

Contact: Marcia Brunson

**MINUTES – HUMAN RESOURCES COMMITTEE – MAY 4, 2005**

**Action Requested:** Consider approval of the minutes of the May 4, 2005, meeting as presented below.

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Members: Rose Vasquez -- Chair; Tom Bedell, Jenny Rokes, Ruth Harkin, Michael Gartner – ex officio, Robert Downer – ex officio

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Regent Vasquez called the meeting to order at 11:25 a.m.

<b>HR 1.</b>	<b>Minutes</b> Regent Rokes moved to approve the minutes of the March 15, 2005, meeting as written. Regent Arbisser seconded the motion. MOTION CARRIED UNANIMOUSLY.
<b>HR 3.</b> Discussion	<b>Mandatory Student Health Insurance Proposal</b> The University of Iowa proposed to require health insurance coverage by all students enrolled at the University. It would be required that registering students provide proof of coverage in a health insurance plan comparable to that offered by University. If not covered the student would be enrolled in the University plan. It was noted by University officials that international students and students in the health sciences (nursing, dentistry, medicine, pharmacy) have been required to have health insurance for a number of years. Mark Kreswich, Student Government President at the University of Iowa, stated a student assembly had met and voted. While the students felt that everyone should have health insurance coverage, they did not feel such coverage should be mandated. The student group felt that the students without coverage would be those with great financial need and this requirement would place an additional burden on them. The committee then discussed the following issues: <ul style="list-style-type: none"><li>• Services provided to students at the student health center</li><li>• Impact of student financial aid if University mandated health insurance coverage</li><li>• Promoting the need for health insurance coverage with the students versus making such coverage mandatory</li><li>• Expansion of the concept of mandatory health insurance coverage throughout the enterprise</li></ul> President Skorton stated that the proposal came from an advisory committee predominately comprised of students. He said that concerns raised by the committee needed to be discussed on campus and with the other universities before the proposal was brought back to the committee.
Recess	The meeting recessed at 11:55 a.m. and reconvened at 1:30 p.m.

<p><b>HR 2.</b></p> <p>Discussion</p> <p>Action</p>	<p><b>University of Iowa Flexible Pay Proposal</b></p> <p>The University of Iowa proposed a flexible pay program for nonorganized professional and scientific staff. Through the program eligible employees may receive lump sum payments during the year for extra-meritorious performance.</p> <p>Discussion centered on the number of eligible employees and the pool of money available to fund such awards. The University noted that about 4,200 employees would be eligible and the funding of the awards would come from departmental budgets. The departments would be responsible for developing a detailed plan for submission to central human resources on how the program would be administered.</p> <p>Regent Wahlert moved to approve the University of Iowa Flexible Pay Proposal for a one-year period with a report presented to the Committee after the close of FY 2006. Regent Arbisser seconded the motion. MOTION CARRIED UNANIMOUSLY.</p>
<p><b>HR 4.</b></p> <p>Discussion</p> <p>Follow-up</p> <p>Action</p>	<p><b>FY 2006 Pay Policies</b></p> <p>The following faculty and staff made presentations to the committee relative to pay policies for FY 2006:</p> <ul style="list-style-type: none"> <li>• Kevin Kane -- ISU P&amp;S staff</li> <li>• Claudia Baldwin -- ISU Faculty Senate</li> <li>• Michelle Whitman -- University of Iowa Staff Council</li> <li>• Steve Carnigan -- UNI P&amp;S Council</li> <li>• Jay Wilson -- IBSSS faculty</li> <li>• Kaela Black -- Regent Merit System Supervisory and Confidential Council</li> </ul> <p>The committee discussed rankings of faculty salaries within the universities' respective peer groups; funding of salary increases in past years through internal reallocations; the Regents Transformation Plan for Excellence; retention of faculty and staff; and loss of research dollars when faculty go elsewhere.</p> <p>Regent Wahlert asked that when the data is put together for the upcoming legislative session that quantifiable information and the multiplier effect of the loss of research money be provided to show the losses attributed to reduced or unfunded salary increases. President Skorton said he could provide such information.</p> <p>Regent Wahlert moved that the pay policies as proposed by the Regent institutions be approved contingent upon funding. MOTION CARRIED UNANIMOUSLY.</p>
<p>Regent Vasquez adjourned the meeting at 3:05 p.m.</p>	