
Absent: Brian Brotzman, Angela Charsha-Harney, Theresa Drake, Sally Fisher, Katie Millard, Mary Starks, Jim Verry, and Nancy Wagner

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

Guests: Kaitlin Luoma, Patient Appointment Center Human Resources; Joe Bilotta, Director of Campus Planning; Nadine Petty, Executive Director, Center for Diversity and Enrichment; Candace Peters, Organizational Consultant and Leadership Coach, UI-HR Organizational Effectiveness; Angela Lamb, co-chair of UI Diversity Charter Committee

Welcome, Roll Call, and Minutes

Minutes Approval:
- January 10, 2018 - UI Staff Council meeting – APPROVED no edits
  - Apryl Betts – motioned
  - Nancy Davin – seconded
  - Motion passed unanimously

Minutes Review:
- January 17, 2018 - UISC Executive Committee Meeting - no edits

University of Iowa Human Resources Update: Cheryl Reardon, Associate VP and Chief HR Officer

TalentACQUISITION@Iowa project aims to enhance the university’s capacity to hire top faculty and staff. It proposes a comprehensive, coordinated approach to employer marketing, candidate engagement, and recruitment that informs new systems, processes, and services. Their strategy is to emphasize on three focus areas: Attract, Engage, and Recruit. In an effort to improve these areas, the University of Iowa has purchased Oracle’s Taleo Cloud Service to replace the current Jobs@UIowa system. Baker Tilly, a professional services firm with expertise in talent acquisition and Oracle systems will assist with the implementation process. An estimated launch date for staff and healthcare will be early fall 2018, while the faculty launch date is anticipated late fall 2018. In addition to the link above, Cheryl’s presentation is now located in our Staff Council meeting archives presentation section. This purchase is an exciting endeavor, one of many new improvements as a result of Talent@Iowa committee work.

The UI Succession Planning (Talent@Iowa) committee will be hosting input sessions. An email has gone out with information listing these dates: March 19, 1-2pm; March 21, 4-5pm, or March 23, 9-10am. Please RSVP by emailing Neda Barrett.

Performance evaluation deadlines are approaching. The campus-wide deadline is March 31st, but be sure to check with your departmental HR representatives for an accurate deadline date, as they may vary.
Campus Planning & Development Update: Joe Bilotta, Director of Campus Planning

Campus Planning and Development (CPD) manages 18 Million square feet of property and Joe Bilotta provided our group with a ‘helicopter’ tour of a new process that their department and multiple committees have developed in the past eighteen months. We encourage you to view their presentation on our minutes website. CPD has many complexities and competencies driven by the University of Iowa programs and how we operate, which includes working with UIHC, Iowa City Downtown District, the City of Iowa City, and the City of Coralville. Their planning processes, master planning progress, space planning, major studies, and project updates are all highlighted in this impressive power point. CPD’s core values are based on PSI’s: Principals, Strategies, and Initiatives, highlighted within the presentation and an additional one page document. Framework planning (a combination of planned open space, architectural features, and circulation system) from other campuses is highlighted. In the future, CPD hopes to extend Anne Cleary Walkway span from Hancher Auditorium to Lot 11 (adjacent to UI Wellness Center). Lighting and wayfinding are two important layers in UI’s near future. In space planning, the SIMS data has been officially completed after collecting and analyzing data for eleven years. Lastly, there are numerous project updates with images sun setting the remarkable power point provided. All of these updates and future projects are a combination of budgeting and generous donations. It’s an exciting time at the University of Iowa.

Talent@Iowa Diversity, Equity & Inclusion (DEI): Nadine Petty, Executive Director, Center for Diversity and Enrichment; Candace Peters, Organizational Consultant and Leadership Coach, UI-HR Organizational Effectiveness

Diversity, Equity, and Inclusion is one of Talent@Iowa’s committees which began in February, 2017. Their charge is to research and recommend strategies to acquire, promote, and retain diverse faculty and staff. A part of this charge is to incorporate best practices and recruitment resources, in part through training search chairs, supervisors, administrators, and HR professionals. The committee has completed their initiation and planning processes and is moving into the implementation phase.

DEI is focused on six principals: 1) Treat diversity and inclusion as business-critical, not compliance-necessary; 2) Move beyond diversity to inclusion and diversity; 3) Prioritize leadership; 4) Embed diversity and inclusion into all talent practices; 5) Provide diversity, equity, and inclusion resources that empower individuals to take action; 6) Drive accountability, not metrics tracking. As part of DEI’s Phase II, three of these principals will be targeted, but all six will inform the university’s diversity and inclusion goals. The three principals that DEI is currently focusing on are #’s 1, 2, and 4 (a handout with more information is located in our minutes/presentation section). All principals will provide universal standards for the University of Iowa. The UI’s Chief Diversity Office announced our tagline, “Excellence through Diversity”, as a part of the Diversity Summit on January 17, 2018 in the IMU Ballroom. Definitions for DEI were also provided. Diversity: The sum of ways that people are both alike and different. Equity: Achieving equal access and advancement of all campus constituencies. Inclusion: Intentional, ongoing engagement with diversity in ways that increase one’s awareness and understanding of how individuals interact across value systems. Candice and Nadine provided many resources, including their presentation, and are now on our Staff Council meeting archives presentation section. Please share them with your co-workers.

UI Charter Committee on Diversity: Angela Lamb, co-chair

The University of Iowa’s Charter Committee on Diversity wants to hear about your experience with diversity, equity, and inclusion. Your perspective is essential in creating an open, welcoming community. A postcard was provided to attendees with two survey links. The first link is to a faculty and staff survey. The survey expires on February 28, before these minutes will post, but has also been
communicated via emails from President Bruce Harreld, Interim Executive Vice President and Provost Sue Curry, and Dr. Lena Hill, Interim Chief Diversity Officer, Associate Vice President, and UI Professor of English. In 2013, 2014, and 2016 (and now in 2018), undergraduate students participated in The Student Experience in the Research University Survey (SERU), which contains some climate-related questions. This year’s survey, which graduate students will also participate in, will also include a few questions taken directly from the faculty and staff survey. The second link is an opportunity for faculty and staff to participate in an upcoming strategic listening session. The purpose of these sessions is to gather additional insight and to assemble various stakeholders’ input for enhancing the University of Iowa. Data gathered from the surveys and listening sessions will inform development of future University of Iowa diversity-related strategic initiatives. If you have any suggestions or questions, feel free to contact the Charter Committee on Diversity at CCD-diversitycharter@uiowa.edu.

UIISC President Comments and Committee Updates: John Laverty, UIISC President

President Laverty acknowledged the UIISC HR committee for their efforts on our proposed volunteer policy, which is currently with Faculty Senate. It is our hope to have this through the pipelines in time to include it with the University of Iowa Operations Manual, which is updated every July 1st.

John also thanked everyone for their continued hard work with contacting our legislators and constituents directly by our representatives or through the University Relations committee. Our legislators have received 2,300 emails and so many phone calls, they can’t keep track. The proposed cuts have real implications.

The Committee on Committees will be reviewing five charter committees each year. Nominations will be coming soon, but they will keep it open for two weeks instead of one, as in the past.

If staff are looking for a place to talk about personal or work issues that they need a confidential resource, the Ombudsperson’s Office is our best option, at this time.

PathForward Steering Committee is continuing to meet and President Laverty has requested that the website be updated.

UI 2020 Initiative (Academic 2020) has appeared to slow down, John will be checking in on our staff representative, Monica Madura for an update.

An effort to resurrect the Faculty/Staff Budget Committee may resurface due to the new budget models and the questions that surround it.

The Elections Committee, Erin Brother as chair, will open nominations on March 12th and voting will begin April 6th for function representatives. There are currently 15 open positions. Org representatives are done at the department level. Please keep in mind that if you enlist people to nominate themselves or you yourself nominate someone, that potential candidates need to have a discussion with their supervisor prior to submitting their name for consideration. Consider having this discussion during your performance evaluation as an attainable goal for the upcoming year. Our next All Staff Council meeting will be located at Kinnick Stadium Press Box and is also during University of Iowa’s spring break, March 14. Marsha Adolph will send out an email to inquire if you’ll be present to assist in the catering needs.

Meeting adjourned: Joe Lang motioned; Erin Brothers confirmed motion. Motion passed.