

**Staff Council
Meeting Minutes
March 8, 2006 2:30-4:30
Medical Alumni Auditorium, E331 General Hospital**

Present: Christine Anderson, Christine Annicella, Lori Bassler, Linda Bergquist, Ella Born, Kimberly Chamberlin, Lori Cranston, Nancy Davin, Janet Duncan, Nancy Fick, David Fitzgerald, John Forys, Julie Gilmore, Mary Greer, Mary Heath, Lisa Marie James, David Johnson, Hazel Kerr, Deborah Kohler, J. David Martin, Sara Nichols, Janette Pettus, Deb Pfab, Cheryl Reardon, Sandra Reed, Kathleen Renquist, Helen Rittenmeyer, Heather Schnoebelen, Julie Sexton, Anne Sopher, Barbara Spence, Rachelle Stewart, Sarah Tallman, Jeffrey Wasson, Jan Waterhouse, Michelle Wichman, Michelle Wiegand, Kathryn Wynes, Al Young, Donna Bentley

Absent: Nadira Ahmad, David Bergeon, Jo Ann Franklin, Kristy Johnson, Kathy Klein, Mary Lee Neuberger, Yiannis Papelis, Keri Semrau, Rebecca Stamy, Duncan Stewart, Rhonda Weaver

Administrative Liaisons: Sue Buckley, Associate Vice President and Director of Human Resources; Kevin Ward, Senior Associate Director of Human Resources

Guests: Pat Kenner, Jessica Jensen-Arnold, Eileen Sullivan, Ginny Miller, Karen Shemanski, Gregg Ogden

The meeting was called to order at 2:30.

1. UI Libraries Staff Council Resolution

- a. Staff are turning over in the UI Libraries Committee and others are being urged to serve.
- b. Cost of electronic journals is increasing. Faculty submitted a resolution of their own regarding how to deal with these costs. Graduate students are coming up with their own resolutions as well.
- c. Questions/Comments:
 - i. If bigger companies buy out smaller, independent journals, libraries still retain editing control but have little control over pricing.
 - ii. Academic journals are edited by faculty without pay. Databases are maintained by those who lack IT experience.
 - iii. The UI Library is trying to make people aware that this is a scholarly community problem.
- d. The word “staff” needs to be included in the resolution; staff researchers are often authors and co-authors on papers in journals.
- e. Cheryl Reardon made a motion to accept faculty’s resolution; David Fitzgerald second the motion. The motion was accepted.

2. Review/Approval of Minutes:

- a.** Staff Council Meeting Minutes, February 8, 2006 were reviewed.
 - i.** 7b was changed to include MSEC after “merit staff.”
 - ii.** 6b was changed to indicate the following:
 - 1. An on-campus meeting was held on March 27 to provide information regarding insurance.
 - 2. April 4th is open enrollment and there are 30 days to enroll with cessations related.
 - 3. TIAA-CREF information will be available the last weekend of March.
 - iii.** With no more suggested changes, the minutes were passed.
- b.** Special combined meeting with Faculty Senate, Staff Council, and Student Government in January were reviewed with comments and passed.
- c.** Executive Committee Meeting Minutes, February 17, 2006, were reviewed with no comments.
- d.** Executive Committee Meeting with President Skorton, March 1, 2006. Minutes were reviewed with no comments.

3. Comments/Regents’ Report – Sue Buckley

- a.** Two large initiatives this month:
 - i.** Health risk assessment
 - ii.** Climate Working at Iowa Survey
- b.** Two small changes on the web:
 - i.** Career Development A-Z search:
 - 1. New addition shows number of real employees and progression of their careers.
 - 2. Narrative by employee regarding mentoring, etc. have been included.
 - ii.** Self-Service information under salary and appointment history will now include employment status
- c.** Flex Pay Pilot Program:
 - i.** 21 of 24 colleges and administrative have development local guidelines to implement this program.
 - ii.** As of March 6th, 64 exceptional performance awards have been given, ranging from \$300 to \$7,888, and 103 spot awards with an average of \$73 have been awarded.
- d.** Phased Retirement:
 - i.** Phased retirement is slated to come before the BOR for a request for renewal (it expires June 2007).
 - ii.** It will be requested that requirements for merit be the same as P&S and faculty, the five year cap removed, and that those participating in the program can draw on TIAA-CREF funds.

4. Gregg Ogden, Chair of Campus Planning Committee

- a.** The Campus Planning Committee (CPC) oversees campus development and aesthetic and ecological issues.
- b.** It has been reorganized to ensure that the committee can have input at early stages of development.

- c. Sub-Committee reorganization of structure to:
 - i. Campus Environment deals with clutter of newspaper boxes, landscape, and layout.
 - ii. Design Review is the aesthetics and ecologic concerns with buildings. Members interested in architecture are involved in this review.
 - iii. Land Use advises on best uses for building sites.
- d. CPC is involved in things from Kinnick Stadium to dumpster locations.
- e. Members learn about the ins and outs of a building going up.
- f. The committee members also work on construction issues and re-routing parking lots, making it safer for pedestrians.

5. Results of Research Salary Survey, Bob Milsap and Trevor Glanz

- a. Survey was sent to other Big 10 institutions.
- b. Results show how University of Iowa salaries compare to other schools.
- c. Slight difference in classification from each school.
- d. Survey began one year ago.
- e. All Big 10 schools replied except for University of Wisconsin.
- f. Average salary data shows:
 - i. How Iowa ranks to other institutions.
 - ii. Our salaries are competitive with others until we get to the research scientists and research engineer tracks
- g. Bar graphs in handout are comparing average; there is room for interpretation.
- h. Cost of living consideration in some areas.
- i. Comments:
 - i. Salary, years at the University, and years in a class can effect classifications.
 - ii. How will the information be used? It is shared with the Vice Presidents and Senior HR professionals across campus, who can use it as a tool when setting salary increases.
 - iii. No longevity numbers in the salary data.
 - iv. Inconsistency within classes was noted.
 - v. Shows results of survey by school, labeling schools A, B, C, D, etc.

6. Election of Officers (VP/President-Elect, Secretary, Budget)

- a. Four positions are available. The floor will be opened next month for additional nominations. Those nominated at the March meeting were:
 1. Nancy Fick
 2. Sara Tallman
 3. Linda Bergquist
 4. David Fitzgerald
 5. Heather Schnoebelen
 6. Nancy Davin
 7. Sandy Reed
- b. Three nominees from the last meeting for Officer positions were:
 - i. Kathy Klein – VP/President Elect; Mary Lee Neuberger – Secretary; Lori Bassler – Budget Officer.
 - ii. Statements were made by the three nominees for officers.

