

Professional and Scientific Staff Council

DIVISIONS

AF – Administration & Finance
AT – At Large
ESS – Educational & Student Services
UA – University Advancement
I – Instructional

Meeting No. 380
Date of Meeting: March 12, 2009
Place of Meeting: Presidential Room – Maucker Union
Meeting Convened: 1:32 p.m.
Meeting Adjourned: 2:37 p.m.

Members of the Council in Attendance:

X Melanie Abbas, ITS – 36452 AT
A Seth Bokelman, ITS – 37423 I
X Chris Conklin, ITS – 37839 I
X Matt Copp, RDC – 36111 SA
X Sarah Eberle, RDC – 32201 SA
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 Steven Pavelec, Fac Planning – 36165 AF
X Anthony Smothers, Academic Advising - 36859 SA
X Jason Vetter, ITS – 36730 I
X Cindy Webb, HRS – 32521 AT
X Pat Whitt, AF Technology Services – 36881 AF
X Joey Zimmerli, Advancement – 36503 UA-OTP

Ex-Officio Member

Bill Calhoun

Others

Nick Bambach
Lisa Frush
Doreen Hayek
Phil Hibbard
Bev Kopper
Justin Ruegg

Proxy

I. Welcome

President Carol Fletcher called the meeting to order at 1:32 p.m.

II. Approval of Minutes #379

Tony Smothers moved to approve the minutes as amended, seconded by Chris Conklin. Motion carried.

III. Cabinet Report/Budget Update – Bill Calhoun

During recent Cabinet meetings, preparations have begun for an 11% reduction for a two year time period. This is assuming that there will be no further reallocations and that FY11 remains constant. Management teams will meet later this month to determine how divisions will respond.

Nick Bambach reported on recent contract settlements for AFSCME and United Faculty, which also includes P&S employees. Raises for United Faculty/P&S are 0% on July 1, 2009, and 3% on July 1, 2010.

Raises for Merit employees are 0% on July 1, 2009, 2% on July 1, 2010, and 1% on January 1, 2011. In FY10 and FY11, employees not at the top of their pay grade will receive an additional 4.5% merit increase on their anniversary date.

A hiring "soft freeze" has been instituted by the Cabinet.

The Presidents' next Town Hall meeting is scheduled for April 14th at 8:30. The Sustainability initiative will be discussed and attendance is highly encouraged.

The Diversity Summit is scheduled for April 23rd and enrollment for this is encouraged.

Tony Smothers reported on UNI Up Close that was held on February 20th and 27th. This year there were 150 more that attended this event. The percentage of students who enrolled last year after attending the event was 85%. He reported that Amy Schipper, Assistant Director of Admissions, did an excellent job coordinating UNI the event. He also thanked everyone involved in UNI Up Close for the day's success.

IV. New Business – Bev Kopper

Bev spoke and provided updates and a handout regarding Reaccreditation and Foundations of Excellence efforts. UNI is beginning its comprehensive evaluation for continued accreditation by the Higher Learning Commission (HLC) and is participating in a joint project between the HLC and the Policy Center on the First Year of College and create a customized self-study process.

Foundations of Excellence is a comprehensive, externally guided self-study and improvement process that enhances an institution's ability to realize its goals for student learning, success and persistence.

The Task Force is nearing the point of sharing information with the university community. In May, additional input will be requested, and a site visit is scheduled for November 2010.

If interested in becoming involved, please contact one of the chairs:

Philosophy Dimension Chairs – April Chatham-Carpenter and Jon Buse
Organization Dimension Chairs – Lyn Countryman and Lyn Redington
Learning Dimension Chairs – David Grant and Jean Neibauer

V. HR Report – Nick Bambach

Explained "soft hiring" freeze.

VI. Committee Reports

A. WWW Committee

The P&S Council monthly agenda and minutes will be sent to all P&S employees beginning in April.

B. Employee Issues Committee – no report

C. Policies and Procedures Committee

The P&S Policies and Procedures revisions have been posted online. Each chapter has been reviewed and Human Resources, the Office of Compliance and Equity Management and the University attorney have provided input. Revisions to the P&S Policies and Procedures will again be reviewed by the committee, opened for discussion campus wide, and followed by a closed session with council members. It was noted that the P&S Policies and Procedures have been in this process of review for over nine years.

Discussion followed about ways reductions in force would be handled and the description of "continuing service".

D. Employee Relations Committee – no report

E. Salary and Fringe Benefits Committee – no report

VII. Old Business

There was a question raised about viewing updates online regarding the sustainability and revenue generation initiatives. Bill Calhoun will follow up.

Tony Smothers commented that it would be helpful to have more of a diverse population represented on University councils. Councils comprised of students, alumni, community and city leaders would provide a broader perspective.

VIII. Adjournment

Carol Fletcher adjourned the large group meeting at 2:37 p.m. The P&S Council members remained to

Respectfully Submitted,
Sandy Law
Human Resources