Final
Staff Council Executive Meeting
With President Harreld
1020 HSSB
June 20, 2016

Present: President Harreld, Matt Watson, Erin Brothers, Nancy Davin, Michael Hesseltine, Marsh Adolph, Jessica Richardson, Hans Hoerschelman, Brenda Van Dee, John Laverty, and Kevin Ward - Interim Vice President for Human Resources

Absent: Monica Madura

New Members were introduced.

UI Budget Process Update

The UI Budget Process is basically a resource allocation change. The key change is that each department/unit/college is more involved in allocating their funds. Some twenty-two areas reallocate within themselves and are provided with some support. Having the very people who are more aware of what is going on within their own college/units deciding on how to use their funds has been working well. We're focusing on key changes due to our rankings which have dropped in some areas. While we are still unaware of how much revenue we will have, we are continuing discussion on the process and where we want to go; learning how to coordinate as one university.

Out of these discussions, four areas have been defined:
1. Student Outcomes & Success (four year graduation rate)
2. Our Rankings (very relevant information that we need to be aware of, they can influence behavior)
3. Values (importance, worth, usefulness of something)
4. Sense of the Future (where are we going, what do we want to accomplish)

As part of these Budget Meetings, each group came forward with their 'budget envelope', discussed their issues and tried to come to some sort of resolve. Kind of a, "Here's what we did, here's what keeps me up at night....." A simple format, but very informative. In general, staff are better off than faculty according to the data. There was a total of 66 special initiative requests and $10.7 million in requested funds. Some met the criteria and had specificity (around eleven) and moved forward, most needed more review or information submitted. Before the special initiative funds reallocated, UI needs to request the funds from the Board of Regents. If we were to request the $10.7 million, this leaves around two million dollars unallocated, as far as we know to date. This 'budget envelope' format should not be an annual process.

There is some concern from staff and faculty that students do not consider the impact their requests have on other GEF allocations. But at the same time, we have to remember that students are consumers and they are looking at their bottom dollar. Another topic was how some departments are able to give larger raises (such as healthcare/CCOM). President Harreld suggested it was because of two things: 1) tuition costs are much higher, so more dollars go to these areas, 2) departments may give a larger raise due to the market salary base. Medicine salaries are getting higher, because the market is getting higher. We also need to factor in that student counselors have doubled and Student Life, as well as other student offices have increased
needs due to more students. Compensation and Classification and market salaries are something staff will want to make sure is fair.

There is someone working on providing information such as a FAQ website to help staff understand the new budgeting process.

A question arose about the student discount at Hancher. What about a staff/employee discount? As Hancher opens, how will this impact UI?

**Staff Council Items**

**Shared Services** - There has been some feedback and concerns that the Sourcing and Procurement services are not going as smoothly as people had hoped. The complaints are from the users of the service and the staff who work in shared services, such as processing is slow and inconsistent and supervisors are micro-managing. However, the HR processing aspect is much faster, smoother and generally an improvement. New processes typically come with some degree of confusion for about a year before it settles down. Overall, the feeling is that TIER is not moving fast enough. They seem to have three different organizational models and staff desire consistently.

**Academic Freedom of Speech - Board of Regents Proposed Policy Change Section 6.10** - There is concern amongst staff on if they will lose their academic freedom when the wording from ‘teacher’ changed to ‘faculty’. The intent is unclear. Some classes do not have any faculty teaching them. A lot of policies and clauses have not been updated for a very long time in the BOR operation manual. Some entries are not even relevant in today’s world. It was suggested that we contact Mark Braun, the Chief Operating Officer, to clarify why this is being changed. Which one supersedes the other? Staff Council Executive Committee will follow up on this.

**Path Forward Teams/Issues** - Path Forward is a collection of submissions by university students, staff and faculty that need to be looked at. Operations Team (OT) and Strategic Implementation Team (SIT) teams were given these issues/concerns from students, staff, and faculty. A shared site is being developed so employees/students can periodically check on progress.

**Open Discussion**

**American Association of University Professors (AAUP) discussion** - Our meeting with President Harreld took place the Monday following the University of Iowa being sanctioned by AAUP. The report can be found at: [https://www.aaup.org/report/college-and-university-governance-university-iowa](https://www.aaup.org/report/college-and-university-governance-university-iowa). We discussed with the President what the consequences may be. AAUP is not able to sanction the Board of Regents, but because it was in relation to the UI Presidential search, the University of Iowa was sanctioned. The hope is that it will not affect the recruitment or retention of faculty and that President Harreld is focusing on not just the working on making Iowa the best institution in Iowa, his goal is to be the best institution beyond Iowa.

**BART (Bias Assessment Response Team) opinion** - The intentions for BART is that groups on campus can take micro-aggressions to this office. Georgia Dodge would like to get one started
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here. Staff would like to be part of the discussions around BART. President Harreld suggested we identify some staff and give their names to Provost Butler.

IVP for HR Kevin Ward Comments

Nothing to report at this time.

Tour of the Health Care Support Services Building (HSSB)

Lee Carmen, Chief Information Officer & Associate VP for IT at UIHC and Ken Fisher, Associate VP for Finance at UIHC, escorted the group around HSSB.