

Professional and Scientific Staff Council

DIVISIONS

AF – Administration & Finance
AT – At Large
ESS – Educational & Student Services
EAP – Exec Asst to the President
UA - University Advancement
I – Instructional

Meeting No. 301
Date of Meeting: June 13, 2002
Place of Meeting: Gilchrist 207

Meeting Convened: 1:34 p.m.
Meeting Adjourned: 3:15 p.m.

Members of the Council in Attendance:

Dave Andersen, Phy Plant – 32213 AF
 Nancy Bramhall, Individual Studies – 32504 I
 Michael Broshears, Acad Advising – 36023 ESS
 Doug Case, PLS – 37145 I
 Vicki Collum, Development – 36850 UA/EAP
 Karen Cunningham, Individual Studies – 32504 AT
 Sharon Drachenberg, ITS – 32436 AT
 Dennis Hayes, Phy Plant – 37653 AF

Randy Hayes, ITS – 37473 I
 Dave Kohrs, UNI Dome – 32865 AF
 Theresa Kouri, Comm. Disorders – 32542 I
 Bob Frederick – Career Center - 36857 I
 Shelley Pruess, Maucker Union – 33743 ESS
 Dennis Reimer, ITS ET – 36285 I
 Patti Rust, Registrar – 32113 ESS

Ex-Officio Member

Proxy
Paul Huber

Others Present

Nick Bambach – Human Resources
Kim Schares – Human Resources
Michelle Byers – Human Resources
Pat Woelber – Provost & VP
Mike Bobeldyk – Maucker Union
Jennifer Albertsen – Alumni Relations
Amy Mohr – Alumni Relations
Cindy Angel – Business & Community Services

- I. Call to Order - President Randy Hayes called the meeting to order at 1:34 p.m.
- II. Approval of Minutes of Meeting #300 – Vicki Collum moved to approve the minutes, seconded by Shelley Pruess. Motion approved.

Presidents Prerogative – Randy talked about a Des Moines Register article concerning the Iowa Supreme Court's decision that affects the state budget

III. Presentations and Reports

- A. Legislative Update - Stacey Christensen, University Marketing & Public Relations
Stacey introduced herself, provided handouts, and gave a brief overview. In 2001, the Revenue Estimating Conference continually adjusted their revenue estimate growths. In the Fall of 2001, the REC estimated the state would grow at 4.3% and in February of this year, the estimate fell to -0.7%. As a result of Iowa's continuing sluggish economy, the university suffered great budget cuts in FY 2002, including approximately \$5.2 million in the 2001 legislative session; a \$3.8 million cut in the November 2001 Special Session, and \$1.7 million de appropriation this past spring making the cuts to the university around \$11 million total. In the FY 2003 budget, salaries were under funded, causing

the University to cut another \$1.9 million in addition to another 3% cut passed in the legislature. She outlined the need to create a grassroots movement throughout Iowa, mobilizing alumni, parents, business leaders and friends to communicate UNI's legislative message.

IV. Committee Reports

A. WWW Site Committee - none

B. Employee Relations Committee - none

C. Employee Issues Committee – Dennis Hayes

Dennis recently attended a P&S position evaluation committee meeting and he briefly explained the purpose and processes of this committee.

D. Policies and Procedures Committee - none

E. Salary and Fringe Benefits Committee – Michael Broshears

The committee met this week. After the meeting they received information about the salary/furlough issue. The committee has requested that a Human Resources representative attend salary and fringe benefits meetings in the future.

V. HRS Update – Nick Bambach

Tom Schellhardt, Vice President for Administration and Finance, will begin on Monday, June 17th. There have been a few P&S reductions in force recently, two probationary and one term employee. Staff reductions within the AFSCME group may occur pending approval from the Iowa Department of Personnel (IDOP) and the Governor. The SCMP group was not affected.

The Cabinet has approved the background check policy, and it is hoped that the process will be implemented on July 1st. UNI Vice Presidents will initiate criminal background checks for positions that they feel require them.

VI. Campus Advisory Group

They met with President Koob on May 24th.

VII. Old Business – Randy Hayes

A. Contract Appointments (Coaches)

1. Salary Matrix

The recommendation for revisions to P&S Policies and Procedures and athletic coaches' employment contracts was approved by the Cabinet and will move forward.

2. Vacation Accrual Payout

The Cabinet gave approval for action on the recommendations from the P&S Council. It will be discussed in the next P&S Council meeting after the details are completed and coaches informed of the changes. Randy commented that the cooperative input from Human Resources and the P&S Council to bring this to a resolution was very much appreciated.

VIII. New Business

A. Salary Increase Allocation/Additional Budget Reduction

UNI is faced with an additional FY02-03 cut of \$1.9 million. All of the employee units (non bargaining and bargaining) will be affected. The President has reviewed the furlough process and determined that it would be difficult to administer. The P&S Council has been asked by the President and the

Cabinet to comment on the proposal from President Koob. All Regents universities are considering this issue as well. Time was spent reading the proposal.

Options for Discussion

- a. Delay salary increases
- b. Furloughs

There was considerable discussion regarding this issue. Council members responded to a straw poll. The options were delaying salary increases vs. furloughs. Eight members preferred the delay of salary increases and seven members preferred furloughs. The results will be shared with President Koob on Tuesday, June 18th, along with the following questions/recommendations:

- ❖ It is almost a 50 to 50 consensus between the two options
- ❖ All employee units (non bargaining and bargaining) will be affected.
- ❖ If furloughs was chosen, how would this be managed and would there be flexibility?
- ❖ The P&S Council strongly supports the continued effort to avoid layoffs

IX. Other Business - none

X. Adjournment

Sharon Drachenberg moved to adjourn the meeting, seconded by Patti Rust. The meeting was adjourned at 3:15 p.m.

Respectfully submitted,
Sandy Law
Human Resources