Staff Council Meeting
2520 UCC
November 8, 2017


Absent: Carly Armour, Barbara Barrows, Erin Brothers, Christine Cole, Suzanne Doershuk, Theresa Drake, Lisa Harless, Michelle Highly, Kimberly Keister, Lorelei Kurimski, Joe Lang, Emily Milke, Katie Millard, Heather Mineart, Melanie Ostmo, Brenda Van Dee, Mark Wilson, and Julia Woodiwiss

Administrative Liaisons: Kevin Ward, Assistant Vice President for Human Resource Administration

Guests: Dr. Susan Johnson, Kristal Gibson and Cynthia Joyce, Office of the Ombudsman; Dr. Brent Gage, Associate Vice President for Enrollment Management

Welcome, Roll Call, and Minutes

Minutes Approval:
- October 11, 2017 - UI Staff Council meeting – Approved with no changes
  - 1st motion – Nancy Davin
  - 2nd motion – Lorna Golson

Minutes Review:
- October 18, 2017 - UISC Executive Committee Meeting

It was noted that there will no longer be recorded minutes for UISC Executive Committee Meetings with President Harreld or Interim Provost Curry to eliminate the time spent on these minutes, and to allow a more open conversation during these meetings. After a quick review of the Bylaws by H Pedelty, it was noted that minutes may or may not be required per the Bylaws. Further study of the Bylaws may be required to resolve this.

Human Resources Update, Kevin Ward, Assistant Vice President for Human Resources Administration

Kevin reviewed the progress with Talent@Iowa. He discussed the charge and membership of the Data Driven Decisions committee and their progress with the Technical Committee, Proof of Concept Overview and Demonstration, and a fall timeline for the committee. More information may be found at https://hr.uiowa.edu/talent.

Lead HR Officer Roundtable is a partnership co-sponsored with Cedar Rapids Iowa City Corridor Development to discuss common interests for the Cedar Rapids Iowa City Corridor. The initial meeting was held on November 2, 2017 with a welcome by President Harreld. This meeting included representatives from ACT, Procter & Gamble, Rockwell Collins, Pearson, MidWest One Financial, Kirkwood Community College, Mercy Cedar Rapids, Mercy Iowa City, and UFG Insurance. They plan to meet quarterly.

Other updates included changes for merit staff. Human Resources has been meeting with campus HR representatives to clarify policy aspects, and transitions to the new language in merit rules. They have been providing information out to the HR community, and more information will be provided to staff in the future. Benefits Open Enrollment is currently underway until November 17, 2017 for all groups. They have had additional help in the benefits office to create a call center for questions related to the changes for Merit Staff.
Office of the Ombudsperson, Dr. Susan Johnson, Cynthia Joyce and Kristal Gibson

The Office of the Ombudsperson is a confidential, neutral, informal, and independent resource for any member of the university community.

Kristal Gibson joined the Office of the Ombudsperson as a temporary half-time Associate Ombudsperson in July 2017. She has training in mediation and served as an investigator and adjudicator for Title IX cases at the University of Iowa. The search for a permanent Associate Ombudsperson will start this fall. In addition, Dr. Johnson is retiring next year and they will be looking to fill her half-time position.

They reviewed their report noting comparisons between this year and other years. Their satisfaction survey indicated an 80% satisfaction rate which is in line with other years. Other information regarding their office may be found at https://uiowa.edu/ombuds/. Their report may be found at https://uiowa.edu/ombuds/sites/uiowa.edu.ombuds/files/wysiwyg_uploads/31st_annual_report.pdf and the PowerPoint presentation on our site https://uiowa.edu/staff/meetings-and-agendas next to the posted minutes.

Dr. Brent Gage, Associate Vice President for Enrollment Management

Dr. Gage joined the university in December 2014 as the first Associate Vice President for Enrollment Management. He discussed the purposes and processes of strategic enrollment management (SEM) and reviewed how they accomplish their goals through outreach and engagement. The Enrollment Management team includes Kirk Kluver, Undergraduate Admissions; Michael Hovland, Enrollment Management Analytics; Kathy Bialk, Student Financial Aid; Scott Fiddelke, Enrollment Management Communications; and Jeff Waechter, Enrollment Management Operations. Dr. Gage presented information related to identifying potential university students and how the prospect pool is built through college fairs, geomarketing, e-mails, mailings, school campus visits, etc. Once potential students have been identified, a path to Iowa is created through outreach communication, following through with the student applying to the university, developing a financial aid package to make it accessible, and preparing for transition to the university environment. There is a five-year strategic enrollment management plan and there will probably always be a five-year plan that will continue to evolve as demographics, technology, and resources change.

Announcements

Dave Ricketts, Administrative Services Director, Parking and Transportation, is retiring. There is a reception on Wednesday, November 15.

Four of our meetings during the remainder of the year will be in different locations as follows:

- December 13, 2017 - MERF 1117
  - Nancy Davin will present regarding the Funded Retirement and Insurance Committee (FRIC) at the December meeting
- January 10, 2018 - Hancher, Stanley Café
  - There will be free parking after 2pm and a short tour following the meeting.
- March 14, 2018 – Kinnick Stadium, Press Box
- April 18, 2018 – Old Capitol Museum, Senate Chambers

Michael Hesseltine and John Laverty went to the Budget Meeting with President Harreld presiding. We have a responsibility to ask legislators about strategies regarding the state’s economic growth plan.

Academics 2020 Review Committee is looking at academic structures on campus. An e-mail was sent today, November 8, regarding this information. More information can be found at https://uiowa.edu/acad-org-2020/.
Searches currently underway include College of Law Dean, College of Public Health Dean, and UI Museum of Art Director. John Keller will be the Interim Vice President for Research and Economic Development while the search for Dan Reed’s replacement is underway.

The University of Iowa has created the Path Forward Steering Committee (PFSC) that will replace the two teams, the Operations Team and the Strategy Implementation Team, to move forward with the implementation of the UI Strategic Plan 2016-2021. The following link is to the article in Iowa Now: https://now.uiowa.edu/2017/11/ui-takes-new-approach-achieving-strategic-plan-goals

The SCEC will be meeting with Interim Provost Curry on Friday, November 10, 2017, and with President Harreld on Monday, November 20, 2017. If you have any discussion topics for either of these meetings, please send those requests to John Laverty or any SCEC Member.

The post card campaign went well. They are still collecting them if anyone has any yet to be turned in.

Committee Reports:
- Bylaws committee – H Pedelty met with the SCEC to review changes that the committee plans to seek approval in upcoming meetings. Readings for these changes will be in future meetings.
- Committee on Committees – FRIC recently had a vacancy to be filled. They are currently in the process of a review of all of the charter committees and their charge to determine if there are any changes necessary.
- Communications Committee – They are working to receive more content from committees. They are working to communicate with constituents. Staff Council’s Facebook page has been revived with new images and content. They are working to add Staff Council contact information to the webpage.
- Human Resources Committee - This committee has drafted some guidelines looking into specific directions for a voluntary release policy, and they are moving forward with this. They are still collecting data regarding any change suggestions in family caregiving leave.
- Outreach Committee – They have met with Chuck Swanson at Hancher Auditorium, and he is open to working with them regarding a staff appreciation event. More details will follow in the coming months.

Adjournment:
- 1st Motion – Jim Verry
- 2nd Motion – Apryl Betts
- Adjourned

Next Meeting: Wednesday, December 13, 2017; 2:30 – 4:30 PM – MERF 1117