

UI Staff Council Executive Committee
Wednesday, December 4, 2019
2670 UCC

Present: Mihaela D. Bojin, Jadvyga Gerasimovic, Michael Hesseltine, Monica Madura, Heather Mineart, Jessica Richardson, Marla Rosenblum, Mike Weaver, Brenda Van Dee, and Kevin Zihlman

Absent:

Guests: Megan Hammes, Julie Qidwai, and Teri Schnelle

Review/Approval of UISC Executive Minutes:

- November 4, 2019- UISC Executive Committee Meeting - minor edit brought forth for review, accepted as amended.

Group Discussion Topics:

UISC Mentorship Survey - Julie Qidwai, UISC Education Committee Co-Chair

- Discussion regarding current surveys in use, assessment, and implementation of feedback to improve the counselor's experience.
- The Education Committee will be working to revise a survey for committee members who are currently participating in the mentorship program.
- Marla will work with the Education committee to update the exit survey (end of year) to ensure it has questions regarding counselor resources and accessibility.

Catastrophic Leave Proposal - Teri Schnelle, UISC Human Resources Committee

- The current catastrophic leave policy allows eligible employees to donate accrued vacation leave to another eligible employee for use as sick leave during a catastrophic illness or injury or for use as vacation leave during a family member's catastrophic illness or injury. Upcoming policy changes will expand the eligible population to faculty and staff who do not accrue vacation.
- Phase II: the Catastrophic Leave sub-group has presented UISC Human Resources Committee and UI Human Resources with a set of new recommendations and efficiencies for consideration.
- Next Steps:
 - Nathan Stucky, UI HR, will be reviewing the proposal later this week with Terri Schnelle.
 - The Catastrophic Leave sub-groups proposal will be in the packet for next UISC meeting for the full council to review.
 - Mike Weaver will share the recommendations with the Faculty Senate President at their next meeting.

Corridor Games – Megan Hammes, Director UI Wellness

- Discussion regarding the 2020 [Corridor Corporate Games](#):
 - “The Corridor Corporate Games is a company based competition, starting June 1 and ending July 31, that enables and supports teamwork, company pride and corporate wellness through healthy competition. 2020 will be the second year of this annual event. Over twenty-five events and competitions are offered, held throughout the Cedar Rapids/Iowa City Corridor, and include both competitive and non-competitive events.”
- Next Steps: Review of where coordination of event, participation by staff/faculty, and sponsorship should live at the University of Iowa.

Fair Trade Resolution – Mike Waver

- Discussion regarding a resolution titled, “Fair Trade at the University of Iowa” established by the Presidents Sustainability Charter Committee. The resolution is being reviewed by all shared governance Executive Committees before being signed by the President.

November Staff Council Meeting Agenda Review – Mike Weaver

- Provost Initiatives - Provost Montse Fuentes
- Discussion regarding P3 - Terry Johnson, UI Chief Financial Officer & Treasurer
- Climate resolution – Mike Weaver
- Bylaws Amendments Vote – John Weyer, Bylaws Committee Chair
- “Hot Coca and Treats” - if you bring treats (cookies, candy, cupcakes) you may log 1 volunteer hour.

Coke Funding Requests - CLAS Staff Recognition and DEI Awards Reception- Brenda Van Dee

- **Request:** *20th Annual CLAS Staff Recognition Program*, Kari Gates
- **Amount Requested:** \$500 of \$7,518 Budget
- **Description:** “I am writing to request funds of \$500 in support of our 20th Annual CLAS Staff Recognition Reception. In previous years, Nancy Fick, our former Senior Director of Human Resources has requested these funds in support of our staff that attend this reception. We usually have attendance of around 200-250 staff, it is well attended, and our staff look forward to this event every year. We are requesting this grant to help defray costs for our reception.”
- **Call for vote:**
 - The vote passed with 8 votes in favor, 0 against, and 1 abstention.
- **Request:** *Diversity Catalyst Awards Reception*, Steven Edwards
- **Amount Requested:** \$1,000-\$2,000 Budget \$7,500
- **Description:** “The Diversity Catalyst Awards Reception does not apply for the Staff Appreciation Grant Program because this is a campus-wide event. We have not applied to any of the other funding opportunities provided by the Coke funds. The Diversity Catalyst Awards were created by the Office of Equal Opportunity & Diversity in the Division of Diversity, Equity, and Inclusion to honor faculty, staff, students, programs, departments, and/or student organizations at the University of Iowa who have engaged in diversity initiatives during the previous academic year that have served to promote the development of an inclusive and diverse campus community. The Diversity Catalyst Award recognizes the excellence, innovative and distinctive inclusion efforts of campus constituents. We welcome all UI community members to nominate their peers for this prestigious award and encourage department administrators to consider nominating those in their unit who have received other diversity awards over the past year.”
- **Call for vote:** Pending- follow up needed.
 - The Executive Committee would like justification for increase/range in request this year.

Roundtable – All

- UI Human Resources has asked for feedback regarding their strategic plan. Several broad themes were discussed by the committee members for review: professional development, succession planning, wages, supervisor training/accountability, and explore/promote of flexible work arrangements.
- Committee on Committees is visiting several of the Presidential Charter Committees in the next few months to observe and learn more about their missions.
- The Diversity, Equity, and Inclusion Committee is looking at March 2, 2020 for their annual event.

Meeting adjourned: Brenda Van Dee motioned; Heather Mineart confirmed motion.

Next meeting: January 3, 2020, 8:00 – 10:00 am 2390 UCC