

FINAL
UI Staff Council Meeting
Zoom
Wednesday, May 13, 2020

Present: Damien Blair, Mihaela D. Bojin, Matsalyn Brown, Em Domingues, Sally Fisher, Kathleen Ford, Jadvyga Gerasimovic, Amy Halvorson Bouffard, Shari Heick, Michael Hesseltine, Gregory Hopson, Genevieve Johnson, James Jorris, Jackie Kleppe, Karen Kluesner, John Laverty, Monica Madura, Emily Milke, Heather Mineart, Debra O'Connell-Moore, Jamie O'Meara, Stephen Pacha, Robin Paetzold, Steve Paulsen, H J Pedelty, Yelena Perkhounkova, Carlton Petty, Lisa Piper, Ted Potter, Kathryn Reynolds, Jessica Richardson, Julie Qidwai, Teri Schnelle, Mary Shumaker, Sonia Slevinski, Glenda Smith, Jennifer Stout, Brenda Van Dee, Linda Varvel, Jim Verry, Cassie Walizer, Angela Ward, Michael Weaver, Linda Weir Jacobi, Jessica Welter, Carrie Whittaker, Anne Wilson, Toni Woodbury, and Kevin Zihlman

Absent: Tyler Lantz

Administrative Liaisons: Cheryl Reardon Marla Rosenblum

Guests: Wendy Asking, Georgia Carroll, Libby Conley, Manuela Cretella Foglio, Zach Girazian, Megan Hammes, Erika Holm-Brown, Becky Keogh, Teresa Kulper, Chuck Long, Jeremy Richardson, Rubia Ruiz, Lisa Schumacher, Madison Scott, Jenny Simpson, Erin Turnis, and Yashwant Vyas

Welcome and Minutes: Mike Weaver, UISC President

Minute Adoption:

- April 8, 2020 UISC Meeting Minutes-
 - *Minor edits brought forth for review. Accepted as amended.*

- May 5, 2020 Executive Committee Meeting Minutes-
 - *Minor edits brought forth for review.*

President's Notes:

- Review of Zoom Meeting protocol,
- Attendance by Zoom and email to Mike/Marla

Presentation Topics:

Human Resources Update – Cheryl Reardon, Associate Vice President and Chief HR Officer and Teresa Kulper, Senior HR Lead Organizational Effectiveness

- **Human Resources - COVID Related Initiatives**
 - Reassignment Pool - 122 assigned (as of May 13, 2020)
 - 300 available for redeployment in the temp workforce pool.
 - **(82% from Student Life/College of Dentistry)**
 - Day Care Concierge Services – UIHC enterprise
 - Support to find options.
 - Jacobsen Funds - Gift thru UICA for staff to apply for assistance to help offset cost of childcare expenses.
- **Pay Practices Updates:**
 - **Resident Assistants, Graduate Students, Post Docs, Bi-Weekly Hourly Employees** (students and temp employees) return to regular procedures – based on needs of mission/units, return to normal status.
 - Hiring/rehiring procedures based on academic/research needs of the department.
 - Regular procedures would apply to all future appointments, not limited to this summer/fall.
 - **Pay Practices – Faculty**
 - **Tenured Faculty--** Remain in paid status. Summer salary, if available.
 - **Probationary Tenure Track, Clinical Track, Research Track and Instructional Track Faculty**

- FY Appointments - Paid status based on existing contract terms.
 - AY Appointments – Paid status based on existing contract terms. Summer salary, if available.
 - Contract extensions and new hires will be based on the academic/research needs of the employing college.
 - **Fixed-term Faculty, including Visiting and Adjunct Faculty**
 - Existing contract terms apply.
 - Contract extensions and new hires will be based on the academic/research needs of the employing college.
 - **P&S, SEIU and Merit Staff** - Remain in paid status and perform work in current position.
 - If meaningful work is not available in current position:
 - Register for the temporary redeployment pool,
 - Remain available/Accept redeployment when offered.
 - **NEW – If No Meaningful Work & No Reassignment** - Utilize paid vacation leave or comp time if available, or unpaid leave.
- **Supervisor Training Updates:**
 - Started heavy in February but training has slowed dramatically since the switch to remote working.
 - Approximately 484 supervisors have all 4 requirements fulfilled.
- **Remote Work Survey**
 - All faculty and staff, **excluding** Health Care, Graduate Assistants, Postdocs, and any employees who are known to be essential and likely working from campus. (*Primary job only, hired by 04.17.2020*)
 - **Timeline:**
 - Launched: Friday, April 17
 - Closed: Friday, April 24
 - Reports: Week of April 27
 - **Feedback Categories:**
 - *Preliminary - routing (4)*
 - *Physical and Psychological Health and Well-being (6)*
 - *Communication/connection (5)*
 - *Performing Work (6)*
 - *ITS (5)*
 - *General (4)*
 - *Employer Loyalty (1)*
 - **Remote work survey results**
 - Excellent response rate of 52%.
 - Employees are overwhelmingly still positive about their work (2,950 agree/strongly agree v. 574 disagree/strongly disagree).
 - Supervisor communication and support seems to be strong; the same seems to be true for co-worker communication.
 - The majority of employees report that they are clear on the work they need to perform.
 - Most respondents report positive impact to their day-to-day performance (2,094 agree/strongly agree v. 1,389 disagree/strongly disagree).
 - Slightly positive or neutral impact on measures of well-being; healthy eating, rest and ability to practice stress management.

Bylaws Amendment, 2nd Reading and Vote – Em Domingues, Bylaws Committee Chair

Background for this proposed amendment:

Article XV Section 4 was last amended during the 2015-16 council year to prevent competing claims to the presidency during a VP succession event. Because the clause that added this protection was phrased in the negative, however, its intent was not immediately clear.

This proposal flips the "not" condition around and further simplifies the section to make it more obvious what the existing language is meant to do.

Proposal 6: Amend Article XV, Section 4 to clarify how a Vice President/President-Elect may be replaced if the position becomes vacant for any reason

Reference:

SECTION 3. If the office of President becomes vacant within the first six months of the operational year, a President shall be appointed by the Executive Committee to serve the remainder of the term. If the office of President becomes vacant within the last six months of the operational year, the Vice President/President Elect shall become President for the remainder of that term as well as the following year.

Current:

SECTION 4. If the office of Vice President/President Elect becomes vacant, a Vice President/President Elect shall be elected by the Councilors to serve the remainder of the term. **If the vacancy in the office of Vice President/President Elect was not caused by a vacancy in the office of President, the elected Vice President/President Elect shall assume the office of President the following year.**

Proposed:

SECTION 4. If the office of Vice President/President Elect becomes vacant, a replacement shall be elected by the Councilors. If the vacancy was caused by the previous occupant becoming President in the last six months of the operational year, the replacement Vice President shall not assume the office of President the following year.

Rationale: to more clearly prevent competing claims to the presidency in the case of a Vice President/President-Elect succeeding to fill a vacancy in the office of President.

Discussion:

No discussion.

Call for vote:

- John Laverty motioned; Brenda Van Dee confirmed motion.
- The vote passed with all in favor, 0 against, and 0 abstentions.

Corridor Corporate Games – Megan Hammes, Senior Director UI Wellness, Jackie Kleppe, Director Outreach and Engagement UI Health Care, and featuring Chuck Long, CEO and Executive Director Iowa Sports Foundation and Iowa Hawkeye Football legend

About the [Corridor Corporate Games](#) – 5th year based in DSM

- Company-based competition in Iowa City/Cedar Rapids Corridor. (approx. 35 companies)
- Supports teamwork, company engagement and pride, employee-wellbeing.
- Competitive and non-competitive events on evenings and weekends.
- Companies earn points through participation and placing in events.

UI Goals for Participation in Corridor Corporate Games

- **Employee Engagement** – Engaged employees forge strong connections to their roles, bring passion to their work, and become advocates for the university.
- **Health and Well-being** – Being physically active, doing activities that promote learning, and connecting with others have positive health benefits.
- **Community Engagement** – The games provide an opportunity to represent UI in the community and meet other people.
- **Student Success** - Internship opportunities are available for aspects of the Corridor Corporate Games and participating companies.

How to sign up for Team Challenges

- Create account at CCG using “CCGUOFI”
- Sign up for events you are interested in competing in or recruit other staff members.
- **Name that Tune Trivia - Zoom** Wednesday, June 3 @ 7:00 pm
- **Blood Donation Challenge**- Challenge started May 1st and goes to August 15
 - **Schedule and appointment:** 319-356-2058
 - **Online scheduling and info:** uihc.org/degowin
 - **Email:** jessica-hinrichs@uiowa.edu
- **Burst Your Thirst Challenge**- June 8-July 17, 2020
 - FREE to UI faculty/staff (normally \$10 per participant)
 - Company Code: **LHIUIOWA**
 - Subsidy Code: **20CCG-UIOWA**

Election Results:

- **Vice President**- Kevin Zihlman
- **Secretary**- Ted Potter
- **At Large**- Mihaela Bojin, Genevieve Johnson, Teri Schnelle, and Glenda Smith

Committee Updates and Round Table –

- See attached committee report.

Meeting adjourned: Mike Weaver motioned; Michael Hesseltine confirmed motion.

Next Meeting: June 10, 2020 2:30-4:30 PM (TBD)