REMARKS FROM NON-REPRESENTED FACULTY AND STAFF
ON FY 2022 SALARY POLICIES

Action Requested: Receive the written submissions.

Executive Summary: The Regent institutions have groups of faculty and staff who are not organized for the purpose of collective bargaining. Representatives of these groups have been invited to submit written remarks to the Board regarding salary policies for FY 2022. Comments from the following groups were 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 Educational Services for the Blind and Visually Impaired Faculty
Iowa Educational Services for the Blind and Visually Impaired Professional and Scientific Staff

Regents Interinstitutional Supervisory Confidential Council (representing the Regent Merit System supervisory and confidential staff)

Written comments submitted are included as Attachment A.

It is anticipated that FY 2022 salary policies will be presented for Board consideration during the June 1-2, 2021 meeting.
March 28, 2021

Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905

Dear Regents:

I write today for two reasons: (1) to offer words of gratitude, and (2) to introduce you to two Iowa faculty members who exemplify the University’s tradition of excellence and innovation in teaching and research. I expand on each point below.

First, thank you for requesting an increase in state appropriations for the next fiscal year, including the restoration of the $8 million cut by the General Assembly during the prior legislative session. The University’s ability to remain at the forefront of academic and artistic achievement—a position that advances the physical, financial, and intellectual well-being of all Iowans—depends on the state’s willingness to invest the resources necessary for students, staff, and faculty to succeed. Additional thanks are due to the Board’s Chief Governmental Relations Officer, Keith Saunders. Mr. Saunders’ tireless advocacy on behalf of the University provides great reassurance at a time when political efforts to undermine the strength and purpose of our institution appear to be on the rise. The job cannot be easy, but the future of higher education in Iowa is brighter with supporters like Mr. Saunders serving on the frontlines.

Second, I’m honored to showcase two faculty colleagues who represent the many ways in which the University enriches the lives of students and society. I begin with the work of Professor Dan Matheson, director of Iowa’s Sport and Recreation Management (SRM) program. Professor Matheson teaches several experiential learning courses in the College of Liberal Arts and Sciences and the College of Law, including practicums that have partnered with the Chicago Blackhaws, Cedar Rapids Kernels, and Iowa Wolves.

During Fall 2020, students in one of Professor Matheson’s courses collaborated with NASCAR and FOX Sports executives to develop promotional campaigns for the Daytona 500 motor race. Thirty students from four different programs and three different colleges on campus came together to perform market research, learn about the NASCAR brand, and pitch their strategies for attracting NASCAR fans and prospective new fans to the race on FOX. After hearing the final presentations by students, Matt Nordby, NASCAR senior director of broadcast and industry communications, said, “I was very impressed by the professionalism with which all the presentations were delivered. They were all extremely polished; the students had done their research and knew their projects cold. In terms of the ideas for promotion, these groups came up with elements that we’ve truly never seen. I really enjoyed working with Professor Matheson’s class and hope to do
more of it in the future." One of the students in the course, Hannah Conklin, used her experience to obtain a spring internship at Daytona International Speedway—thereby giving her the opportunity to work at the big event she spent all semester researching.

The next colleague I'm proud to introduce is Professor Ana Rodríguez-Rodríguez. Professor Rodríguez-Rodríguez is a specialist in Spanish Literature and the current Faculty Senate Secretary. Among her many scholarly accomplishments, Professor Rodríguez-Rodríguez curated the recent exhibition, *Wise and Valiant: Women and Writing in the Golden Age of Spain*. The exhibition was on view at Madrid's Cervantes Institute in 2020 and lives on as an award-winning digital program. In December, the Smithsonian named *Wise and Valiant* one of the world's top ten online exhibitions of the year, prompting scores of people from every corner of the globe to visit it during the pandemic.

Professor Rodríguez-Rodríguez's exhibit is a remarkable educational and technical achievement. It is also a testament to the lasting and profound impact that our faculty so often have on students. While completing his PhD in Spanish and Portuguese, Dr. Martín López-Vega took one of Professor Rodríguez-Rodríguez's courses on the Golden Age of Spanish theater. The course, which led him to discover for the first time the names and works of multiple women authors, inspired López-Vega to invite Rodríguez-Rodríguez to create an exhibit on that subject after he began directing the Cervantes Institute. This invitation led to the opening of *Wise and Valiant* two years later. As the exhibit shows, while Spain's Golden Age is perhaps best known for producing Miguel Cervantes' *Don Quixote* or El Greco's famous elongated portraits, men were not the only creative geniuses at work. Though women's opportunities at the time were largely limited to the domestic and religious spheres, some found a way to pursue writing professionally. Professor Rodríguez-Rodríguez's work brings important and long overdue recognition to these women. Without it, we would only know half the cultural story.

The contributions of outstanding teachers like Professor Matheson and Professor Rodríguez-Rodríguez demonstrate the benefits that come through hiring and retaining high-quality faculty. I therefore urge the University and the Board to do everything possible to ensure that all my colleagues receive the recognition, support, and competitive compensation packages they deserve. Sustaining the excellence of the University depends on sustaining our investment in faculty.

Sincerely,

Joseph W. Yockey, JD
Professor of Law
Michael & Brenda Sandler Faculty Fellow in Corporate Law
University of Iowa College of Law

President, University of Iowa Faculty Senate
Remarks for the Board of Regents  
UNI Professional & Scientific Council President – J.C. Last  
April 14, 2021

Hello. My name is J.C. Last and I am the current President of the Professional & Scientific (P&S) Council at the University of Northern Iowa. There are approximately 691 P&S employees working at UNI, spread across five divisions, all of whom have been working diligently over the past year to ensure that UNI is able to remain open and continue offering an exceptional academic experience for our students, despite the challenges presented by the worst global public health crisis of our lifetimes.

For many P&S employees, the past twelve months have been the single most challenging year they have experienced while working at UNI. Beginning with the transition to a fully-online class delivery structure during the spring semester of 2020, alongside a large percentage of employees transitioning to fully-remote work, UNI’s P&S community managed to overcome their own personal hardships in dealing with the COVID-19 pandemic to ensure the university was able to remain open and continue operating, regardless of the frequent and ever-changing obstacles COVID-19 put in our path. Prior to the pandemic, I believe if anyone had said they wanted to transition UNI to a predominantly online/remote-learning-oriented university and hoped to complete the transition within three years’ time, they likely would have been told that three years was an unrealistically short amount of time to achieve that goal.

However, as the pandemic began to worsen, out of necessity, we managed to complete that transition in a little over three weeks.

This transition took an enormous amount of extra time and effort from all corners of the P&S community, working quickly and relentlessly to ensure that faculty had the resources they needed to teach remotely for the remainder of the semester (and later for all subsequent semesters), and to ensure that students had the support and guidance they needed in order to minimize any negative impacts this monumental shift could have on their academic experience. Without any way to meaningfully increase staffing levels, this meant that the P&S community would have to meet this challenge using only the resources already on-hand. And meet that challenge they did.

While many of us still have not seen our daily workloads reduced back down to their pre-pandemic levels, we continue to do whatever is required to ensure UNI remains an institution that students are excited to attend. As I look back at everything the P&S community has accomplished over the past twelve months, I hold an enormous admiration for the scope of their success, and I am incredibly humbled by the fact I get to work alongside these individuals on a daily basis. I have never been more proud to be a part of this community as I am today, and I hope their efforts and sacrifices over the past year will be recognized and rewarded. I ask that the Board to do everything in its power to ensure appropriate levels of recognition and compensation are secured for the individuals who played such a huge role in helping UNI make it through what will hopefully go down as the most difficult year any of us ever have to experience.

In closing, I’d like to thank the Board of Regents for their efforts in helping ensure that UNI has the funding and resources we need to continue to grow, strive for excellence, and meet whatever challenges the world has in store for us. The work you are doing is essential to our success, and it helps provide a strong foundation as we move forward with our goal of educating Iowan’s for Iowa!

Sincerely,
J.C. Last
P&S Council President, UNI
March 30, 2021

Board of Regents
State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905

Dear President Richards and Members of the Board,

I am writing today as a representative of the Regents Inter-Institutional Supervisory and Confidential Advisory Council (RISCAC) which represents the **320 Merit system employees of the Board of Regents who are not covered by a collective bargaining agreement**. Merit Supervisory Exempt and Confidential (MSE/C) represent two groups of employees. The first group are Merit employees whose job duties place them in a supervisory role over other Merit employees who are covered by the collective bargaining agreement. The second group are employees who work in Human Resources or departmental offices and are considered confidential employees because they have access to information that may be used in collective bargaining discussions. The RISCAC council was established to foster communication among MSE/C staff members at the Regents Institutions, provide a medium for dealing with issues of mutual concern, respond to inquiries, and formulate recommendations to shared governance, Board of Regents Director of Human Resources, and the Board of Regents themselves.

Members of our classification are among the hardest working employees at our Regents’ institutions. We support, supervise, and train many Merit employees, and in our work, we are required to exercise a deep skill set and address a broad spectrum of issues. We must be knowledgeable in HR matters, work rules, Merit contracts, IT issues, and safety issues just to mention a few areas of responsibility. In addition, many of us have a supervisory role to monitor and mentor employees for performance improvement. Many individuals have worked their way up through the Merit system ranks to the leadership roles they have today. MSE/C employees have displayed a high level of loyalty to their institution, have valuable knowledge of the institution and have provided leadership to ensure their respective institutions run smoothly and efficiently.

The RISCAC council and all MSE/C employees would like to thank the Board of Regents for the salary increases that we have received in the last year. This decision was greatly appreciated by the employees in the classification. We hope the Board will again consider a pay policy for the non-represented supervisory and confidential staff in the Regent Merit System which is at least the same as the Merit employees, as has been the Board’s custom in the past.
With reference to the table below I’d like to take a moment to speak to another issue. The main salary concern of our constituency continues to be the large number of employees who are receiving maximum pay for their classification and no longer receive step pay increases each year. **Currently 38% or 122 out of a total of 320 MSE/C employees throughout the Regents Institutions are at the top of their pay scale.** Not only do these numbers represent a sizable portion of the MSE/C group, but many of these individuals have also been maxed out on their step increases for years.

The RISCAC Council and the MSE/C group feel that it would be beneficial to the Regents institutions and the state as a whole if the Board would consider reviewing this issue and look at what may be possible to address this concern. Possible solutions could include ensuring a cost of living increase each year, providing a one-time step increase for employees who are currently maxed out or have been at the maximum for a specified number of years, or initiating a process to raise the pay scale for supervisory and confidential employees.

I’d like to conclude by stating that we appreciate being afforded this opportunity to express our opinions as well as for you taking the time to review our requests. Thank you for your time and efforts.

Sincerely,

Damien Blair, Clerk IV
University of Iowa, Human Resources
staff-council-msec@uiowa.edu
March 30, 2021

Dear President Richards and Members of the Board,

I would like to start by thanking the board for all their work on behalf of the state of Iowa’s Regent institutions. Staff Council has had a 50+ year tradition of representing Professional & Scientific and Merit Supervisory Exempt/Confidential staff who contribute to the teaching, research, patient care, and service mission of the university and to the State of Iowa. Staff Council currently has 55 dedicated peer-elected staff who represent over 7,900 staff members.

I joined the University of Iowa Staff Council in 2017 at a time when we were struggling with de-appropriations on a seemingly annual basis. A combination of economic factors and efforts by University administration has helped to stem these reversions, but these positive changes are thanks in no small part to the leadership and advocacy of the Board of Regents. Salary increases for staff have been inconsistent and we are seeking your ongoing support to ensure that staff salaries are treated competitively as possible in terms of their salary and compensation package.

My term as Staff Council President has not taken the traditional route as my predecessors. Our world has changed, we have continued to endure the global pandemic, social injustice, derecho in August, budget cuts, not to mention the pressure and stresses affecting our personal lives. Through all of this, staff have been agile and resilient. In the last year, we have asked many of our staff to work remotely, while essential frontline staff have worked tirelessly to keep our health care enterprise, State Hygienic Laboratory, and research enterprise, to name a few, functioning at a high level.

With the uncertain times we faced in the last year, we are finally seeing a light at the end of the tunnel, we know our ‘new normal’ will never be what it had once been. Through this all, Staff Council has continued to play a critical role in promoting collaboration, diverse perspective, transparency, and staff recognition by continuing to partner with other shared governance groups as well as campus leaders regarding important and major decisions affecting staff. We continue to be focused and engaged with leadership to ensure a safe return to campus and what the Future of Work at Iowa looks like.

With the ongoing decrease in state appropriations, we ask that you continue your efforts to demand our state elected officials to fully support public institutions of higher education in Iowa. To also recognize the efforts, commitment, and contributions of our staff by continuing to support our strong benefits package, flexible and supportive employee work policies and consider other benefits such as discounting or providing free tuition for employees and their dependents.
We have learned a lot in the last year, and as an institution, we have continued to put our teaching, research, and service mission front and center in an effort to maintain the University of Iowa as the flagship institution we’ve come to expect. I ask you all to remember the efforts of the Regent institutions and their employees and continue to use your positions to influence our state elected officials to support one of the foundations of our state’s economic engine.

Since 1998, the fiscal budget from the state for the university has decreased by $8 million, this shifts the financial burden of higher education from state subsidies onto parents and students, which in turn affects staff in salaries cuts and programs. This encumbrance will continue to cause staff to forage for new philanthropic funding streams, support research and commercialization opportunities at a faster pace, ensure students remain focused on graduating in a timely manner, and redoubling efforts to find more efficiencies in all we do.

In summary, I ask that you:

- Continue your efforts to demand our state elected officials fully support public institutions of higher education in Iowa
- Help tell our successes, opportunities, and value to Iowans across the state and nation
- Recognize the efforts, commitment, and contributions of our staff through increases that ensure that salary and overall compensation packages are competitive and also through meritorious service awards which encourage further innovation, entrepreneurship, and value-added opportunities
- Provide a positive working environment through a continued strong benefits package, and flexible and supportive employee work policies, and
- Recognize and support for our diverse work force—whether it be generational workplace expectations, intercultural understanding, physical or sexual identity differences—we all need to fully engage moving in the same direction to meet the strategic goals of the University of Iowa

In sincere gratitude and appreciation from all university staff.

Sincerely,

Heather R. Mineart
Staff Council President
FY2022 Salary Policy:
Respectfully Submitted by
Carol Faber, 2020-2021 Faculty Senate President for Iowa State University
March 30, 2021 for the Virtual April 2021 Board of Regents Meeting as a docket item.

In reflecting over this last year, faculty are concerned with their workload as they continue to do their jobs in an extremely difficult pandemic experience. They are confronting work life balance issues, safety of family and community, while helping students adapt and successfully learn through adverse conditions. It was a tentative future as many expressed concerns about COVID-19. Yet after rethinking everything, our teaching, research, extension, outreach, and service have returned through the innovative efforts of the entire Iowa State University community.

Faculty managed multiple modalities of teaching online, hybrid, and face-to-face courses, through learning new technologies to support a safe learning environment for our students. A great deal was achieved in a short amount of time and the whole campus embraced the challenge. Just when faculty accepted working through a global pandemic and adapted to the complexities of our new situation, tension in politics and the debate over tenure compounded the climate, bringing a whole new meaning to the term demoralization.

Certainly, some events are out of our control. The frustrations with no salary increases, lack of cost-of-living raises and our salaries at the bottom of our peer universities remain. So maybe it’s time to face the facts and think differently about everything we do, especially when it comes to salaries. Doing more with less over a long period of time is not healthy or wise. Nor does it support a diverse, equitable, and inclusive environment we all strive for at Iowa State University.

When researching the salary policy speeches given by ISU Faculty Senate Presidents over the last twelve years, a common theme emerged. The impact of time doesn’t change the message. It leaves a clear impression there is overdue work in front of us and that we could do much better moving forward.

2008-2009: “Budget cuts with faculty and staff, they are worried about job loss; need salaries that are more competitive with our peer institutions; nationally competitive faculty are bringing in even more external money; this supports universities as centers of economic growth and vitality” – Clark Ford

2009-2010: “Cuts to their retirement benefits, increases in the cost of medical insurance, it has been a depressing and demoralizing year for ISU’s faculty personally; salaries at ISU continue to be among the lowest in our peer group” – Arnold van der Valk

2010-2011: “Declining state appropriations; low faculty morale; not received significant salary increases for the last several fiscal years” – Mike Owen

2011-2012: “Declining state appropriations; salaries remain at the bottom of the peer institutes; significant negative impact on faculty morale” – Steven Freeman

2012-2013: “Rebounding from the recession in replacing faculty lost; recommendation for faculty salary increases helps us and our state to thrive”– Suzanne Hendrick

2013-2014: “ISU has an excellent, dedicated, and hard-working faculty, but that is not reflected in what they are paid; faculty morale is low and the salary dilemma contributes to the morale issue; a new major concern is the misconception about a causal relationship between student debt and faculty salaries is connected, it is not” – Veronica Dark
2015-2016: “Faculty are feeling demoralized and unappreciated; hearing that there will be no salary increase, or perhaps a 1% increase, for several years in succession is frustrating at best, and sends a message that one’s efforts, and indeed, additional efforts, are not valued” – Robert Wallace

2016-2017: “Faculty have worked tirelessly to overcome these deficits, so far with success. But here is the crux of my argument: we have reached a tipping point” – Jonathan Sturm

2017-2018: “Our faculty have shown that they can do MORE with LESS, but on this trajectory, can’t do EVERYTHING with NOTHING. There is some limit to our ability to educate our young people with so few resources, and we are challenging that limit” – Tim Day

2018-2019: “At Iowa State, we very much appreciate your support, but I urge you to continue your efforts to do everything you can do, to support our faculty with salaries that allow them to feel they are not the bottom of the barrel. The work of our faculty matters. It matters for the student experience. It impacts a faculty member’s sense of loyalty, engagement, and drive towards excellence” – Peter Martin

2019-2020: “We remain at the bottom of our peer university salary ranges; we are losing faculty to better paying positions elsewhere; we are struggling with work overload: now we are struggling with the balance of family and work under the COVID-19 crisis” – Jonathan Sturm

2020-2021: The executive director requested written submission in lieu of oral presentation by non-organized faculty and staff in the virtual setting for the Board of Regents Meeting in April 2021.

Reference:
https://www-faesen.sws.iastate.edu/senate-presentations-archives
FY 2022 Salary Statement on Behalf of Professional & Scientific Staff at Iowa State University
Sara Parris, President, Professional & Scientific Council

As the representative of over 3,000 Professional and Scientific Employees of Iowa State University, I would like to thank the Iowa Board of Regents for the opportunity to submit the following comments for inclusion in the April 2021 virtual meeting minutes.

In preparation for my statement today, I reviewed the salary policy statements from the previous five council presidents. What I found was disheartening. Our presidents have stood before you year after year and pleaded for meaningful, performance-based increases that reflect the value that Professional and Scientific employees bring to Iowa State University.

This feels like an exercise in futility. To P&S employees, it appears that our contributions as the University’s largest employee group are not valued. What other possible explanation is there to give a P&S employee hired within the last five years who has literally never seen a meaningful raise during their employment here? Or why, after decades of requests, the University still lacks the will to implement a performance-based increase plan to reward and retain high performers? No one can deny that our state universities are facing an economic downturn, and during times of financial hardship, we all must step up and do more with less. Performance-based increase plans embody that spirit; P&S staff have and always will work hard, but it is beyond time to have that hard work recognized, fairly compensated, and rewarded.

Every year, the P&S Council President uses this time to highlight the accomplishments of Professional and Scientific staff and to remind you of what this group of professionals brings to Iowa State University. In 2018, President Jessica Bell told you that “P&S is the Heart and Soul of this organization. We keep the oxygen, blood and electrical impulses moving along to make the whole thing work.” She was right, and that has never been more evident than in this past year.

Carrying out the University’s mission to create, share, and apply knowledge to make Iowa and the world a better place in the midst of a global pandemic is no easy feat—but we did it. Across campus, there is so much pride in the fact that we were able to provide a residential experience for those students who wanted it, were able to adapt to hybrid and online models for those who felt safer off campus, that the Cyclones Care measures were taken so seriously and were so successful in slowing the spread, and that research, innovation, and outreach could continue. None of this would have been possible without the tireless devotion of Professional and Scientific staff:

- The doctors, nurses, and public health staff who came to campus every day and risked exposure to the virus to diagnose, treat, and advise not only students but the entire campus;
- The Emergency Operations Center and Incident Management team who have been activated for over a year and worked months on end with no days off;
- The IT staff who had two weeks to figure out how to make both online learning and working from home a reality for everyone—and succeeded;
- The CELT staff who put in 18-hour days to support faculty in the transition to online coursework;
- The Extension and Outreach offices who adapted their programming to still meet the needs of Iowans in all 99 counties;
- The staff who had to create new workflows to respond to the global shutdown and take action to cancel and refund the countless flights, hotels, and arrangements for university-sponsored travel that had been made, including study abroad trips, campus visitors, and employees who had planned to travel to present or attend professional conferences;
- The staff at the Veterinary Diagnostic Lab who have run tens of thousands of covid tests for the state with a rapid turnaround that allows for effective contact tracing to take place;
- The Residence staff who literally worked around the clock to help students get settled in to isolation and quarantine housing;
- The Academic Advisors who have patiently guided their students and helped them stay on track in a year when nothing was typical;
- The Procurement staff who ensured campus had adequate amounts of scarce resources, such as PPE, hand sanitizer, and cleaning products.

All across campus, I see a year of personal and professional accomplishments, and a perseverance we didn’t know was possible; we gave everything we had and then some. While President Wintersteener and other Senior Leaders have been very generous in their praise for the work being done by Professional and Scientific staff, pats on the back do not pay our bills, nor our increased health insurance costs, nor make up for lost retirement contributions. As infections wane, vaccines are distributed, and we near the finish line, we are greeted with more budget cuts, no revision to HR policy that allows for performance-based increases, no plans for meaningful raises, inadequate student fee increases that fall far short of departmental needs and requests, and open hostility from the state legislature.

This year, Professional and Scientific staff at Iowa State University had the courage to do what was necessary and right to serve our students, our communities, and our state. Do you have the courage to do what is necessary and right for the Professional and Scientific employees of Iowa State University?
Dear Board of Regents,

Thank you for the opportunity to comment regarding fiscal year 2022 Salary Policies. As employees of IESBVI, we appreciate the opportunity to serve children and families in our state who are in need of services. We also need to care for our own families. Our salaries have sometimes received small increments but not at the rate of inflation, and of course, none last year. Combined with the increase in our cost of insurance, the salary is lagging further behind inflation/cost of living each year.

Our professions as Teachers of the Visually Impaired and Orientation and Mobility Specialists are critical need fields. Qualified professionals in these areas are in shortage all across our country, as well as here in Iowa. We currently have several open positions for next school year, which are difficult to fill. Increasing our compensation package may entice other professionals to locate to Iowa to serve here, as well as retain the professionals already working here. Training new staff is a time consuming and expensive endeavor, which makes retaining staff much more cost effective.

Please strongly consider approving an increase in wages to help us keep our own families safe, healthy and stable, along with drawing new educators into these fields.