

Professional and Scientific Staff Council

Divisions

AA – Academic Affairs
 AT – At Large
 FO – Finance & Operations
 PD – President’s Division
 SA – Student Affairs
 UA – University Advancement

Meeting No. 501
 Date of Meeting: April 11, 2019
 Place of Meeting: Rod Library ScholarSpace
 Meeting Convened: 1:31 PM
 Meeting Adjourned: 2:59 PM

<u>Members of the Council in Attendance</u>			
<u>X</u>	Brooke Croshier-Sidebotham, UNI-Dome - 36636 - PD	<u>X</u>	Stephanie Rojas, Study Abroad – 32804 - AA
<u>A</u>	Lisa Feldhaus, IT - 33042 - AA	<u>X</u>	Jeremy Rosel, Dev & Foundation – 37111 - UA
<u>X</u>	Rob Green, IT – 36273 - AT	<u>X</u>	Rick Seeley, IT – 37218 - AT
<u>X</u>	Farah Kashef, IT – 37766 - AA	<u>X</u>	James Tanzosch, Procurement Services – 35811 - AA
<u>X</u>	J.C. Last, IT – 33024 - AT	<u>X</u>	Michelle Van Dorn, Athletic Sports Info – 35455 - AT
<u>A</u>	Kristy Leen, Recreation Services – 37167 - SA	<u>X</u>	Jeff Van Gelder, Campus Supply – 32451 - FO
<u>X</u>	Chiquita Loveless, DI&SJ – 33040 - SA	<u>X</u>	Paula VanZee, Study Abroad – 37078 - AA
<u>A</u>	Adam Puls, IT – 36814 - AA		

<u>Ex-Officio Member</u>			
Michelle Byers			
<u>Others</u>		<u>Proxy</u>	
Melissa Engdahl	Linda Reardon-Lowry	Matt Gordon	
Michael Hager	Heidi Seegers	Patrick Sedlacek	
Michelle Holland	Joan Smothers		
Kristina Kofoot			
Kristine Nemeec			

- I. Welcome
 President J.C. Last called the meeting to order at 1:31 PM.

- II. Approve Minutes
 Matt moved to approve the previous meeting’s minutes as written, seconded by Jeremy.

- III. Guest Speaker
 Kristin Moser, Director of Institutional Research & Effectiveness, spoke about the results of the Chronicle of Higher Education’s “Great Colleges to Work For” survey from April 2018. The survey was also conducted in 2014 and 2015, and they are hopeful that this survey will become a regular event. The survey has shown across the years that there has been significant increases in multiple categories, demonstrating improved employee job satisfaction.

IV. EMT Report – Michael Hager

On-campus interviews for the Vice President of University Advancement position will be conducted most likely in mid-May. There will be an announcement as the date gets closer. Legislature approval of the majority of the FY20 Board of Regents funding request is expected; the Board will determine how this budget will be distributed among the regents institutions. UNI hopes to receive the full \$4 million the University has requested. The Board will also be looking at tuition rates for UNI, specifically tuition for out of state students.

V. HRS Report – Michelle Byers

The last Biometric Screening of the semester will be on April 26th. Please register online if you'd like to participate. HRS will soon be sending out salary increase letters. The EAP program has launched a new feature which is an online chat option. This is only an initial outreach tool, such as for scheduling an appointment, and will not replace an in-person session. UNI has elected to provide the additional 10% incentive for those entering into a two year phased retirement agreement through June 30, 2022. For more information, visit the HRS benefits webpage. The lower student enrollment for fall 2019 will result in a budget shortfall in many divisions. Should there be a need for position cutbacks, it would be on a department-by-department basis. However, many vacant positions are being held for the time being.

VI. Committee Reports

- a. Employee Issues Committee – no report
- b. Communications Committee – Stephanie: Last month's newsletter came out a little late. There will be information about campus recycling in the next issue. There will be a Facebook post to promote the Coffee with the President social.
- c. Employee Relations Committee – Brooke: The Coffee with the President social will be on April 26th from 9:30-10:30, location TBD. Attendees are encouraged to wear purple.
- d. Salary and Fringe Benefits Committee – Matt: The committee met last week to draft a letter asking for a 2.8% raise to reflect an increase in cost of living expenses that will be sent to the President on April 25th.
- e. Policies and Procedures – Farah: The committee is waiting for the university attorney to clarify revised terminology in policy 5.27. Meanwhile, they are starting to review policy 5.29.

VII. Old Business – The P&S Council elections will be held next week. The online ballots will be available from 8:00 a.m. Monday April 15th – 5:00 p.m. Friday April 19th. The nominating period was extended in order to receive more candidates' names. The winners of the election will be announced at the May P&S Council meeting, as well as a vote for the new P&S President and Vice President. The newly elected members will assume their roles on July 1st.

VIII. New Business

- a. President's Report – J.C.: The Board of Regents will be meeting next week on April 18th. J.C. will attend to make a short speech, representing UNI's P&S Council.

IX. Adjournment

James motioned to adjourn the meeting, seconded by Rob. The meeting was adjourned at 2:59 PM.

Respectfully Submitted,
Christina Keller
Human Resource Services