

Contact: Marcia Brunson

**PRESENTATIONS BY NONREPRESENTED FACULTY AND STAFF
ON FY 2016 SALARY ISSUES**

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 salary policies for FY 2016. 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)

Written statements were provided by the University of Northern Iowa Professional and Scientific Council (Attachment A) and the Iowa State Professional and Scientific Council (Attachment B).

The Board will consider FY 2016 salary policies at its June 4, 2015, meeting.

P&S Council representative statement to BOR, to be read at April 22-23 Board meeting at the Iowa School for the Deaf in Council Bluffs. Jean Wiesley, P&S Council President will not be in attendance at this meeting.

Board President Rastetter, President Pro Tem Mulholland, Members of the Board and Board office, Administrators of Regent Institutions and guests: I am grateful to provide you this statement, on behalf of the University of Northern Iowa Professional and Scientific Council and Professional and Scientific employees.

As of Fall 2014, there are 626 P&S employees, spread throughout all five divisions of UNI. The break-down by percentage is 52 percent in the Division of Academic Affairs, 21 percent in the Division of Student Affairs, 13 percent in the President's Division, 9 percent in the Administrative and Financial Services Division and 4 percent in the Advancement Division. Professional and Scientific (P&S) employees are vital to UNI's institutional mission, serving students, faculty, and the public on a year-around basis. In virtually every department P&S employees facilitate and carry out the mission and work of the University in roles that range from admissions counselors, ITS programmers and data base administrators, dining services, coaching, to planning campus infrastructure. Virtually all P&S staff employees have degrees at the bachelor level, and about half have received one or more post-graduate degrees.

The dissemination of information and open communication provided through the Cabinet and by President Ruud continues. Members of the P&S Council and staff appreciate this communication that allows us to keep current with activity at the University and state level.

In my report last year, I commented on the lack of transparency in distribution of raises to P&S staff. This was in relation to the portion of dollars vice presidents are allowed to hold back for individual salary adjustments. After the April 2014 meeting Vice President Michael Hager contacted me and provided a report with this information. We appreciate this response.

Salaries, and in particular the pay matrix, continue to be of concern to P&S staff. In November members of the Salary & Fringe Benefits Committee and I met with President Ruud, Vice Presidents Calhoun and Hager and Director of Human Resources Michelle Byers to discuss areas for improvement, particularly with regard to the pay matrix/quartile issues. Discussion was held regarding the desire to evaluate the entire pay matrix, perhaps to add more pay levels and decrease the minimum to maximum ranges in some of the levels. We also expressed our desire for the university to complete a comprehensive compensation/classification study. VP Hager told us that it is his desire to complete this study and continues to work to include this in the university budget, but did not have a time frame defined for this to happen.

This past week Melanie Abbas, P&S Council VP and I met with President Ruud and VP Hager and were informed that an RFP is being written to move forward with this compensation/classification study. We appreciate this work on behalf of all P&S staff.

P&S employees continue to be involved in the work of the Efficiency and Transformation Study. We appreciate that P&S employees have been afforded the opportunity to provide input in decisions and proposals put forth from our campus. We continue to trust that the outcomes of this study will continue to enhance UNI's position as a leader in higher education.

Finally, many P&S staff have been involved in the work of increasing enrollment and retention at UNI. Under the direction of Matthew Kroeger, Associate VP for Enrollment Management, P&S staff have increased recruitment, reporting and retention efforts. These efforts will support performance based funding to bring additional revenues to UNI. We appreciate the continued hard work by the Board of Regent members with efforts to change and increase funding formulas and levels at UNI. UNI P&S employees believe in your ability to positively impact our standing in the state of Iowa and beyond. Thank you again for your time today, for all you have done for UNI in this past year, and for all you continue to do.

**FY 2016 Salary
Statement on Behalf of Professional & Scientific Staff at Iowa State University
Amy Harris-Tehan, President, Professional & Scientific Council
April 23rd, 2015**

On behalf of Professional & Scientific staff at Iowa State University, thank you for having me here today. On behalf of all of us at Iowa State, thank you for your leadership and advocacy for higher education in the state of Iowa. The Professional & Scientific Council represents over 2,800 employees, which is the largest class of employees at Iowa State University. These employees range from grant coordinators to academic advisors to center directors, many of whom have advanced and terminal degrees, and all of whom are committed to making Iowa State University a premiere institution of higher education. Along with the outstanding faculty, staff serve a vital role in the continued success of the University and the Board of Regents system.

The Professional & Scientific Council has been actively involved with the TIER efforts this year, establishing an effective communication structure and creating extremely beneficial opportunities for staff to ask questions of university administration, and for administration to communicate progress and developments to staff. We recognize the importance of the TIER goals in making Iowa State as efficient as possible, and being transparent stewards of taxpayer money. We are dedicated to the success of TIER outcomes in ways that make sense for the University and the Board of Regents.

Iowa State University is an extraordinary place to work. A strong sense of community, phenomenal work ethic, and dedication to the ideals of our land grant mission held by faculty, staff, and university leadership all contribute to the continued growth and recognition that the institution garners.

But with growth comes growing pains, as we all know. Iowa State has experienced record enrollment for the past several years. With this record enrollment, Professional & Scientific staffing levels have also increased, but not proportionate to the enrollment increases or the hiring rate of faculty. Staff across the University are being asked to support more students, faculty and research than ever before. For instance, Information Technology personnel have been asked to support increasingly complex systems, technologies, and facilities with stagnant levels of staffing. Academic advisors have not only been asked to increase their student numbers, but have also been asked to take a more integral role in their students' academic experience to increase retention and graduation numbers. Numbers of administrative staff across campus have been reduced while the expectations for work volume and service levels have not changed. On the contrary, staff are experiencing increased responsibilities due to the initiatives to hire additional faculty, recruit more students, and bring in more external funding. These are a few specific examples, but added pressures and increased workloads have become the standard experience for Professional & Scientific staff throughout our university.

As I said, Iowa State University is an extraordinary place to work, and the vast majority of Professional & Scientific staff greatly value their positions and the University, as is reflected in various surveys throughout the past several years. And we all recognize the importance of what we're tasked with and how much what we do impacts the achievements and stature of Iowa State University. But these increased pressures have had a noticeable impact on morale. This is evidenced in the turnover rate of Professional & Scientific staff; while our turnover rate is extremely low, more than fifty-five percent of those who left the University in fiscal year 2014 had been at Iowa State fewer than five years.

There are two main options to fight this lagging morale: staffing increases across the University, and salary increases. Staffing increases are largely at the discretion of individual colleges, departments, and units, and therefore outside the purview of the Board of Regents. With regard to correcting salary inequities, however, Professional & Scientific staff are asking today that the Board of Regents seek funding that would minimize market inequities and acknowledge the outstanding work and tireless dedication of staff at Iowa State University. University Human Resources at Iowa State recently completed its annual Professional & Scientific Human Capital Report. A targeted approach was used to evaluate the competitiveness of Professional & Scientific salaries to labor markets. Some of these targeted areas were found to be as much as twenty-nine percent below the average market salary, with the average of these positions being about fifteen percent below the average market salary. Iowa State University has been touted by respected news sources all over the country as lean, efficient, and a national role model in doing higher education right. In order to retain that status, to remain lean and bring praise to Iowa State and the Regents system, we must compensate the staff that support the faculty, students and research. We must attract and retain highly productive and motivated individuals at all levels. We must harness this opportunity to correct salary inequities and regain compensation competitiveness to take our Iowa State University to the next level.