

DRAFT
UI Staff Council Meeting
VOX 002
Wednesday, July 10, 2019

Present: Ewa Bardach, Damien Blair, Mihaela D. Bojin, Suzanne Doershuk, Em Domingues, Beau Finley, Sally Fisher, Kathleen Ford, Jadvyga Gerasimovic, Amy Halvorson Bouffard, Shari Heick, Michael Hesseltine, Gregory Hopson, Genevieve Johnson, James Jorris, Jackie Kleppe, Karen Kluesner, Tyler Lantz, John Laverty, Monica Madura, Carrie Mahon, Emily Milke, Heather Mineart, Jamie O'Meara, Stephen Pacha, Steve Paulsen, H J Pedelty, Yelena Perkhounkova, Carlton Petty, Lisa Piper, Ted Potter, Mindy Redlinger, Kathryn Reynolds, Jessica Richardson, Teri Schnelle, Sonia Slevinski, Glenda Smith, Jennifer Stout, Jim Verry, Cassie Walizer, Angela Ward, Michael Weaver, Linda Weir Jacobi, Jessica Welter, John Weyer, Carrie Whittaker, Anne Wilson, Toni Woodbury, and Kevin Zihlman

Absent: Sara Heineman, Julie Qidwai, Mary Shumaker, Brenda Van Dee, and Linda Varvel

Administrative Liaisons: Cheryl Reardon and Marla Rosenblum

Guests: Cristobal M McKinney

Welcome and Minutes: Mike Weaver, UISC President

Minute Adoption:

- June 12, 2019 - UI Staff Council meeting – adopted by majority as amended.

Minutes Review:

- June 19, 2019 - UISC Executive Committee Meeting - minor edit brought forth for review.

Announcements: Mike Weaver, UISC President

One goal this year is to make sure we are covering topics staff would like to learn more about. Between Council meetings, Council members will receive an email from Marla asking them if they would like to propose a speaker or a discussion topic for consideration for a subsequent meeting.

Presentation Topics:

Staff Council Bylaws - amendment second reading - John Weyer, Bylaws Committee Chair

Review proposed amendment for 2019-2020 year:

- **Changes to language regarding the Diversity Committee to “Diversity, Equity, and Inclusion Committee.”**
- **Rationale:** The Diversity Committee wants to update the committee name to Diversity, Equity, and Inclusion Committee, make the language more concise, and to remove references to specific offices or programs.
- **Second reading & discussion:**
 - A minor formatting edit was noted for review before final version is published. Suggestion from floor to proceed with proposed language. The Diversity, Equity, and Inclusion Committee can recommend further changes as needed.
- **Motion up for second vote:** Heather Mineart motioned; Sally Fisher confirmed motion. Motion passed with no abstentions or oppositions. For details, please see our [website](#).

Discussion regarding soliciting a co-chair for the 2019-2020 bylaws committee.

HR Update - Cheryl Reardon, Associate Vice President and Chief HR Officer

Follow up regarding possible presentation topics for the UI Staff Council agenda, based on feedback requested at the June 2019 meeting. Future topics and/or presenters include:

- **[Compensation and Classification](#)** - Trevor Glanz, Director, Compensation and Classification to review how HR annually determines the scales, the annual review of market data, what is the common procedure for career advancement and promotion, and what the current process for employee reclassification is if the scope of an individual's job duties are adjusted.
- **[Flexible Work Arrangements](#)** – Presentation regarding flexible work arrangements, policy, and best practices.

- [HR Policy](#) - Based on previous work of the UISC HR committee new initiatives surrounding supervisor training are being reviewed by the university, more information to come soon.
- [Tuition assistance](#) - Presentation to review the current program and application process. Also, a new request (jointly sponsored by UHR and SC) for additional funding.
- **How can UI Staff Council prepare:** Make sure you share what your colleagues are concerned about or topics that are being discussed locally.

Nominations for Academic Support Services and Libraries Councilor Vacancy

Discussion regarding the current process for filling a vacancy: a call for nominations will be taken from the floor during the July meeting, the Elections Committee will review the nominations provided and pass on two of the nominations on to the Executive Committee, which will make the final decision. The expectation is that the Academic Support Services and Libraries vacancy will be filled before the next Council meeting.

The call for nominations from the floor consisted of 5 names, in no particular order:

- Thomas O'Shea, Departmental Administrator
- Brett Cloyd, Reference & Government Information Librarian
- Robin Paetzold, Director of Global Programs, CCOM
- Marlys Boote, Director of Enrollment Management, CLAS
- Dromi Etsey, Director of Global Community Engagement

UI Staff Council Retreat

Committee Breakout Sessions

Committee chairs will have access to the bylaws regarding their committee charge and purpose and a copy of the 2018-2019 end-of-year report. The blank copy of the 2019-2020 goals worksheet should be completed and turned into Marla.

- First Committee Breakouts 30 minutes each
- Second Committee Breakouts 30 minutes

Committee Goals Review Session

- [Awards](#)
- [Bylaws](#)
- [Committee on Committees](#)
- [Communications](#)
- [Community Outreach](#)
- [Diversity](#)
- [Education](#)
- [Elections](#)
- [Human Resources](#)
- [MSE/C](#)
- [University Relations](#)

Miscellaneous/Announcements:

Tour of the Voxman Music Building facilities will take place after the meeting adjourns. Please meet Kathy Ford by the elevators to start your tour on the 4th floor.

Meeting adjourned: [4:29 p.m.] Genevieve Johnson motioned; Michael Hesseltine confirmed motion.

Next Meeting: August 14, 2019, 2:30-4:30 PM, 2520D UCC