

## Professional and Scientific Staff Council

### DIVISIONS

AF – Administration & Finance  
AT – At Large  
ESS – Educational & Student Services  
UA – University Advancement  
I – Instructional  
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Meeting No. 376  
Date of Meeting: October 9, 2008  
Place of Meeting: Presidential Room, Maucker Union  
Meeting Convened: 1:31 p.m.  
Meeting Adjourned: 2:00 p.m.

### Members of the Council in Attendance:

X Melanie Abbas, ITS – 36452 AT  
X Seth Bokelman, ITS – 37423 I  
X Chris Conklin, ITS – 37839 I  
X Matt Copp, RDC – 36111 ESS  
X Sarah Eberle, RDC – 32201 ESS  
X Carol Fletcher, RDC – 32333 AT  
X Jacqueline Halbloom, CAC – 36485 I  
X Paul Huber, CHFA – 37349 I

X Nate Klostermann, CET – 32018 AF  
A Brent Maitland – Power Plant – 36393 AF  
X Steven Pavelec, Fac Planning – 36165 AF  
X Anthony Smothers, Academic Advising 36859 ESS  
X Jason Vetter, ITS – 36730 I  
X Cindy Webb, HRS – 32521 AT  
P Joey Zimmerli, Advancement – 36503 UA-OTP

### Ex-Officio Member

### Others

Nick Bambach  
Justin Ruegg

### Proxy

Emerson Linney

### I. Welcome

President Carol Fletcher called the meeting to order at 1:31 p.m.

### II. Approval of Minutes #375

Nate Klostermann moved to approve the minutes, seconded by Seth Bokelman. Motion carried.

### III. Cabinet Report from Bill Calhoun

The tuition and fee recommendations for in state and out of state, undergraduate and graduate students will go before the Board of Regents at their October meeting.

The College of Business will ask for consideration of a differential tuition for those students declaring a major in the College. Iowa State will be asking for a similar consideration as well. (Iowa currently has a differential tuition for some of their disciplines.)

Because of the enrollment increase and the resulting increase in tuition revenue, the Cabinet will begin discussions about allocations and reallocations to fund strategic university initiatives. Discussions will begin in late October.

### IV. HR Report – Nick Bambach

United Faculty and AFSCME negotiations will begin this fall through January/February 2009. The university health plan (structure and enhancements) will be an item of bargaining.

V. Committee Reports

A. WWW Committee – Seth Bokelman

The P&S Council website has been recently updated with names of committee and member information and council meeting minutes.

B. Employee Issues Committee – no report

C. P&S Policies – Steve Pavelec

The Ad Hoc committee met and reviewed Sections 9 & 10 of the P&S Policies and Procedures. The goal for the committee is for the document to be ready for the December P&S Council meeting.

D. Employee Relations Committee – Jacqueline Halbloom and Tony Smothers

Everyone was encouraged to attend the “Meet the Pres” Event on Tuesday, October 14<sup>th</sup> from noon to 1:00 pm. President Allen will speak on professional development and desserts will be served. Staff Excellence Award winners will be announced. Tony noted that thirty nominations have been received and twenty nominees are being considered.

E. Salary and Fringe Benefits Committee – Melanie Abbas

The committee recently met and discussed salary equity issues and report that there is confusion across campus regarding salary increases. The committee will invite a HR representative to attend their next meeting to provide clarifying information. The committee believes that enhanced communication would also help to clarify salary increase issues.

Melanie reported that inconsistencies have been reported across campus with regard to allowing exempt employees time off. Discussion about this issue followed.

VI. New Business

First Year Experience self study surveys have been distributed to staff and students. Results of the study will compliment the accreditation process in three years.

VII. Old Business - none

VIII. Adjournment

Chris Conklin moved to adjourn the meeting, seconded by Tony Stevens. The meeting was adjourned at 2:00 p.m.

Respectfully Submitted,  
Sandy Law  
Human Resources