Present: President Harreld, Lena Hill, Matt Watson, Erin Brothers, Nancy Davin, Monica Madura, Michael Hesseltine, Jessica Richardson, Brenda Van Dee, and John Laverty, Marsha Adolph, Kevin Ward - Interim Vice President for Human Resources

Absent: Hans Hoerschelman

Current Status of the FY18 Budget/Process – The 2018 fiscal year planning is underway. Senior leadership is looking for ways to improve the process and a draft timeline is being reviewed by the Path Forward Operations Team (OT). More accountability will be expected from the departments and deans. The OT team has a carryover of about 60 items from the previous fiscal years submissions. OT handles items that have the lifespan of around 0 - 18 months, while items with longer turnarounds go to Strategic Initiatives Team (SIT). While SIT items may take longer, the outcome is typically more satisfying when it’s not rushed. Shared Governance is part of each team, focusing on things that are important for their constituents. Each issue brought to the two teams should have good representation, including background on the subject, and current status. Reaching out to experts or people who are knowledgeable about each issue would be helpful to collect a variety of views. President Harreld supports Staff Council to be included at all budget meetings based on their work area or as a group. Currently, our largest issue is salary gaps. It is estimated that it will take ~$32M to keep up with inflation and another two years to resolve this matter for faculty and staff. The university will be looking internally for a portion of those funds, roughly $14-16 million. For instance, Athletics could help support areas of academics, our cultural houses, or our wellness center. There are also types of internal revenue that could be shifted. The university will continue to look for new sources of revenue and budgetary owners will be asked to come up with ideas. After looking internally, tuition and state-appropriations will come into play. Class size is not our goal; its excellence. Focus on what we have and pay special attention to that.

Campus Climate Committee/ARC3 Survey – Prior to the ARC3 Survey, we had a six point plan and have accomplished much of it. The current survey had a 9% response rate, but those responses were not discounted, they were looked at and analyzed. Iowa picked this survey because it was the most academic, complexed survey. The format makes it longer and harder to complete, but it’s the best way to get in depth information. University of Illinois is the only other school to do this and their response rate was 5%. The committee is doing great work and it is a high priority. Through the summer, they analyzed the data and came up with some gaps and developed a more specific plan, which has 32 steps. The original intent was to send out this type of survey every other year, but that may change given the low response rate. We may consider a shorter survey and send it out more frequently in the future.

Changes in Human Resources – Talent@Iowa, a task force and branch of the Operations Team that is under the Office of the President umbrella, appointed Cheryl Reardon as their new Chief Human Resources Officer and Associate Vice President. Cheryl will report directly to the President’s Office. Succession planning with an integration of the entire organization (hospitals/clinics, department, colleges) will be centralized with experts in the pockets that need them. An Advisory Council for Talent@Iowa is being formed and Hans Hoerschelman will be our representative in that group.
Crowdsourcing Funding via VPR Office – There are no updates on this. Crowdsourcing is defined as ‘the practice of obtaining needed services, ideas, or content by soliciting contributions from a large group of people and especially from the online community rather than from traditional employees or suppliers’. The university doesn’t have a lot of consumer products. Other schools have had very few success stories, but when they hit, they are homeruns. About 1 in 1,000 is successful.

Human Resources Update, Kevin Ward, Interim Vice President for Human Resources – The emails notifying supervisors and employees of the changes regarding the Fair Labor Standards Act will probably go out this week. You will be notified if you are affected. There will be open forums to exchange information soon. Even those not emailed, can be indirectly affected. Everyone will be given the opportunity to be included and educated about this upcoming change. This new policy will not change staff’s standings or benefits. We, as councilors, can help with those questions when they are brought up.

The Working at Iowa Survey will start on Wednesday, October 5 and run through the 19th. Please encourage everyone to fill out the short, 20 question survey. The reminder emails will stop once you’ve taken the survey.

Open enrollment will be in November for benefits.

Misc. items

Reach out to people (faculty, staff, and students) that may be affected by the flood currently going on in Cedar Rapids and other surrounding areas.

A tour of the Medical Education Research Facility medical school campus, was given with Dr. David Asprey narrating. Various areas covered were: Performance-Based Assessment, the Learning Communities, Global & Research programs, Writing & Humanities, Admissions, Office of Student Affairs & Curriculum, and the Physician Assistant program.

Next meeting: Monday, October 18, 2016 – 8:00am to 9:15 am – 101 JH (subject to change)