

University of Idaho

Staff Council

Special Meeting called by Brian Foisy

Friday, December 4, 2015

9:30 AM

University of Idaho

Staff Council

SPECIAL MEETING AGENDA

Friday, December 4, 2015. 9:30 to 10:30 a.m. Idaho Commons Panorama

Off-Site Connection: Lync access available via emailed invitation

- I. Call to Order.....Fizzell
- II. Roll Call; Quorum Determination.....Cornwall
- III. Guest presentation – internal hiring practices.....VP Finance – Brian Foisy
- IV. Good of the Order
- V. Adjournment

Called to order at 9:33 AM

Roll Call, Determination of Quorum

Absences: Leslie Hammes, Todd Perry, Inna Popova, Stacey Smith, Patricia Baker, Debra Rumford, Amber Wilson, Adam McKinney, Brenden McNulty, Brian Mahoney. Quorum is met.

Guest Presentation: Brian Foisy

This is not an emergency, but appreciate the council's willingness to meet. Pressure to clarify institutional practice and the goal is to have it done by January 1, 2016.

What happens now?

Handouts:

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Scenario 1

College of Dentistry	
Admin Asst #1	Admin Asst #2
Terry Smith	Pat Jones
33200	31600
8 Years	6 Years
College of Pharmacy	
Admin Asst #1	
Casey Brown	
28700	
5 Years	
Latah County	
Admin Asst #1	
Val Peterson	
34400	
7 Years	

College of Dentistry	
Admin Asst #1	Admin Asst #2
Terry Smith	Vacant
33200	
8 Years	
College of Pharmacy	
Admin Asst #1	
Casey Brown	
28700	
5 Years	
Latah County	
Admin Asst #1	
Val Peterson	
34400	
7 Years	

College of Dentistry	
Admin Asst #1	Admin Asst #2
Terry Smith	Val Peterson
33200	35000
8 Years	0 Years
College of Pharmacy	
Admin Asst #1	
Casey Brown	
28700	
5 Years	
Latah County	
Admin Asst #1	
Vacant	

Same Class

Scenario 2

College of Dentistry	
Admin Asst #1	Admin Asst #2
Terry Smith	Pat Jones
33200	31600
8 Years	6 Years
College of Pharmacy	
Admin Asst #1	
Casey Brown	
28700	
5 Years	
Latah County	
Admin Asst #1	
Val Peterson	
34400	
7 Years	

College of Dentistry	
Admin Asst #1	Admin Asst #2
Terry Smith	Vacant
33200	
8 Years	
College of Pharmacy	
Admin Asst #1	
Casey Brown	
28700	
5 Years	
Latah County	
Admin Asst #1	
Val Peterson	
34400	
7 Years	

College of Dentistry	
Admin Asst #1	Admin Asst #2
Terry Smith	Casey Brown
33200	35000
8 Years	5 Years
College of Pharmacy	
Admin Asst #1	
Vacant	
Latah County	
Admin Asst #1	
Val Peterson	
34400	
7 Years	

Right now the understanding on campus is that if you apply for a similar job (same pay grade), then you cannot get a pay increase.

Departments can offer up to 1/3 of the pay grade, which can create an equity problem. Could piss off other staff in similar positions as new candidates are being offered more than what staff is making who have been in the position for a long time.

UI is willing to pay more for staff with fewer qualifications and less experience.

The proposed communication to go out to all UI employees is that Supervisors are free to discuss compensation with all qualified applicants. Internal and external candidates should be treated the same. Departments should offer the best salary they can. There should be no differential treatment.

We will still have the equity problem with other employees – this is not part of the communication.

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Scenario 1 happens right now. Internal candidates do not apply for other jobs on campus because they believe that they cannot get a raise with the change in jobs.

The proposal is not to deal with the equity, but rather to propose no differential treatment of internal/external candidates.

Question: Would departments be able to go above the 1/3 in salary range? This is a completely different issue that yes, also needs to be addressed. This proposal is to suggest treating internal/external candidates the same.

Question: Anything preventing the “Terry Smith’s” to apply for the position? If we have a system that encourages Terry to apply for the position (both positions are the same in this scenario), then we have a broken system. Would not encourage but rather the system should be fixed. Again, this is a separate issue. Does not make sense to play musical chairs in this situation.

Question: Our department cannot get applicants, so cannot fill the vacant positions. This has resulted in having to bump up the pay in order to get qualified applicants, so now the job is less, but pay more than other current employees are making. What can we do here? This is the equity problem again. Growth of the institution, more students drives the financial impact of the institution. We are not market competitive. The short-term goal is to stop angering the “Casey Brown’s” of the world.

Question: When approved, what is the plan to communicate this to all of campus? There will be a communication that will go out to all employees. The goal is to build the team; create a culture that is conducive to building the team.

Greg Fizzell – let us please limit the discussion to leveling the playing field.

Question: Say Terry is happy, but now you hire a new employee at a higher rate? Either scenario will piss Terry off.

Question: What about the unwritten rule that current staff can only receive a maximum of 5% of what they currently make, when taking a different position on campus? This proposal would alleviate the limitations to any percentages.

Question: Will this also include current searches? What if they are already at the 1/3 of the salary? 1/3 is the practice. We do have the opportunity to negotiate the salary through the provost, the question should be is the supervisor willing justify going beyond the 1/3 on the scale.

Motion to approve and support this memo as we understand it by Andrew Brewick, 2nd by Darren Kearney.

Comment: Vote of appreciation of our new leadership to start to address these issues. Thank you!

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This is step 1 of a very long process. Long-term goal is to address and fix other HR issues as well such as equity, market value problems. There is institutional pressure to fix these “broken” problems on campus.

Question: Is there a timeline in place if we approve this proposal to address the other HR problems? Upper administration understands that this is an issue and we will continue to work on this as effectively as possible. Next step is to create the tools to address these problems. Upper administration is anxious to deal with it but we need to have the tools in place to do it right.

Vote: Approved unanimously.

To go in front of the President’s council on Monday.

Meeting adjourned at 10:40 AM