ways to increase staff involvement in discussions regarding these issues. During the past year the Faculty/Staff Budget Committee was consulted about the Board of Regents salary request for FY 2006 and the University's salary policy for FY 2006. President Skorton asked for guidance from Staff Council on salary and benefit issues.
 - c. Salaries for FY 2006:** The average raise for faculty was 3% and staff was 4.54%. Faculty will receive a mid-year raise. This will not be an "across the board" raise but rather a selective raise for faculty with the average being 2%. Determining salaries/compensation is a very complex process. A fundamental issue to be considered is how to balance the need for flexibility with the need to insure fairness and equity. Recent UI practice has been to establish a salary policy based on a range of acceptable increases rather than a specific number. President Skorton and Sue Buckley suggested it may be beneficial for a

compensation specialist to present at a Staff Council meeting. Members of the Executive Committee agreed this would be helpful in understanding the compensation process. Michelle will arrange this. President Skorton concluded the discussion on salaries by reiterating that he is 100% committed to improving salaries for staff and faculty.

3. Associate Vice President Buckley's Comments:

- a. At the September Board of Regents meeting the Family Caregiving Leave Accrual Policy will be discussed. This policy will allow staff to carry over up to 40 hours of unused family care leave to the next year for a total of 80 hours for one year. This will create a consistent policy for all University employees (Faculty, P & S, MSE/C, and AFSCME). If passed by the BOR it will be effective in January, 2006. For MSE/C staff an administrative code change will also need to occur.

Respectfully submitted by
Mary Lee Neuberger, Secretary