

MEETING MINUTES

Wednesday, September 13, 2017. 9:00 to 10:30 a.m. [Paul Joyce Faculty & Staff Lounge](#)
Off-Site Connection: ZOOM – See meeting invite for connection details

- I. Call to Order at 9:00 a.m.....Howard
- II. Staff Member of the Month.....Howard
 - a. June: Mark Brooker
 - b. July: Wendy Kerr
 - c. August: Eric Matson
 - d. September: Debbie Ailor
- III. Roll CallMcGarry
 - a. 27 of 34 present - quorum met
 - b. Absences: David Summers (excused), Renee Hanson (excused), Lisa Miller (excused), Amy Norman (excused), Erin Butterfield, and Maria Ortega.
- IV. Guest Presentation – Brian Cox for Dan Ewart, VP of Infrastructure
 - a. Changes in ITS became effective August 14 with a new service model, going from just the help desk and TSS (which charged) to the TSP: Technology Solutions Partners that are stationed around campus in 9 regions. Hopefully this will provide quicker service.
 - New Website: uidaho.edu/tsp.
 - All the staff went through over 200 hours of training to prepare.
 - Campus broken into 9 regions (shown in colors on web page) for efficiency. Regions can cross over to help. Grey areas have own support staff but can get regional help as well.
 - Contact for TSP member and submit a service ticket information on website. Coming soon- a new management system to replace Footprints that will need a ticket, so get used to submitting them. No billing of departments saves time. The charges had been fairly consistent over 3 years, so it was decided just to budget it.
 - Student support is still using the help desk, now called Student Support Services.
 - Feedback, both good and bad is appreciated and necessary, please submit on the website. The model is still being tweaked, a few people are being moved around. Off campus centers all have own support staff, but are also connected to a region.
- V. Advisory/Other Reports
 - a. Faculty Senators.....Mahoney/Tibbals
 - Faculty Senate meeting was yesterday (some info from summer meetings)
 - Early warning grades due Sept 19 as retention effort
 - Campus climate survey – faculty rated campus climate highest, staff rated it the lowest. Staff were well represented at focus groups. Communication is considered a problem. Staff to be included in reports from faculty representative to the rest of the faculty. We should also consider alternative approaches to get information out. Give suggestions to Charles Tibbals. Off – site staff need better representation.
 - Center for Excellence in Teaching and Learning having workshops.
 - Policy update requests are due Oct 2.

- Title 9 presentation: All at UI are required by law to report sexual assault – contact HR office with questions.
- UBFC recommendations results not out until next fall.
- Market-based compensation is one of two major priorities at the University. Website to be up Oct. 6 to be able to check your own market rate.

b. Human Resources.....Matthews

- Presentation on October 6, 2:30 pm will update the University on Market Based Compensation task force progress. The new Vandal Web site to check personal market rate will go up after the meeting.
- Current staff salaries cost \$76M. Market base is \$82M. with 22% ahead of target salary. No one is losing salary.
- Annual CEC supports that everyone gets something, but those that are ahead won't get as much.
- Mid-year adjustment will not address any income to those ahead of target. Approaches are being discussed as to how to do the mid-year adjustment. On Oct. 6.
- Questions:
 - Brian; Will we get some idea of what we will get in mid-year?
 - Wes: No. It is still being tweaked until Oct. 31. When you see where you stand there will be disagreement, but the culture will be one of open discussion.
 - Brian: Determining relevant experience is variable.
 - Wes: No one has abused the prior experience in the exercises that we .
 - Chad: When will supervisors be able to see the market rate on the Vandal webpage (to have discussions about it with staff)?
 - Wes: Supervisors can see all their supervisees on Oct. 6 Not before. Other personnel issues have come to light but will be dealt with in time. If you find errors, please contact your supervisor to see if there is an adjustment to be made.
 - Samm: What you will see in your rate includes service and degree etc.?
 - Wes: Yes.
 - Leslie: how long will meeting Oct 6?
 - Wes: 1 ½ hours.
 - Lou: How is market rate based with multiple trades? Highest trade or percentages?
 - Wes: Some of both.
 - Brian: Is all of this information public?
 - Wes: Not sure. Hadn't really considered anyone else needing to know.
 - Diane; Can we see the market bases for other positions to be able to make decisions on applying for those positions?
 - Wes: Market rates for other positions not yet available, but might be later.
 - Amber: Will the general terms be available?
 - Wes: Yes, at some time.
 - Cindy; If we go back to prior experience. Do you lose it when you get a new job?
 - Wes: Yes, target salary will be started over, but will start higher. Horizontal norming causes different positions to be categorized - forests and trees.
 - Wes: Good news! Target compensation for everyone to be at market rate is 82M, and the amount the University plans to spend is 82M.

University of Idaho

Staff Council

- c. Finance & Administration.....Foisy
- d. Professional Development & Learning.....Keim

VI. Executive Committee Reports

- a. Off-Campus.....Sowers
Leaving Oct 30. We need to find replacement
- b. Communications.....Hoffmann
Send Bob information about internal newsletters - Facilities, Library, Office of Research, The current method of sending a teaser in an email will be replaced by having it all on the website and providing a link through Register and FB as well as email.
- c. Treasurer.....Freitag
Staff Council finished FY 17 in black.
- d. Secretary.....McGarry
If you need a binder or name tent, please contact Diane.
- e. Technology.....Kearney
- f. Vice Chair.....Baker
If you need to resign a committee write to committee chair, Ann Thompson, and Patricia Baker.
- g. Chair.....Howard
Please return approval forms, attend compensation meeting and take back the night event.

VII. Subcommittee/UI Committee Reports

- a. Staff Awards & Recognition.....Leibbrandt
We were awarded the \$20,000 for the awards luncheon again this year.
- b. Elections.....Crossland
Need another member for elections committee – no volunteers.
- c. Policy.....Baker
- d. Communication.....Hoffmann
- e. Strategic Plan.....Soelberg

VIII. Old Business - none

IX. New Business

- a. Faculty and Staff Use of the Student Health Center
 - Emily: The Student Health Center will bill all insurance, accept walk-ins or appts.
 - Annual health fair Oct. 11 8-5 free food, prizes. 11 vendors.
 - HR fair the week before will have flu shots.

X. Good of the Order - none

XI. Adjournment at 10:30 a.m.