

Staff Council Executive Committee Meeting with President Skorton
Meeting Minutes
October 26, 2005 8:00-9:00
101 JH

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

Administrative Liaisons: Sue Buckley, Associate Vice President

Guest: Yiannis Papelis

1. President Skorton's Comments:

- a. Faculty and Staff Awards:** Positive comments have been received about the Faculty and Staff Awards banquet on October 18. Presenting the awards in this setting kept the focus on the awardees. President Skorton supports creating a staff award in the Hancher-Finkbine category. Currently there is not one. This award was established in 1964 to recognize learning, leadership and loyalty and is named for Virgil Hancher and William Finkbine.
- b. Unionization:** Although SEIU was defeated, President Skorton reiterated the University needs to continue working on issues that were raised by the union supporters. Several groups are being organized to address these concerns. One group is working on performance appraisals and two groups will be working on issues raised by the research staff.
- c. Board of Regents:** The BOR is meeting at the University of Iowa on November 2-3. The focus of this meeting will be UIHC, the Iowa Care program and the College of Medicine. Proposed tuition and fee rates will also be discussed. Recipients of the Regents Award for Faculty Excellence will be honored at a dinner on November 1 and the Regents Staff Excellence Award on November 2.

2. Staff Council President's Comments:

- a. Diversity Committee, Yiannis Papelis:** Initial discussion has centered on determining the purpose of this committee.
 - The focus of the diversity committee has been to address the following questions: 1.) What is diversity? 2.) How can we improve diversity? 3.) What is the underlying message we want to convey?
 - The committee is organizing the annual Martin Luther King Jr. Human Rights Week kick-off event. It will coincide with the January Staff Council meeting. The goal is to plan activities that will represent the spirit of the Martin Luther King Jr. celebration.

b. CIC APSC Meeting (October 16-17), Ella Born:

- Issues discussed: CIC recognition of the APSC group, advancement/compensation/performance appraisal, voting representation on university-wide governance groups, affordable retirement, and job security.
- Action items: Subcommittees were formed to address performance review, compensation/advancement, and job security. Ella will participate in the performance review subcommittee.
- Other issues on the agenda but not discussed due to time constraints included strategic planning, reward/recognition, salary, equitable retirement contributions, localized shared governance and retirement pensions.
- Members from the other institutions attending this meeting believe Iowa should be looked at as a leader and “model institution” for the CIC APSC group. Reasons cited include the frequency of meetings with President Skorton and other top administrators, the number of faculty and staff awards and shared governance. It is still important for the UI Staff Council to learn from other institutions and continue to address issues of our constituents.
- The CIC (President’s group) meets in early December. President Skorton would like to mention at this meeting the issues addressed at the October CIC APSC meeting discussed at the December meeting.

c. Staff Salary Increase Proposal, Michelle Wichman:

- The focus of the October Staff Council meeting was discussing staff salary increases for next year and future years. A variety of ideas were discussed. Michelle is writing a letter outlining Staff Council’s salary increase proposal. The letter includes principles supporting the proposal.

d. Staff Recognition Award for International Work, Sheri Sojka:

- President Skorton will propose creating a staff and student award comparable to the Faculty award for international work.

3. Associate Vice President Sue Buckley’s Comments:

- a.** The question “Should a cost of living allowance (COLA) be considered/included in the staff salary increase proposal?” was raised at the October Staff Council meeting. Sue recommended if COLA is included in the proposal a formula that allows performance to be rewarded should be used. It would be important for the salary proposal to be a percentage above the COLA increment, be it full or partial COLA, which would permit reward for job performance. Given how volatile the COLA rate is currently, it will be monitored closely.

Respectfully submitted by
Mary Lee Neuberger, Secretary