

**MEMORANDUM**

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

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**Recommended Actions:**

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

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**Executive Summary:**

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

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

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**Annual Governance Reports** The Human Resources Committee is expected to receive and discuss annual governance report on diversity (HR 3).

**Phased Retirement Program** It is anticipated the Committee will discuss submitted information on the phased retirement program (HR 4)

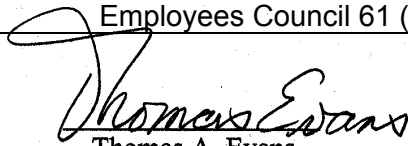
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**College of Pharmacy Incentive Pay Plan** The Human Resources Committee is expected to receive and discuss updated information on the University of Iowa College of Pharmacy Incentive Plan (HR 5)

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**Closed Session Collective Bargaining Strategy** The Human Resources Committee is expected to discuss bargaining strategy 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).

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 Thomas A. Evans

Approved:   
 Gregory S. Nichols