

Contact: Marcia Brunson

PRESENTATIONS BY NONREPRESENTED FACULTY AND STAFF

Action Requested: Receive the presentations.

Executive Summary: Several groups of faculty and staff at the Regent institutions are not organized for the purpose of collective bargaining. Representatives of these groups have been invited to make presentations to the Board on budget planning and salary policies for FY 2011. Representatives of the following groups have been invited:

University of Iowa Faculty Senate
University of Iowa Staff Council

Iowa State University Faculty Senate
Iowa State University Professional and Scientific Council

University of Northern Iowa Professional and Scientific Council

Iowa School for the Deaf Faculty
Iowa School for the Deaf Professional and Scientific Staff

Iowa Braille and Sight Saving School Faculty
Iowa Braille and Sight Saving School Professional and Scientific Staff

Regents Interinstitutional Supervisory Confidential Council (representing the Regent Merit System supervisory and confidential staff) – [see statement attached]

RISCAC Statement
Board of Regents Meeting
Iowa City, Iowa
April 29, 2010

As President of the Regents Inter-institutional Supervisory and Confidential Advisory Council (RISCAC), I represent a widely diverse group of staff in job setting and function. This group of now less than 1000 Supervisory and Confidential employees represents not just a diverse group with varied job duties, but also includes many staff with years of experience and loyalty to our Regent's institutions. The Supervisory and Confidential staff hold positions of responsibility and influence at the grass roots levels in our institutions, and, thereby, have a tremendous impact on other staff, students, and the general public. They are leaders who, in many cases, hold the reins of office and unit functionality and responsibility, and contribute to decision making.

As supervisors of student workers, they hold a critical role in training and mentoring students in the skills that they will need in future workplace environments, and they are key resources in this experiential learning opportunity. These staff also provide continual leadership in providing cost savings ideas, ways to reduce spending, and provide a wealth of real time experience to keep their areas functioning efficiently, even during these times of tight budget constraints that require our institutions to withstand the buffeting caused by changes in budgets, policies, and staff and staffing levels. These key Supervisory and Confidential staff are an integral part of the Regent's universities, who have risen through the ranks in the workforce and are, therefore, able to provide personalized and experienced assistance when needed to students, staff, and faculty. The Supervisory and Confidential staff have become an integral "cog" in the institution's well-oiled machinery to ensure that Regents universities continue to be attractive in our current and very competitive market, in bringing students to our campuses.

The Supervisory/Confidential group is resolved to find newer, better, and cheaper ways to handle our unit functionality, working with all resources available. Additional "green" supplies and operations are seen as recommended and necessary, to conserve our current and future resources. As efforts are made by the Board and the State to evaluate consolidation in some areas of functioning, we appreciate the wisdom of this thinking, while hoping that the efficiencies for all institutions are considered in these decisions, and that strategic cuts are made considering the effect on staff, both in the security of their jobs and in their ability to move into other positions as necessary. Because of changes that have occurred with retirements at the institutions, workloads have become unbalanced, and are weakening the framework of the workgroup. In some areas we have seen an increase in Professional and Scientific staff levels, but a decrease in the numbers of merit staff, which has led to a weakness of functioning of the unit on a day to day level in handling routine office workloads. One of members reports that at their university, for example, there were 166 Supervisory and Confidential employees in September 2009. Currently, there are 157 and the possibility of eight more retirements coming up.

With changes such as this, it becomes increasingly difficult for staff to serve on the Supervisory and Confidential Council at that institution because they do not feel that they have time to be away from their work areas due to heavy work load and lack of staff to cover areas. Some Council members are simply resigning from committees because of

this. In one area, for example, a Supervisory and Confidential employee's position was to be eliminated and her duties reassigned to her boss, but when the boss decided to retire there was no one else to do the work, so she is still in her position. In another area, four student employees were let go; which was an equivalent of one full-time person; and that has affected the workload of the permanent employees in that area. One Supervisory and Confidential employee is basically working three jobs – two areas are “buying out” parts of her time from her primary department, which adds on work – but with no extra compensation. Many employees in all areas and departments are having duties reassigned and distributed to remaining staff.

Some other areas of interest and concern expressed by members of our group include:

- Continued goal of equal treatment among all groups of employees.
- Restoration of the TIAA-CREF employer contribution level to 10%.
- Avoidance of permanent layoffs.
- Renewed effective communications link with the Board of Regents.
- RISCAC Board informed in a timely manner regarding any Labor/Management Relations Board negotiations that will, or may affect the Supervisory and Confidential group.
- Providing opportunities for Supervisory and Confidential staff as integral staff in consolidation/reorganization efforts, and in outreach efforts such as distance learning.
- Consideration of monetary or non-monetary compensation provided to Supervisory and Confidential staff at the top of their pay scale.
- Adequate and affordable health, dental, and vision coverage for staff and their families.

We are well aware that the financial challenges we have faced on a personal level, as well as on a university or institution and state wide level, can offer the reward of increased efficiency now and in the future. This will provide a sustainable future for our institutions and staff. The locations and reputations of the Regents universities are attractive to Iowa families and others, and we believe that care should be taken to protect our image of experience, helpfulness, and dedication to making students our priority in every area, by protecting our “staff-to-workload” ratios.

We are committed to our leadership role at our universities and institutions --and recognize that the success of the coming days depends primarily on our commitment to doing well with less, and finding more and different ways of handling our jobs to get through these difficult times, now and in the future. At the core of this responsibility is our sincere desire to provide the best service possible to students, our communities, and the state. We are open to continuing communication regarding our role in this process, as we work together toward our common goals.

Thank you for your time and consideration.

Respectfully,
Irene Elbert, President
RISCAC