Chairs Cabinet
May 8, 2015
Gold Room Memorial Union
9:30-10:45 am

Present: Wannemuehler, Bosselman, Constant, Jenks, King, Mickelson, Nilakanta, Rao, Wallace, Bratsch-Prince, Jones-Johnson

Guests: Ed Holland (Director of Benefits), Emma Mallarino-Houghton (Director of Classification and Compensation), and Julie Nuter (Director of Human Resources).

Meeting began at 9:30.

Jake Cummings – Equal Opportunity specialist was introduced to the committee.

Acknowledged Kristen Constant’s Award as Morrill Professor.

April 2015 Minutes were approved

Provost update: Cathy Kling named to the National Academy of Science. It was announced that there were ten, in total, new University, Distinguished Professors, Morrell Professors named.

It was asked and noted that Dept Chairs can be considered for University Professor but they are not eligible to be Distinguished Professors.

New VP for Diversity. This individual’s position will not be associated with compliance (ie., not in the EO Office). Candidates will be on campus in the Fall. Pamela Anthony is Chair of this search committee. Kristen Constant is on this search committee as well.

There was a brief discussion regarding the impact of avian influenza on the Iowa economy.

While not embraced by the Legislature at this time, the performance based funding initiative is not dead. Regent Rastetter wrote a memo supporting performance-based funding.

Salary increases will be modest (1 to 2 %). Can’t really plan until the legislature finalizes the budget. There will be a statement from upper administration about the budget and the scope of pay raises rather than coming from the Department Chairs.

Rob Wallace - unfunded mandate for Veteran’s Choice Act (i.e., charged for in-state tuition) has impacted the availability of funds for salary increases.
It was mentioned that without increases in tuition, it does have an impact on academic programs. Also, increases in allocated expenses have an impact on Colleges with capped enrollment.

Iowa Senate included funding for the

As of May 8, the Provost mentioned that there were 90 signed offers for faculty hires and that 20 offers were pending.

Memo sent related to length of contracts for lecturers and NTE faculty. While it was recognized that there is a need to be prudent with budgets, there should also be a sense that ISU improve the climate (i.e., position security) for lecturers.

If a lecturer has been at ISU for 3 or more years, they are entitled to a one year notice of termination. It was mentioned that this is not always it is not “inherent” in a one year contract for these individuals.

Senate Updates (Rob Wallace) – there was a vote on the 1 year to 6 months notice of non-renewal. This was defeated/not passed. The issue will be discussed by the Senate during FY16. Need to improve the definition.

PRS task force – the Faculty Senate was asked to defer a decision to the Fall. There was some debate over % effort in any one category (no less than 5 %).

Collegiality was also discussed; ISU legal feels it would be good to include “collegiality” in the PRS.

Some discussion on collegiality – not mentioned in the Faculty Handbook (FH). Rob mentioned that less than 10 Universities include collegiality in their respective FHBs.

Collegiality, safety and fiscal responsibility is listed in the Governance document of some departments.

There was a brief discussion regarding the privilege of academic freedom and that this comes with the associated responsibilities to utilize this as a professional.

Guests joined the meeting

Ed Holland - University Benefits Director –
Emma Mallarino-Houghton – Director of classification and compensation.

Julie Nuter – Director of HR spoke about the alignment of HR with the University mission. She noted that adding leadership (i.e., Emma Mallarino-Houghton) to the area of classification and compensation will be critical.
With respect to benefits, several Chairs mentioned that ISU should more clearly articulate benefits and that this should be on one page – provide a snapshot of the overall benefits. ISU benefits need to be a “selling point” for potential hires.

It was mentioned that benefits for merit and P&S are good recruiting tools as well.

It was mentioned that there are multiple challenges (i.e., career advancement, monetary) with improving the work environment of P&S staff in the context compensation. Especially as P&S staff become more experienced with their job, take on more responsibilities.

There was a brief discussion regarding “sham searches” when it is clear who needs to be hired or will be hired for a given position (i.e., should be able to wave the need to advertise through EO). An example was discussed in the context that the Grad College, HR and EO could evaluate the move of postdocs (who are not technically an “employee”) to into a P&S position (e.g., Assistant Scientist).

The intractable symptoms within the hiring process/system and the confounding employment issues in the Ames area (e.g., low unemployment) make it difficult to hire some individuals and favor the inside candidate. The question was asked as to how we “break the old processes” that are cumbersome with respect to hiring.

This was a “perfect” Segway question for the discussion with Julie Nuter.

Julie Nuter (Director of HR) – Board of Regents has charged the University to improve the recruitment and selection process of P&S and faculty. There will need to be an empowerment of managers to do their job – e.g., HR will no longer need to approve who will be interviewed (no valued added there). No need for HR to be involved in making a job offer. Level-setting the HR capabilities across the campus (e.g., work with your College liaisons).

Julie’s goal is to reduce HR’s role as ‘policy cops’.

P&S staff – often feel trapped in positions and that their supervisors do not provide a career development for them.

Excellent discussion regarding the changes in position description and how restrictive this can be. Comment that the job description should be between the manager and the employee needs to be addressed. It should be noted that the Chairs were all very supportive of the comments and planned changed in the HR process.

There was a brief discussion about the differential between merit and P&S when it comes to salary, and benefits and performance expectations.
There was a brief discussion regarding the challenges in trying to “correct” poor performances issues with staff.

Meeting adjourned at 10:55 AM.