
Absent: Marsha Adolph, Collin Davis, Lisa Harless, Michelle Highly, Kimberly Keister, Joe Lang, Kim Lebeck, Adam Miller, Mary Starks, Katie Villhauer, Mark Wilson, and Tim Wolf

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

Guests: Ted Abel, Roy J. Carver Chair in Neuroscience, Director of the Iowa Neuroscience Institute and Professor of Molecular Physiology and Biophysics in the Carver College of Medicine; Joni Troester, Health Benefits Review Committee Chair, Assistant Vice President for Total Rewards, University Human Resources; Carl Petty, HR coordinator, Organizational Effectiveness; Mike Schueller, FRIC member and Assistant Director of Environmental Operations; Nikole Mac, Director UI Leadership Development

Welcome, Roll Call, and Minutes

Minutes Review & Approval:
- November 8, 2017 - UI Staff Council meeting
  - Apryl Betts – motioned
  - Lorna Golson – seconded
  - Motion passed

Minutes Review:
- November 15, 2017 - UISC Executive Committee Meeting
  - No edits

Iowa Neuroscience Institute: Dr. Ted Abel, Roy J. Carver Chair in Neuroscience, Director of the Iowa Neuroscience Institute, Professor of Molecular Physiology & Biophysics, Carver College of Medicine

Iowa has a rich tradition in neuroscience dating back to 1890, and it is inspiring to see the new institute building on that legacy. In order to better understand and treat brain disorders, the institute is asking big questions and enabling creativity through its diverse, inter-disciplinary faculty.

Iowa Neuroscience Institute (INI) Progress:
- The institute now offers an undergraduate degree in Neuroscience giving Iowa students access to exciting new educational and research opportunities in collaboration with Department of Biology and Psychological and Brain Sciences. There are upwards of 75 students interested in this new degree program.
- Enlisting current UI faculty to join the Institute (over 100 currently), hiring eight new members. INI faculty members contribute over $50 million in grant funding each year.
- Develop seven Research Programs of Excellence by building research cores supported by Carver Trust and encouraging multidisciplinary programs.
Publishing many research papers in leading journals such as *Nature, Neuro,* and *Molecular Psychiatry.*

Continuing outreach and promotion of neuroscience research on our campus, in other areas of Iowa and plans for UI Health Sciences week in April with the theme, “The Connected Brain”.

Research in the **Abel Lab:**
- The Role of Sleep in Memory Storage
- Molecular Mechanisms of Memory Storage
- Mouse Models of Neurodevelopmental and Psychiatric Disorders

New and exciting developments and research are happening within our new Institute and it could not be in better hands.

**Human Resources Update:** Cheryl Reardon, Associate Vice President & Chief Human Resources Officer

**Talent@Iowa**
- The December 2017 Talent @IOWA project overview was distributed to our group. The implementation updates can be viewed on their resources page.
- The new Oracle based talent acquisition system, Taleo, was introduced to the HR community on Monday. This system, which will eventually replace Jobs@UIowa, will be unveiled to the overall campus fall, 2018.
- There is now a website for the Employment Practices Review. This website will include details regarding the review process, the statement of work for the initial phase, a high-level timeline, as well as contact information. Fredrikson & Byron, P.A. is conducting the independent external review of the University of Iowa employment policies and practices.

**UI Health Benefits Review Committee** – Joni Troester, Committee Chair & FRIC Admin Liaison

The health care industry and federal legislation have seen many changes. A review of our health and dental benefits is fitting given our last review was 2009-2010. A stakeholder advisory committee was formed mid-November including two staff members from the Funded Retirement and Insurance Committee (FRIC). A faculty/staff survey will be forthcoming for additional campus input. It is the hopes of the committee to have final recommendations within 12 months, December 2018. If you have questions, an email has been established: hr-benefits-review@uiowa.edu.

**UI Organizational Development Updates:** Nikole Mac, Director UI Leadership Development

- **UI Leadership Core: The Four Foundation** – Carl Petty, HR Coordinator
  - A handout was distributed calling for volunteers to serve on a pilot group. Each of the four sections would take approximately 30 minutes each, online through UI Self-Service ‘My Training’. Please contact Carl by next Friday if you’re interested.
- **See It & Solve It Award** – Lorelei Kurimski, UISC representative & committee member
  - A relatively new award program has been implemented. Anyone can submit their idea. While this is not a monetary award, it does benefit our institution by our staff recognizing and submitting an idea on how to solve it through an online format for capturing data. To date, there have been five ‘See It’ award winners.

**Funded Retirement & Insurance Committee (FRIC) Update:** Nancy Davin, FRIC co-chair & UISC member

A summary of benefit updates was provided and can be viewed on our Staff Council website, presentation page.
*One omission on the ‘Plan Design Changes’ section:
  o UleCare (found within your UI MyChart, visits tab) is still free to those who have UIChoice and has $0.00 co-pay. Video chat anytime with a medical professional for common ailments, no appointment necessary, with an average wait time of 15 minutes.

If you have any questions about the handout, feel free to contact the members of FRIC. For a listing of UIChoice Providers and category levels, visit the UI-HR Benefits website.

**UISC President Comments:** John Laverty, UISC President

  o Three names were submitted to Interim Provost Curry for staff representation on the College of Liberal Arts & Sciences dean search, one will be selected.
  o Names are being gathered this week to serve on a committee for UI Anti-Violence Plan for sexual misconduct, dating violence, and stalking.
  o John Laverty will be contacting a handful of representatives who have missed more than three monthly meetings. It is an expectation, as a councilor, to attend as many meetings as possible in an effort to inform your assigned constituents.
  o Congratulations to Ashley Vanorny who was recently elected to the Cedar Rapids City Council.
  o **PathForward Update:**
    o The University of Iowa has created the Path Forward Steering Committee (PFSC) to advance the implementation of the UI Strategic Plan 2016–2021. The PFSC replaces the two existing Path Forward teams, the Operations Team and the Strategy Implementation Team, which were created in the spring of 2016.
    o The PFSC will organize and facilitate four work groups that focus on different areas of the strategic plan:
      o Student Success: Cornelia Lang & Sarah Hansen; Liaison: Melissa Shivers
      o Research & Discovery: Corinne Peek-Asa & Ted Abel; Liaison: Pete Snyder
      o Engagement & Impact: Pete Damiano & Sherry Watt; Liaison: John Laverty
      o Diversity, Equity, Inclusion & Collaboration: Claire Fox & Sherree Wilson; Liaison: Lena Hill

**Committee Updates** (in addition to those submitted prior to the meeting):

  o Bylaws – Two motions will be brought to the January Staff Council meeting.
    o Motion 1: Article XII, Section 3a
    o Motion 2: Article XI, Sections 1 and 3

  o Committee on Committees – A review of the charter committees will be discussed with Pete Snyder, Pete Matthes, and President Harreld.

  o Communications – Added our brochure to the website, launched our website, and working on the volunteer work form.

  o Community Outreach – A group of councilors trimmed the tree and hung holiday decorations for the Bird House, a Hospice home-like environment, in December. An upcoming volunteer opportunity is cooking & serving a meal for the residents of the Russell and Ann Gerdin American Cancer Society Hope Lodge, following our next Staff Council meeting. A flyer was provided and an email will be sent to councilors with additional information and online sign up.

  o Diversity – MLK event posters were disbursed to advertise the four upcoming events in January. An email will follow to forward to our constituents/co-workers.
Elections - Erin Brothers is replacing Lisa Harless as chair. First meeting will be in January.

UI Healthcare – The fourth quarter meeting was cancelled due to the transitional timing of Dr. Robillard to the new VPMA/Dean, Dr. Brooks Jackson. Our first meeting with the Dean Jackson is scheduled for February, 2018.

Meeting adjourned: Brenda Van Dee motioned; Melanie Ostmo confirmed motion.

Next Meeting: Wednesday, January 10, 2018, 2:30 – 4:30 PM
LOCATION: Hancher Auditorium, Stanley Café, 2nd floor
Special guest speaker: Dr. Melissa Shivers