

(APPROVED)
Supervisory and Confidential Council Minutes
January 19, 2010
Gilchrist 025

S&C Council Representatives in attendance: Irene Elbert, Sheri Bishop, Donna Uhlenhopp, Karla Whitney, and Janet Witt

Other Representatives: Michelle Byers

Following is a list of all Supervisory and Confidential Council members, with those present indicated in bold:

Anderson, LeRoy
Baldwin, Sherri
Bartlett, Mary-Sue
Becker, Penny
Bishop, Sheri
Brodie, Carol
Buehner, Yvonne
Burvee, Jackie
Corson, Margaret
Corwin, Brian
Corwin, Leroy
Counsell, Corleen
Dally, James
Davison, Diane
Dean, MaeLynne
Diercks, David
Dreyer, Alex
Elbert, Irene
Farland, Bonnie
Fauchier, Wayne
Frisch, Dawn
Goecken, Wilhelm G. III
Goodman, Mary
Grant, Michele
Witham, Nancy

Habinck, Tresa
Hall, Ronald
Hansen, Amanda
Hesse, MaryAnn
Hills, Marlene
Jacobson, Julee
Johannes, Joan
Kester, Judith
Kidder, Glee
Kirchmann, William
Kirk, Christopher
Kjeld, Ann
Larsen, Dawn
Law, Sandy
Maury, Tammy
McCabe, Karen
McDivitt, Cheri
Nedrow, Cheryl
Neff, Brenda
Nelson, Stacey Edward
O'Neill, Lisa
Osuna, Roman
Pakala, Lynn
Perry, Donald

Reid, Keith
Richmond, Brent
Rohwedder, Chris
Schwanz, Kathleen
Scobee, Sandra
Shepard, Barbara
Thomas, Ricky
Truex, Rita
Uehle, Shirley
Uhlenhopp, Donna
Ungs, Fonda
Wagner, Coleen
Welch, Keith
Welter, Patricia
Weltzin, Matthew
Whitney, Karla
Witt, Janet

1. Call to Order

Chair Irene Elbert called the meeting to order at 2 p.m.

2. Introduction of Members

Those present were introduced.

3. Minutes of November 17, 2009, Meeting

Minutes from the November 17, 2009, meeting were approved. (Whitney, Witt)

4. Personnel Changes (Irene Elbert)

The following have retired from UNI: Jane Close, Mary Keys, Bridgett Lansink, Pamela McKernan, James McNamee, Claudia Meyer, Barbara Oltman, Douglas Widen, and Cindy Ziegenhorn.

The following have moved into the Supervisory and Confidential Group: Deborah Burroughs, Office Coordinator I, Communication Sciences and Disorders and Susan Quam, Office Coordinator I, Industrial Technology.

5. University Council Meeting

The university council met on December 2, 2009. Irene highlighted information from the meeting. 117 individuals participated in the early retirement program. Tuition increase was deferred to February. For 2011 UNI will enforce strategic cuts. Strategic Planning should be completed by March. There is an increase in enrollments. Being on target for implementation dates for the new SIS system will help save money. The university is still working on racial slurs problems. Everyone is welcome to attend the town hall meeting on January 21. Joel Haack, CNS Dean, gave an overview of his college.

6. Campus Advisory Board

The Campus Advisory Board met on December 11, 2009. There will be a new Revenue Estimating Conference (REC) in March. The \$100 tuition surcharge per student was approved by 5 to 4 vote. This will add one million for FY10 budget. The state funds are cut by 10%. While there is a temporary fix for budget cuts by utilizing ARRA stimulus funds, those costs will need to be covered by other funding for FY2011. At the BOR meeting for February, structural changes such as fewer departments, colleges, and divisions will be discussed. We should expect another budget cut of 10% or \$60 million by next fiscal year. Possible changes to cover the cut are: utility cost savings, single administration, labor costs, tuition increase, raising taxes, decreasing TIAA to the same as IPERS (6.1%) for employer contribution. Currently TIAA is temporarily at 8% employer contribution. United Faculty voted last week to take a pay cut for the remainder of FY 2010.

7. P & S Council (Michelle Byers)

The P&S Council met last Thursday, January 14. There will be a faculty pay reduction. Unless we hear differently, there is a salary increase planned for July 1, 2010. If the contract is reopened, this could change.

8. Human Resources Report

Legislature is being very aggressive in attempting to complete this session in 80 days vs. the normal 100 days in order to save money. AFSCME is pushing for a reduction in supervisors. There is a misunderstanding that all P&S employees are supervisors, which is not the case. There cannot be any layoffs until after June 30, 2010. Layoff strategies will be discussed at the Dean or Dept. Head level. Then the cabinet drafts a layoff plan. S&C employees, under the current memorandum of agreement, cannot bump down into the merit pool. S&C employees also have retention points reviewed as a factor in determining seniority along with length of employment. If there is no annual review in the files, then employee is viewed to be a satisfactory employee. The

process for layoffs was explained by Michelle. If there are vacancies where no one has opted to transfer into, then HRS can put a S&C employee in that position. Recall rights for S&C employees is two years. S&C employees can bump within the S&C category and pay grade. P&S employees have no bumping rights.

Employees are able to file for unemployment; however it is up to Iowa Work Force if the unemployment will be approved for those that take all their unpaid leave at once. AFSCME representatives are encouraging merit employees to file for unemployment. The money from the temporary layoff days of AFSCME covered employees does not go back to UNI; it goes back to the State general fund. The savings for S&C, P&S, administrators, and faculty can be used by UNI as part of its 10% cut. The supervisor who approves vacation requests for employees would be the person to monitor the unpaid days off. Unpaid days off are recorded as unpaid leave with accruals.

The Town hall meeting is January 21, 2-5 p.m. in the Maucker Union Ballroom. Joe Murphy will give a legislative update on January 22 in the Elm Room of the Maucker Union.

9. Next Meeting

February 16, 2010, 2 p.m., Presidential Room in Maucker Union. President Allen will be our guest. Please plan to attend.

10. Adjournment

The meeting adjourned at 3:05 p.m.

Respectfully submitted,
Donna Uhlenhopp