

**Raises for FY 2013** Vice President for Human Resources Sue Buckley announced that the [Iowa Board of Regents](#) approved a 2.5 percent average salary increase to be achieved by colleges and divisions for Professional and Scientific staff and UI faculty. Individual raises could be anywhere between zero and 4 percent, depending on performance, available funds within the department, how high or low an individual's salary is compared to the market average for their classification, and other factors. The Board of Regents had previously approved a 3.0% average raise for the clinical enterprise. These guidelines do not apply to any contractual employees.

If an individual is to receive no pay increase, written documentation must be submitted to Central HR explaining why. For those whose current salary is already higher than their current classification's maximum salary, there is an opportunity for a lump-sum payment to recognize performance.

Supervisors are encouraged to look at performance and market data in deciding an individual's salary and to meet with their employees to explain their salary situation for FY 2013 before July 16, when staff can login to UI Self Service and see their salary change for the coming year.

Salary changes will take effect on Aug. 1.

**Sustainability Committee:** A lot of hard work by the UISC Sustainability Committee will hopefully pay off with a positive rating from the [League of American Bicyclists](#) for the UI campus. Committee Chair Josh Smith said the application to receive a "bike friendly" rating was completed and will be submitted this month. The rating would not only give the UI an opportunity to show incoming students and others that this is a bike-friendly campus, but also illustrate ways that the campus can be improved to become more bike friendly. Smith said the rating could be announced within a month or two. He recognized assistance from many individuals outside the committee, including students, [UI Recreation Services](#) and the [UI Urban and Regional Planning Department](#), for their help in finishing the application.

**Education Committee:** The UISC Education Committee has been hard at work updating and creating documents to help inform new staff about what Staff Council is and how we might be able to serve staff. Committee Chair Judy Brewer said the committee is working on a handout to be made available to new staff at orientation, as well as an email that would be sent to all new hires explaining more about Staff Council.

**Merit Supervisory Exempt/Confidential (MSE/C):** Smith, also chair of the UISC MSE/C Committee, said the committee is evaluating universal competencies which will become part of the performance evaluation for MSE/C staff beginning July 1, 2012. The committee is also working on policies and procedures for the Bylaws committee.

**Bylaws Committee:** The UISC Bylaws Committee is working with the current committee chairs to develop a policies and procedures manual. Bylaws Chair Diane Wasson explained it will be beneficial to information such as when a given committee is most busy, to better inform councilors when they are deciding which committee they want to join. The Bylaws committee is contacting each committee chair to explain the process and hopes to have all the information compiled by the end of the Council year.

## **Other business**

**Degree listing:** Staff Council President Earlene Erbe asked all councilors to encourage all staff to let their HR reps know what degree(s) they have, so that information can be kept in [UI Self Service](#) and available for data analyses when needed.

**Constituency lists:** The UISC is working on distributing lists for each councilor of their constituents, whether it is the people within their job function or their organization that they represent. This will allow for easier communication between councilors and the staff they are meant to represent.