



## Staff Council

### *Your Voice*

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March 31, 2008

Duncan Stewart, President  
UI Staff Council  
606 Jefferson Building

Dear President Stewart:

Attached please find my end of year report for the 2007-2008 Staff Council year. It was my privilege to serve as President of Staff Council. Our goal is to provide a voice for our constituents as we have the opportunity to sit at the table with the leaders in a shared governance venue, meet regularly with the President and Provost of the University of Iowa and work in collaboration with the administrators in Human Resources to continue to represent our 5500 constituents.

I appreciate the support I received from councilors and look forward to working with you during the 2008-2009 Staff Council year.

Sincerely and respectfully submitted,

Kathy Klein  
President, UI Staff Council 2007-2008

Attachment

## **UI Staff Council 2007-2008 Final Report**

**The 2007-2008 Staff Council year began with the continuation of a second search for the President of the University of Iowa. Cheryl Reardon served on this committee and provided ongoing updates to Staff Council. Staff Council attended the search committee meetings and participated in the small group meetings with presidential candidates culminating in the naming of Sally Mason, Provost, Purdue University as President of the University of Iowa on June 21, 2007. She will begin her duties on August 1, 2007.**

- Staff Council recognized Marian Muste as the first recipient of the Hancher Finkbine Award received by a staff member.
- Mary Greer and Kathy Klein accompanied Sheldon Kurtz, President of Faculty Senate to Cedar Rapids and Des Moines to meet with the newly named Regents (Jack Evans, Bonnie Campbell, David Miles and Craig Lane).
- OUR review currently being written by Susan Shullau, UI Foundation, at the request of Interim President Gary Fethke. Continue to follow internal review committee as charged by President Mason and anticipate final report and implementation of recommendations of committee.
- Met with Dave Loeb sack to discuss pay equity issues on campus as well as attend the UI Foundation Board of Directors meeting.
- Addressed the Board of Regents on behalf of constituents in regard to salary policies being considered for the 2008 fiscal year.
- Worked with Interim President Fethke/Laura McLeran/Mary Greer to host a reception for staff nominated for awards, including Board of Regents, Outstanding Staff Awards and Staff Excellence in Service awards.
- Staff Council Exec Committee met with Buck Consultants to discuss issues they felt should be addressed as they proceed with the diagnostic phase to help formulate a comprehensive philosophy and what a future system will look like base on goals as an institution with regard to market, internal equity, performance, longevity, what's working and what's not working.
- Open on-campus interviews were held with five finalists interviewing as the 20<sup>th</sup> President of the University of Iowa. Staff Council Exec committee met with each candidate and provided input on each candidate. All councilors were encouraged to attend open forums on the candidates.

- Staff Council continues to encourage administration to include staff on all search committees, i.e., Dean of the College of Public Health, Dean of the College of Nursing, UIHC CEO., etc.
- Staff Council Exec Committee met with newly named President Sally Mason. Discussed importance of continuing to meet and have dialogue with the President of UI.
- Mary Greer and Kathy Klein met with LEMAP to discuss issues related to Campus Police on the UI Campus. Topics reviewed were communication, arming, safety, visibility, and building access.
- Discussed at length naming issue concerns due to recent proposed donation made by Wellmark. Conflict of interest was brought up, will be addressed at Board of Regents meeting.
- UI Campus Police/Arming Issue. History of why campus police were not armed and the issues now facing campus police on a day-to-day basis in performing their duties. Chuck Green and Marc Mills met with Staff Council Exec Committee to discuss issues/concerns and assisted with hosting open forum.
- Homecoming 2007 participation/celebration of 40 years; Staff Council members served on various homecoming committees and have an entry in the Homecoming Parade.
- Discussion of Iowa One card and confusion created by the mailing sent out. Also addressed access by UIHC employees.
- Discussion/feedback on smoke free campus. Staff Council endorsed this proposal by a majority vote.
- Gary Barta discussed several issues with the Athletic Department. The Big 10 network and smoking issues around Kinnick and other athletic facilities, shared governance policy of Department of Athletics, continuing schedule with intrastate rivals.
- Discussed Buck Consultants report at Staff Council. Held 3 Brown Bag lunches to answer questions from constituent groups (east and west campus locations and Oakdale with remote participation from Des Moines constituents) about the report and how it could affect them.
- Received and passed Parental Leave policy that has been on-going for the past 3 years. Lori Bassler, Chair of HR Committee, will forward it to Faculty Senate for review and to present VP group.
- Staff Council representation on Provost search committee (Sarah Tallman).

- Staff Council President participated in installation of President Sally Mason.
- Continued concern regarding benefits packages and affect on University budget planning policies.
- MLK Kickoff Event – Darwin Turner Action Theatre presented an original production.
- February/March on campus interviews with Provost candidates.
- Faculty research track proposal and eventual adoption by Faculty Senate. Affect on research constituent group. Formal concerns sent to President Mason.
- Continue to address on-going changes at UIHC relevant to leadership and communication, as well as College of Medicine and UIHC PPP.
- Initiated first retreat for Charter Committee Chairs to include expectations: posting of times of meetings (scheduled regularly; keep minutes; assist in website development).
- Continue to work on the Shared Governance model and promote active implementation and updates to models proposed by the org units.
- Continue to learn and be cognizant of efforts by the University to save energy and support efforts to save energy, and “green” efforts.
- Hawk Alert system put in place in response to issues on campuses around the country. Will continue to monitor the implementation/improvement of efforts by Campus Police and UI administration.

I would like to take this opportunity to thank the entire Staff Council for their support during the 2007-2008 staff council year. It has been a very exciting and productive year. The opportunity to serve in this capacity was never my intention when someone asked to write in my name back in 2000. I would ask that you encourage your coworkers/colleagues/friends to become involved in committees in their areas, to apply to serve on charter committees, to become involved in shared governance at the departmental or organizational level.

I also want to thank the members of the Executive Committee, they have been so encouraging and supportive.

Thank you to Sue Buckley and Kevin Ward and their constituents in Human Resources in providing information at a moments notice.

And last, but not least, a huge thank you to Marsha Adolph for her efforts to keep me on track, to keep everything organized and makes the job of Staff Council leadership manageable. Thank you Marsha!

Respectfully submitted,  
Kathy Klein  
President, UI Staff Council 2007-2008

# The University of Iowa

## Staff Council

### End of Year Report



- 2007-2008 A YEAR IN REVIEW



Celebrated 40 years of service to the University representing our constituents



# Staff Council Held A Retreat



We heard from Ken Moore about the way it Was . . . . .

Or the way we want it to be



We got to Know each Other. . . . Remember your books? . . . . .

- We WELCOMED our  
**20<sup>th</sup>**



President to the U of I – Sally Mason

# 30 years is a LONG time

- That's how long it's been since P & S classifications were reviewed. . . .
- We held **3** Brown Bag lunches to share the Buck Consultants Report. . . They were well attended and well received!

# After 8 years of discussion

- The Faculty Research Track proposal was approved by Faculty Senate.
- Our research staff representatives are now providing feedback to the President and Provost regarding the effect on that constituent group.

# It was a year of firsts as well

The First Ever Charter Committee Chair retreat was held to discuss common issues as returning and new chairs and talk about goals we would like to see this group observe:

- Publish dates/times of meetings (and be consistent with them)
- Establish a website for your committee if you don't already have one. .

» Thanks to Martha Greer, Mary Greer and Marsha Adolph for coordinating this one!

# Held the 1<sup>st</sup> Annual Staff Award Nominee Reception

- Thanks Interim President Gary Fethke



- And the Location . .









# And then there was that

## Arming Issue

Share Governance Council (Staff Council, Faculty Senate and UISG and Graduate Students) hosted a discussion for interested members of the university and the community at large to come together to share their concerns – pros and cons.

President Mason recommended to the Board of Regents that the police force on the University of Iowa campus be armed.

Since November 22, 2007, the U of I Police force has been Armed with Smith and Wessons. . . .

I want to thank you for your service  
to Staff Council.

As President, I am one person. .  
It's never about me – it's about you  
and the people we represent.

Thank you for the opportunity you  
have given me this past year, and  
for your support.

