
Absent: Erin Brothers, Heath Davis, Michelle Highly, Kim Lebeck, Emily Milke, Mary Starks, Mark Wilson, Tim Wolf, Julia Woodiwsiss, and Kevin Zihlman

Administrative Liaisons: Cheryl Reardon, Associate Vice President and Chief Human Resources Officer

Guests: Dr. Michael J. Richards, President, State of Iowa Board of Regents; Tiffany Stevenson Earl, Compliance Specialist & ADA Coordinator and Brian Manternach, Inclusive Design Specialist & Deputy ADA Coordinator, Equal Opportunity and Diversity; Casey Westlake & Quentin Misiag, UI President’s Office Hawkeye Caucus

Welcome, Roll Call, and Minutes

Minutes Approval:

- September 13, 2017 - UI Staff Council meeting – amended & **APPROVED**
  - Nancy Davin – motioned
  - Craig Spitzer – seconded

Minutes Review:

- September 19, 2017 - UISC Exec Committee Meeting with President Harreld
- September 20, 2017 - UISC Executive Committee Meeting
- September 20, 2017 - UISC Exec Committee Meeting with Interim Provost Curry

Human Resource Update: Cheryl Reardon, Associate Vice President and Chief Human Resources Officer

UI Human Resources Department emailed a campus wide newsletter today, their second of its kind. Distributed every few months, this informational email provides UI employees with a digest of program and policy information.

Talent Acquisition@Iowa is a life-cycle look of an employee’s matriculation from attracting talent to optimizing our workforce. This framework is based on three factors: Attract (enhancing the UI as their employer of choice), Engage (cultivating top talent by creating communities, developing and identifying internal talent), and Recruit (modernizing of steps, removing barriers) all while cultivating our culture and values. Plans to replace Jobs@U Iowa with the cloud-based Oracle Taleo system will also provide us with opportunities for cost savings. An implementation partner will assist with this transition as we refocus our efforts in January 2018 with an anticipated completion for most the Talent@Iowa projects by June, 2019. The power point presentation and the October/November implementation update can be viewed on Staff Council’s website as well as the UI Human Resources website for additional information.
Board of Regents Update: Dr. Michael J. Richards, President, State of Iowa Board of Regents

It was our pleasure to welcome Dr. Michael Richards, our 22nd President of the Board of Regents, to our monthly meeting. He spoke of his connections to the University of Iowa, one being an alum from the College of Medicine. He practiced medicine for over twenty years before running a medical equipment business, which he sold and moved onto another business of making carbon composite equipment for aerospace and medical industries. Following that venture, he retired. A few months later, he was asked to serve on The Board of Regents in which he was appointed by then, Governor Terry Branstad, in May 2016 and became President in May 2017. One of the first things he wants to do is to allow public comment time during the Board’s meetings. In addition, he wants to be a resource to all of the Board’s public institutions.

Dr. Richards described the institutions funding as a three-legged stool, which needs balanced. State appropriations, tuition, and reallocation within each institutions represent each leg. Historically, two-three decades ago, state appropriations funded 65% of our funding, while the other 35% came from tuition; this has now flipped. Our institutions are not alone in this unfortunate turnaround, it is nationwide and not a unique problem. The Board and our State of Iowa institutions had a $30 million year end cut this past year, across all institutions. The Board of Regents is now asking the State House for $12 million for undergraduate-resident financial aid; $5 million each for University of Iowa and Iowa State, and $2 million for University of Northern Iowa. A tuition task force was created in which each institution submitted proposals and provided opportunities to advocate their needs. After deliberation, it was decided the Board would not be deciding the tuition rate at their October meeting, as first reported. They need more time to gather data and further their discussions with the legislators. The Board also hopes to avoid raising tuition more than once a year. A slow, steady rise and a predictable pattern is the path they would prefer to take. Each institution is unique and different rates may be considered. For instance, the University of Northern Iowa is not a research institution; it’s a regional university largely educating resident students. The Board of Regents wants to fund education at all levels.

TIER has documented $55 million in savings thus far. That savings is kept within each institution, not externally, but legislators are interested in how it is done. There was also substantial savings in refinancing bonds to a lower interest rate.

Dr. Richards closed by acknowledging the good working relationship between the institutions’ presidents, the Board of Regents, and the legislators for the State of Iowa. Everyone wants to make a difference and work on transparency by depolarizing the process. We all have an impact on making Iowa a great place to live and learn.

Disability Awareness & Compliance at UI: Tiffini Stevenson Earl, Compliance Specialist & ADA Coordinator, Equal Opportunity and Diversity; Brian Manternach, Inclusive Design Specialist & Deputy ADA Coordinator, Equal Opportunity and Diversity

In 2008, the Disability Planning and Action Committee (DPAC) was formed to lead and coordinate the University of Iowa’s efforts to provide access to members of the university community with disabilities. DPAC strategizes and develops long-term plans for access in areas of infrastructure and technology and monitors the institution’s ADA compliance. DPAC works in partnership with various units across the university to ensure that disability services are available for students, employees, and campus visitors. DPAC is chaired by Interim Chief Diversity Officer and Associate Vice President, Lena Hill, and key members include other upper level administrators and members of the A (accessibility) Team. In 2010, DPAC developed the Iowa Regent Disability Summit, which is now an annual event rotating between Regent schools. The University of Iowa will host in 2019. In addition to DPAC, the University of Iowa has
the Charter Committee on Diversity with our fellow Staff Council representative, Carly Armour, as a committee member until 2020. Recently, there has been a push to renovate the campus restrooms to accommodate our users. Van Allen Hall, MacLean Hall, North Hall, Boyd Law Building, and English Philosophy Building have been updated, to name a few. The new College of Pharmacy building has incorporated universal design in its planning, in which Brian Manternach specializes. While disability is under the BUILD umbrella, there is currently no BUILD class, but there is a Learning and Development course: Universal Design of Physical Space. If your workplace has an interest in having your space assessed, please contact Brian. The Hawkeye Accessibility Ambassadors have assisted in universal design by providing feedback during planning or when renovations are needed. 95% of disabilities are invisible. This group has also been involved with promoting disability awareness using poster campaigns and campus involvement.

The overall common thread for these committees is to go beyond compliance.

**UI Staff Council Committee Updates and Discussion**

University Relations, Postcard Letter Writing Campaign: Casey Westlake & Quentin Misiag, UI Office of Governmental Relations.

Casey Westlake and Quentin Misiag were guests of Staff Council’s University Relations Committee to promote a shared governance venture by writing postcards to our legislators in support of the University of Iowa and our missions. We want the State to hear about their impact on our students, staff, and faculty. Instructions and Hawkeye Caucus postcards were handed out to all Staff Council representatives. If you know anyone that would be willing to also write, people were encouraged to take more. Please keep your message brief and positive. Once you and/or your fellow staff members have filled out your postcards, contact University Relations committee members or Staff Council executive members to pick up your postcards. PLEASE DO NOT put them in campus mail and there is no need to address them. UI Hawkeye Caucus members will take care of the postage for us. We will also be promoting this cause at an upcoming Science Thursdays, at the UCC, and the IMU. Please return these cards before Friday, October 27 so we can get them to the legislators in November.

**Announcements**

- Libby Conley has replaced Hans Hoerschelman as staff representative for Talent@Iowa Governance Council. Talent@Iowa will shift focus in Spring 2018 on talent acquisition strategy and system implementation.
- Phase Two of the Academic Structure 2020 has begun. An email went out to campus today with an update from Interim Provost Curry. Monica Madura, past Staff Council representative, will be representing staff on this committee.
- PathForward Steering Committee will work as one committee, essentially replacing the past SIT and OT teams. Current and new issues will be tied to the UI Strategic Plan.
- Staff Council’s Homecoming float has another honor this year, placing second in our category. Thanks to all who helped in this endeavor.

**Meeting adjourned:** - Libby Conley motioned; Glenda Smith seconded.

**Next Meeting:** Wednesday, November 8, 2017; 2:30 – 4:30 PM - 2520D UCC