

FINAL

Staff Council Executive Committee Meeting with Provost Loh  
Sept 3, 2008  
111 JH

Present: Sue Buckley, Marsha Adolph, Sarah Tallman, Kathy Klein, Martha Greer, George Hospodarsky, Glenn Kell, Lori Bassler, Diane Hauser

Absent: Mark Fullenkamp, Mary Lee Neuberger

Martha Greer opened the meeting by thanking Provost Loh for continuing to meet with the Staff Council Executive Committee and welcomed him to the University.

Provost Loh commented on several items. When he arrived on August 1 he was asked how he felt about coming to Iowa. He commented on the devastation of the flood.

He asked for our comments before he asks Staff Council Executive Committee to assist with Strategic Planning.

Provost Loh is trying to meet with all of the Stakeholders. He is very interested in staff views.

Martha Greer discussed several items that Staff Council is engaged in.

1) The engagement of the research staff. There is interest and concern about the Furlough process. Sue Buckley commented about reemployment-informal initiatives. The most input change has been the ability of a hiring department to forego the traditional search process to hire a furloughed employee. There are also plans to create a resume bank for Furloughed employees to post to. This takes the initiative of the PI to work on this. The research staff have discussed the issue of bridge funding. George Hospodarsky discussed the need for transparency in the bridging process so information is available to the PIs. The VP research office administers these funds. Sarah Tallman commented that there are approximately \$438,652 available for FY09. Is there also funding available in the Provost office? Martha Greer commented that there is excellent leadership among the research staff.

2) Compensation and classification review of professional and scientific Staff. Sue Buckley commented briefly on the existing system which covers about 5,000 professional and scientific employees and is generally based on internal equity but with little emphasis on market. In 1985 it was revamped a little based on Iowa Law on comparable worth. Over the years there have been many questions about how the system works. The University of Iowa decided to do the consulting work with Buck about 1.5 years ago. Based on the report, it's time to revamp the system. The consultant suggested a system that is simpler and more easily understood. We need to help people understand what they need to progress in the system to assist employees in skill

development, etc. On the Salary side, we want to be more sensitive to compete in the market (some regional, Big 10, etc). There is a steering committee, advisory committee, consultants. We will also create 22 expert panels. Ultimately every single staff member will say what they do. It will be a huge undertaking

A new website based on the second phase will be released this week.

Provost Loh presented info on the strategic Initiatives Committee. He passed out a draft of the committee task forces and discussed plans. He also stated the need for identifying funding for each initiative. He will announce the members of the committees by 10/1/08.

- 1) Combine-change?
- 2) Need staff names ASAP. Martha will handle
- 3) Chairs and co-chairs
- 4) Committees will continue for 4-5 years

There was a discussion of each of these topics

The meeting adjourned at 11:35.