

**Supervisory and Confidential Merit Personnel Minutes**  
**January 16, 2007**  
**Curris Business Building, Room 323**

Representatives in attendance: Jane Close, Doug Widen and Yvonne Groen

Other Representatives: Nick Bambach and Michelle Byers

Following is a list of all UNI-SCMP members, with those present indicated in bold:

Acklin, Janet	<b>Groen, Yvonne</b>	Osuna, Roman
Althof, Margaret	Hall, Ronald	Pakala, Lynn
Anderson, LeRoy	Hansen, Amanda	Perry, Donald
Baldwin, Sherri	Headington, Diane	Peterson, Kristina
Bartlett, Mary-Sue	Hesse, MaryAnn	Rathe, Marsha
Becker, Penny	Hills, Marlene	Reid, Keith
Bishop, Sheri	Jacobson, Julee	Rohwedder, Chris
Brodie, Carol	Johannes, Joan	Rossman, Amanda
Chapin, Linda	Juel, Diane	Schwanz, Kathleen
Cheeseman, Dianne	Kehoe, Barbara	Scobee, Sandra
<b>Close, Jane</b>	Kensinger, Janis	Scoggins-Rose, Nancy
Corson, Margaret	Kester, Judith	Shepard, Barbara
Corwin, Leroy	Keys, Mary	Stapleton, Larry
Dally, James	Kidder, Glee	Thomas, Ricky
Davison, Diane	Kirchmann, William	Truex, Rita
Dean, MaeLynne	Kirk, Christopher	Uehle, Shirley
Dieken, Judy	Kjeld, Ann	Uhlenhopp, Donna
Diercks, David	<b>Law, Sandy</b>	Ungs, Fonda
Dierickx, Tessa	Main, Doug	Wagner, Coleen
Dix, Belinda	Marra, Stephanie	Watson, Jennifer
Duggan, Yvonne	Maury, Tammy	<b>Welch, Keith</b>
Elbert, Irene	McDivitt, Cheri	Welter, Patricia
Farland, Bonnie	McKernan, Pamela	<b>Widen, Douglas</b>
Fauchier, Wayne	<b>McNamee, James</b>	Winters, Darlene
Frisch, Dawn	Meyer, Claudia	Witham, Nancy
Goecken, Wilhelm G. III	Nedrow, Cheryl	Witt, Janet
Goodman, Mary	Neff, Brenda	Young, Rebecca
Grant, Michele	Oltman, Barbara	Ziegenhorn, Cindy

**I. Introductions/Announcements**

Vice Chair Jane Close called the meeting to order at 1:30 p.m. Members present introduced themselves.

**II. Approval of Minutes**

Minutes from the December 5, 2006 meeting were approved.

**III. Personnel Changes – No Report.**

**IV. HRS Update – Nick Bambach**

Nick informed the members of Cindy Webb's replacement. Her name is Sarah Peakin. Her position will be Benefits Specialist.

Nick discussed the contract negotiations. Regarding the United Faculty, there has been no wage or benefit discussion as of yet. Discussions may wait for the release of the budget. Regarding AFSCME, the agreements have been shared and the intent of the language of the agreements has been discussed. There are fewer issues this year and the tone of the negotiations seems good. It is possible the negotiations may wrap up earlier than expected.

**V. P & S Council Meeting – Sandy Law**

Bill Calhoun reported on the Cabinet Report/Budget Update. The Cabinet discussed the early retirement program at the University of Northern Iowa. In the past, this program had been offered by the Board of Regents, State of Iowa to employees at the regents institutions. The early retirement option was discontinued June 30, 2004 by the Board Office because of significant budget shortfalls at the universities.

At this time, the Cabinet feels that offering the early retirement option to UNI employees would not be possible. Regrettably, UNI is still faced with a tenuous budget environment and because of this it would be unwise to reinstitute the early retirement option for employees. It is worth noting that the United Faculty did not include the early retirement option in their proposal to the Board Office.

Nick Bambach presented the Human Resources Report. Regarding the affect that a raise in the minimum wage would have at UNI, it appears that student employment would be significantly affected by the change.

New business was discussed. Carol Fletcher mentioned there was a discussion about surveying P & S employees regarding their interest in enhanced tuition reimbursement and other benefits they are interested in. It was determined that website survey would be used and a "hot topics" list would provide focus and direction. The list will then be prioritized and the results shared with P & S employees.

An "opinion poll" will be discussed at the February council meeting.

The P & S Council voted to table the Early Retirement proposal.

**VI. EAP Update – No Report.**

**VII. CURAF Update – No Report.**

## **VIII. Parking Deck Committee – Margaret Corson (Presented by Jane Close)**

At the Board of Regents December Meeting, UNI received permission to proceed with the planning of the parking deck. This will allow consultants to get some actual schematics and thus get some concrete info to feed into the formal business plan (which will have to go back to the Regents at some point for their approval). Morris Mikkelsen and his staff will begin this process. At some point, the University will be asked for their input on the parking deck.

The Parking Deck and Transit Stop Proposal can be viewed as a PowerPoint presentation at: [http://www.vpaf.uni.edu/fs/planconstruct/documents/parking\\_deck2006.ppt](http://www.vpaf.uni.edu/fs/planconstruct/documents/parking_deck2006.ppt)

## **IX. Old Business**

### **A. Campus Advisory Group – Cindy Ziegenhorn (Presented by Jane Close)**

The Campus Advisory Group met on December 13<sup>th</sup>. An item of particular interest was the parking deck. Dave Pruin raised some concerns about the planned project. Major concerns are the number of parking meters planned, number of reserved parking spaces, changing other parking area designations around campus, and the number of “A” spaces when the project is completed. The business plan for the parking deck has not been released.

There has been no decision on the reorganization of Educational and Student Services and Academic Affairs Divisions. The President will study the report over Christmas break.

The President also mentioned that several people had suggested changing the name of the University to focus on something other than location like Truman State in Missouri has done. Suggested names were Hoover Wallace or Wallace Hoover. Opinions were expressed that UNI doesn't have the problems Truman State did and it isn't necessary for us to reinvent ourselves.

### **B. Board of Regents Report – Cindy Ziegenhorn (Presented by Jane Close)**

The scheduled meeting for the Board of Regents took place in Iowa City on December 11<sup>th</sup>. Items of interest for the UNI campus included permission to proceed with planning the parking deck, approval of the 2007-08 tuition and fee schedule, and a presentation by Randy Pilkington on the progress of UNI projects funded by the Grow Iowa Values Fund. Also on the agenda was the final report from the Admissions Study Team.

### **C. Faculty Senate Report – Cindy Ziegenhorn (Presented by Jane Close)**

No minutes are available yet for the December and January meetings. The agenda items were discussion of support for the University of Iowa Faculty Senate, an emeritus request from Lynn Brant, Earth Science, and procedures for the selection of deans.

### **D. MPAC Report (Merit Personnel Advisory Committee) – Yvonne Groen**

MPAC met on January 10, 2007 but there were no minutes available at the time of our meeting. Yvonne will report on these items at the next meeting.

### **E. Contract Negotiations – Jane Close**

Jane has nothing additional to add to what Nick Bambach reported earlier.

#### **F. University Council – Cindy Ziegenhorn (Presented by Jane Close)**

The University Council met on December 7<sup>th</sup>. Topics discussed were campus update on enrollment and the University budget. The powerpoint presentation is available at: [www.uni.edu/pres/council/index.shtml](http://www.uni.edu/pres/council/index.shtml).

### **X. New Business**

#### **A. Meeting with Iowa Legislators – Cindy Ziegenhorn (Presented by Jane Close)**

On December 5<sup>th</sup>, the President held a breakfast for local legislators and campus leaders. The President spoke on the Board of Regents Legislative request for FY 2008, giving rationale for the requested increases in tuition and state appropriations.

Specific to UNI would be an inflation adjustment of \$5.64 million (this amount includes salary agreements, equipment, library materials, utilities and other base operational needs), replacement of one-time funding of \$3.58 million, and \$2.0 million for strategic initiative (hiring new faculty).

Infrastructure projects are requested separately and include \$5.8 million for the electrical distribution system project and \$11.8 million for Sabin Hall renovation.

If the State maintains its commitment to the Grow Iowa Values Fund and the Battelle recommendations, UNI will be well positioned to maintain this level of funding through the life of the programs. (Battelle refers to the UNI Battelle Applied Research Grant) Randy Pilkington, Jill Trainer, and Dr. Michael Walker presented to the group on the projects after breakfast.

#### **B. Campus Meeting – Cindy Ziegenhorn (Presented by Jane Close)**

A Campus meeting arranged by Dave Pruin of MPAC took place Thursday, December 7<sup>th</sup>. MPAC has a committee that is looking into early retirement, collecting statistics on potential money saved. At this time, they are only running merit numbers for salary savings. Jane Close volunteered to serve on a committee to study phased retirement. Phased retirement is the only option currently available. The committee will investigate how phased retirement could work with people in various departments.

#### **C. Meeting with the President – Cindy Ziegenhorn (Presented by Jane Close)**

Other groups on campus have requested meetings with President Allen. The UNI-SCMP members decided our group would like to meet with the President also. An agenda item will be added for February's meeting to compile questions to ask President Allen. An e-mail will be sent to members to notify them of this agenda item. This advance notice will allow them to consider and submit questions they would like to ask the President. After we gather the questions at the February meeting, we will supply President Allen with the questions for his preparation. If members are unable to attend the February meeting, the question can be submitted to Cindy Ziegenhorn by e-mail. ([cindy.ziegenhorn@uni.edu](mailto:cindy.ziegenhorn@uni.edu)) The meeting date with President Allen will be discussed at the February meeting.

- XI. Next meeting:** February 20, 2007, at 1:30 p.m.  
Curris Business Building, Room 323

**XII. Adjournment**

The meeting adjourned at 2:00 p.m.

Respectfully submitted,  
Yvonne Groen