

Final

Staff Council Meeting September 10, 2008 102CDD

Present: Joyce Baker, Lori Bassler, Linda Bergquist, Traci Bergthold, Diana Boeglin, Robert Brown, Stacy Coffman, Janet Duncan, Eddie Etsey, Nancy Fick, John Forys, Matthew Gilchrist, Martha Greer, Mary Greer, Diane Hauser, Sean Hesler, George Hospodarsky, Sandy Joynt, Glenn Kell, Kathy Klein, Kathy Last, Theresa Lent, Selina Lin, Robert Manders, Pat Mason-Browne, Betsy Momany, Mary Lee Neuberger, Mitchell Owen, Janette Pettus, Deb Pfab, Laura Prince, Sandra Reed, Paul Ruff, Gary Sanborn, Marc Schmidt, Eric Schnedler, Heather Schnoebelen, Michael Schueller, Jamy Schumacher, Amber Seaton, Karen Shemanski, Kristine Sigsbee, Linda Spence, Karla Stout, Sarah Tallman, Kristina Venzke, Carlette Washington-Hoagland, Dianne Wasson, Rhonda Weaver

Absent: Mark Fullenkamp, Helen Jameson, David Johnson, Pat Kosier, Angela Lamb, Marian Muste,

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

Guests: Matt De La Peña, Daily Iowan; Jonathan Groves, Journalism Student; Vanessa Loen, Journalism Student; Tina Lee, Journalism Student; Robert Lotzer, Journalism Student; Robert Millsap, Senior Assistant Director, Human Resources; Amy Porter-Adams, Journalism Student; Kim Riha, Journalism Student; Karna Wieck, College of Liberal Arts and Sciences; Jenna Wilson, Journalism Student

1. Attendance and Announcements:

- a. Attendance was taken by Staff Council President Martha Greer.
- b. Introduction of guests
- c. Introduction of new councilors Sandy Joynt and Theresa Lent.

2. Review/Approval of Minutes:

- a. Staff Council Meeting Minutes, July 14, 2008, were reviewed and approved as written. Nancy Fick made the motion to approve and Diane Hauser seconded.
- b. There are no new resignations or openings at this time according to Amber Seaton.

3. Homecoming 2008

- a. Amber Seaton announced that the theme is "The excitement is building."
- b. A sign-up sheet is being passed around.
- c. All who participate will receive a t-shirt.

4. Announcements

- a. We have sponsorship for ½ page DI once a month.
 - i. It will come out on the Monday before our regular Wed SC meeting.
 - ii. We will have the agenda in this page. Also info about Charter Committee Activities.
 - iii. Martha Greer stated that this can't be the only way we communicate with our constituents but this is a wonderful step. Please email Martha with suggestions for the first ad in October.

5. Research Group Activities

Research group met in July with Vice Presidents True and Cohen and Associate VP Buckley. Major topics discussed included:

- a. furlough process
- b. furlough networking program
- c. bridge funding

6. Salary Policies, Sue Buckley

- a. The BOR meeting will be here next Wednesday & Thursday at the Marriott in Coralville due to the IMU's closing.
- b. The docket will include the 2 yr phase-in plan for Benefits
- c. The average raise was 4.74 among P&S staff. Virtually all Orgs clustered around this figure with only a couple of exceptions. How does this compare to our peers in the Big 10? Bob Millsap conducted the survey. Iowa was highest, Northwestern 4.5, Indiana 4, Michigan State 2.75%, Ohio State 3.5, Purdue 3.5, Penn State 3.5, Minn 3.25, Wisconsin 3, Michigan 3, Illinois 3
- d. We do a comprehensive survey every 2 years with this fall targeted for the next survey. In FY07 we were above the mean.

Sue Buckley fielded questions. George Hospodarsky asked what is Iowa State's mean? We don't know yet but this will be discussed at the BOR meeting in December 2008. Always remember that when the salary policy etc. is discussed by the BOR the figure will differ because the BOR uses their own formulas which exclude UIHC and reclassifications. This is done so they can compare UNI, Iowa State & UI on a more even playing ground.

7. Working at Iowa

- a. Kevin Ward presented data about this survey which is about the level of engagement of Faculty and Staff with their work.
- b. This is a tool to find strengths and areas for improvement.
- c. We hope to use this info to help people become more engaged.
- d. 43% participation
- e. This survey was done shortly after President Skorton announced his resignation.
- f. Kevin Ward discussed how the results of the survey were used to effect change; the areas of performance appraisals, work flow, distribution, etc.
- g. The results will be used to establish goals for the future.
- h. Goals for FY08
 - 1) Measure changes from the 1st survey
 - 2) build enthusiasm for acting on results.
 - 3) increase participation from 43-60
- i. For a unit to receive a report N must = 30. In the new year N will = 15.
- j. There will be incentives and a series of emails to encourage participation.
- k. Previous survey results are on the web.

8. Executive Vice President and Provost Loh

- a. Staff Council President Martha Greer introduced Provost Loh.
- b. Martha asked Provost Loh to discuss the strategic Initiative and any other topics he would like to discuss.
- c. Provost Loh has been here for 39 days and doesn't feel he's yet in a position to make any plans for initiatives, change, directions, priorities. Rather, he'd like to spend the first 3 months listening to comments from the faculty and staff.

- d. He discussed the slow drama of the flood leading up to his appointment.
- e. He was very excited by the response of people to help.
 - 1) Willingness of faculty, staff community to give their efforts to help UI.
 - 2) Unwillingness to give up or yield to the obstacles of nature.
- f. He is committed to shared governance with consultation and collaboration among faculty, staff and students.
- g. Same tenacity to his commitment for:
 - excellence
 - diversity
 - showing community at Iowa
- h. Provost Loh opened the discussion for comments and questions.

Someone asked if the VP Research search will commence soon? Prov. Loh stated that he believes this is on President Mason's agenda and an announcement will be forthcoming in the next few weeks.

Provost Loh discussed a mandate for a cut in costs to the UC System of 7-8%.

Mary Greer asked Provost Loh what makes a university family friendly in your eyes? Provost Loh:

- 1) Having family friendly policies is imperative to attract people.
- 2) UI, UNI & ISU are working on a collaborative policy on modified duties before the idea is presented to the BOR. He feels the need to talk more closely with UNI and ISU on this and future policies.

There was another question in Provost Loh's opinion of the importance of the role of P&S Staff.

-The research enterprise is one of the most important areas. He brought up issues of furloughs, bridging and the need to maintain and support the existing staff – not just research staff but all P&S staff.

Sue Buckley asked about the email President Mason sent out where she asked Provost Loh to lead the area of Sexual Harassment training.

-We need to raise sensitivity and consciousness with the course. There are areas where this is not self-evident: The need for a refresher course develops a climate of respect and dignity. The number of incidents may go up because people will know how to report incidents.

Nancy Fick said you discussed other institutions who are financially strapped. As for Iowa Provost Loh stated, No money No mission.

Discretionary \$ to develop and initiate new programs is very small in comparison to the total budget. After raises, etc. new missions like sustainability have very few resources left. Crises in finances force institutions to look at things we never would have. The flood is an excellent opportunity. Do we reinvision the IMU? Do we relocate the bookstore? We aren't faced with a budget crisis. Tuition and State appropriations for salary increase. We have to be creative and generate new funds or be more efficient and save \$ for new programs.

Two sentences?

- 1) We need to build on successes. What are the 4-5 things we need to do?
- 2) Where do we get the money?

Diana Boeglin asked about professional development activities Provost Loh has had experience with @ other institutions? Provost Loh discussed his commitment to professional staff & faculty development in order to have the best possible work force for UI.

9. One Community – One Book

- a. Associate Provost and Dean of International Programs Downing Thomas, who worked with the student success team Center for Human Rights, finances this.
- b. This started in 2001 as a community initiative to get together to review a book. “A long way gone” about child soldering.
- c. The books were purchased and delivered to residence halls. A number of panels have been scheduled during the semester.
- d. The author will be here in October to make a presentation. There are events in UIHC, in several area communities.
- e. There is a hope that this will become a yearly tradition with a focus on critical thinking, exchange and communication.
- f. www.uichr.org Review site for schedule of events.
- g. Staff can get a copy at a local book store. The free copies were only for incoming Freshmen. Learning & Development has copies to check out.

10. Compensation and Classification Redesign Project Update, Karen Shemanski

- a. Karen Shemanski plans to give an update at each meeting. An email was sent September 5, 2008 to let the campus know we have started the next phase.
- b. There is lots of information on the website. This reiterates the highlights of the email.
- c. What is the case for change? The current system is based on 36 point factors. It also focuses on internal equity and lacks responsiveness to labor market forces. Karen read quite a bit of the website content.
- d. Karen discussed the flow chart. There is a process for nominating members of each expert panel. Now is the time for all to do this. She also discussed the process flow chart.
- e. Martha Greer encouraged everyone to talk about the project to coworkers.
- f. Sue Buckley encouraged all staff councilors to be as educated as possible. Look at the website. Help to make realistic expectations for what the outcome will mean.

11. Journalism Students

- a. Martha Greer thanked the Journalism Students for attending the meeting.

The meeting adjourned at 4:30 p.m.

Respectfully Submitted,
Lori Bassler
Secretary