
Absent: Angela Charsha-Harney, Nancy Davin, Theresa Drake, Michael Hesseltine, John Laverty, Sherri Marine, Jessica Richardson, Glenda Smith, Ashley Vanorny, Nancy Wagner, Tabitha Wiggins, and Kevin Zihlman

Administrative Liaisons: Cheryl Reardon, Associate Vice President and Chief Human Resources Officer; Kevin Ward, Assistant Vice President for Human Resource Administration

Guests: Robert Millsap, Director of UI Compensation and Classification; Trevor Glanz, Compensation and Classification Administrator

Welcome, Roll Call, and Minutes:

Minutes Approval:
- January 11, 2017 - UI Staff Council meeting – APPROVED (Emily Milke added to ‘present’ section)
  - Kimberly Keister – motioned
  - Tom Moninger – seconded

Minutes Review:
- January 18, 2017 - UISC Exec Committee Meeting with President Harreld – no revisions
- January 18, 2017 - UISC Executive Committee Meeting – spelling of ‘Capitol’ revision
- January 26, 2017 - UISC Exec Committee Meeting with Provost Butler - no revisions

UI Salary and Compensation Update: Robert Millsap, Director of UI Compensation and Classification; Trevor Glanz, Compensation and Classification Administrator

Salaries are the largest University of Iowa expense, 54% of our budget. The University selects a number of reliable, well-established salary surveys to provide salary market data reflecting the markets in which we recruit and compete for professional and scientific talent. This includes:
- Different geographical markets (national, regional, local),
- Different business sectors (education, health care, general industry), and
- Internal market comparisons (SEIU/AFSCME).

Whenever possible, multiple sources are used for a specific benchmark job, using data that most closely reflects our size, complexity and geographic location. HR compares over 240 benchmark jobs annually. Professional & Scientific market salaries are based on many metrics including local, regional national, and Big 10 plus 4 Peer Group Institution salaries.

Big 10 plus 4 Peer Group background: When the new compensation and classification system was implemented in July of 2011 University Human Resources made a decision to create a revised peer group for salary survey purposes. The Big 10 plus 4 peer group is used to for many nationally recruited positions. The Big 10 plus 4 comparison group is listed below:

- University of Arizona, Tucson
- University of California, Los Angeles
- University of Illinois, Urbana
- Indiana University, Bloomington
- Michigan State University, East Lansing
From FY13 through FY17, P&S and non-bargaining base salaries rose 12.61%. While in that same period, faculty salaries rose 10.49%. The average UI faculty salary is $108K, which is near the bottom of the UI’s peer group. At the top, UCLA is $161,600; at the bottom, the University of Arizona is at $101K. No UI P&S salaries were below market range, while 2.5% were above the market.

Bob and Trevor noted that departments are expected to target raises to the areas they feel are important. However, limited funding will continue to require strategic decisions on how resources will be used. Though there are general guidelines for raises, each UI department has unique budget issues. Raises are based on performance and what the individual unit can afford.

**Staff Council President and Sub-committee Updates:** Erin Brothers and Chair/Co-chairs of committees

- **Staff Survey**
  - There were two versions of the survey: Healthcare and Non-Healthcare (Healthcare did not have any TIER related questions)
  - The survey was sent to ~7,200 staff members.
    - Healthcare responses: ~870 finished the survey
    - Non-Healthcare responses: ~1,042 finished the survey
  - Finish rate of 26% (last survey was 6% completion)
- **Iowa Code Chapter 20 (Collective Bargaining)**
  - The bill is in currently in both chambers of the legislature.
- **Healthcare Strategic Plan DRAFT**
  - This draft is out on The Loop for review and input.
  - It will be presented to the Board of Regents at the February meeting (Feb 22-23, Ames), with a decision in April.
- **Budget Retreat Meeting, Monday Feb 13**
- **If colleagues/constituents/family/friends have questions about how our budget works, there is a short YouTube video that was produced late last semester (The University of Iowa Budget, Explained)**

Each chair/co-chair of staff council’s sub-committees presented brief updates on their latest activities.

**Human Resources Update:** Cheryl Reardon, Associate Vice President and Chief Human Resources Officer

Year of Innovation - University Human Resources has designated 2017 the Year of HR Innovation. They’ve launched a community-driven initiative to generate ideas that solve problems, reduce costs, and enhance efficiency. The Year of Innovation’s goal: Build collaboration and creativity among HR professionals, recognizing our collective commitment to supporting the university’s most valuable resource—its people. To date, Workloads and Vision have been two topics of discussion.
Announcements: Our new UI Staff Council logo has been approved (see below). Stay tuned for an official version for use. Until then, continue to use our current logo.

Meeting adjourned: Kimberly Keister motioned; Hans Hoerschelman confirmed motion.

Next Meeting: Wednesday, March 8, 2017; 2:30 – 4:30 PM - 2520D UCC