

Staff Council Executive Committee with Provost Hogan
Meeting Minutes
September 28, 2005 3:00-4:00
105 JH

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

Absent: Nancy Davin, Cheryl Reardon

Administrative Liaison: Sue Buckley, Associate Vice President

1. Provost Hogan's Comments:

- a. Provost Hogan discussed the mid-year faculty salary raises and the reallocation process. The University must use resources wisely which may mean reallocation. It is imperative to retain the best faculty. This may require hiring fewer faculty to provide the money necessary to increase faculty salaries. Resources will be reallocated when faculty positions are vacated. The University must plan as if resources will continue to be limited.

2. Staff Council President's Comments:

- a. **Shared Governance:** Provost Hogan expressed support for the three proposed shared governance models. The proposal has been shared with the Vice President's group and will be shared with the deans. Provost Hogan asked that the proposal include a set of principles that must be met and the key indicators showing these principles are being met. Departments may choose a shared governance structure different from the three proposals developed by Staff Council as long as the principles are met.
- b. **Salary and Compensation, Michelle Wichman:** The October Staff Council meeting will focus on salary issues. It is important to begin these discussions well before the budget process begins. Discussion on compensation and classification may need to be scheduled at another Staff Council meeting.
- c. **Criminal Background Checks:** Implementation of the criminal background check policy for faculty and staff is planned for December 1, 2005. Security sensitive positions will require a criminal background check for new hires. A company will do the security check on the final candidate for a position. UIHC is already doing background checks as mandated by the JCAHO.
- d. **Staff Issues/Unionization Effort:** We must continue to focus on the issues that were raised during the unionization effort. It is important that there are mechanisms for the concerns to be heard and acted upon.

- A working group that includes Senior HR representatives and Staff Council appointees will address the issue of job security for P & S term employees. Bob Millsap will chair this group.
- A group is working with Maureen McCormick (Learning and Development) to develop educational opportunities pertinent to research staff.

Respectfully submitted by
Mary Lee Neuberger, Secretary