

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Report of the Human Resources Committee  
**Date:** September 1, 2004

**Recommended Actions:**

Receive the report and consider recommendations of the Human Resources Committee.

**Executive Summary:**

HR 1 Minutes It is anticipated the Human Resources Committee will vote to accept the minutes of the Committee's June 15, 2004 meeting without change (HR 1)

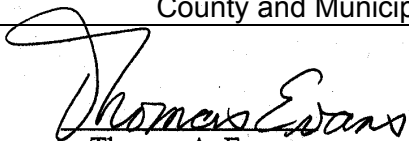
HR 2 Work Plan It is further anticipated that the Human Resources Committee will discuss and vote to accept its work plan without change (HR 2).

HR 3, HR 4, HR 5, HR 6 The Human Resources Committee is expected to receive and discuss annual governance reports, including the report on the operation of the Regent Merit System (HR 3); the report on fringe benefits (HR 4); the report on retirements – FY 2004 and faculty resignations – FY 2003 (HR 5) and the report on salaries (HR 6).  
 Annual Governance Reports

Phased Retirement Program It is anticipated the Committee will discuss the phased retirement program, included in the report on retirements and resignations (HR 5), in regards to its benefit and cost.

HR 7 Faculty and Staff Salary Comparisons The Human Resources Committee is expected to receive and discuss information submitted by the institutions regarding faculty and staff salary comparisons and the need for a multi-year plan to attain competitive salaries.

HR 8 Closed Session Collective Bargaining Strategy The Human Resources Committee is expected to receive and discuss bargaining proposals and their rationale, submitted by the institutions, for collective bargaining for 2005-2007 labor agreements with UNI-United Faculty; Campaign to Organize Graduate Students, UE Local 896/C.O.G.S., (COGS); UIHC Tertiary Health Care Unit/Service Employees International Union (SEIU); and American Federation of State, County and Municipal Employees Council 61 (AFSCME).

  
 Thomas A. Evans

Approved:   
 Gregory S. Nichols