

**UI Staff Council Meeting**  
**2520D UCC**  
**Wednesday, June 12, 2019**

**Present:** Carly Armour, Ewa Bardach, Damien Blair, Mihaela D. Bojin, Em Domingues, Sally Fisher, Kathleen Ford, Jadvyga Gerasimovic, Amy Halvorson Bouffard, Sara Heineman, Michael Hesseltine, Gregory Hopson, Genevieve Johnson, James Jorris, Jackie Kleppe, Karen Kluesner, Monica Madura, Emily Milke, Heather Mineart, Jamie O'Meara, Stephen Pacha, Steve Paulsen, H J Pedelty, Lisa Piper, Ted Potter, Mindy Redlinger, Julie Qidwai, Teri Schnelle, Mary Shumaker, Sonia Slevinski, Jennifer Stout, Brenda Van Dee, 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:** Suzanne Doershuk, Beau Finley, Shari Heick, Tyler Lantz, John Laverty, Carrie Mahon, Yelena Perkhounkova, Carlton Petty, Kathryn Reynolds, Jessica Richardson, Glenda Smith, and Linda Varvel

**Administrative Liaisons:** Cheryl Reardon and Marla Rosenblum

**Presenters and Guests:** Joni Troester, Brianna Marcelo, Erik-John Fuhrer, Elizabeth R Lara, and Cristobal M McKinney

**Welcome and Minutes:** Mike Weaver, UISC President

New councilor orientation was held on Monday.

Carly Amour will be stepping down from UISC on July 2, 2019 to move from a part-time to full-time PhD student in the College of Education Higher Education and Student Affairs program.

Goals for the 2019-2020 Session:

1. All UISC committees are encouraged to consider one or more goals that relate to our campus' Diversity, Equity, and Inclusion initiative.
2. UISC will recruit a merit staff focus group to learn more about how merit staff would like to be involved in Shared Governance on campus. Rationale- merit staff currently only have representation in salary negotiations and none regarding benefits or University policy. We would like to make sure all staff are being represented through Shared Governance on campus.
3. UISC will work with Faculty Senate on a plan for a comprehensive review of all Presidential Charter Committees.
4. Focus on OUR goals. What are your personal goals, your committee goals, and how do we keep the momentum moving forward.

Minute Adoption:

- May 8, 2019 - UI Staff Council meeting – adopted by majority with no edits.

Minutes Review:

- May 15, 2019 - UISC Executive Committee Meeting, minor edit brought forth for review.
  - a. Correct name of CLAS Dean from John to Steve.

**Presentation Topics:**

**Health Care Benefits Review Update** – Joni Troester, Assistant VP Total Rewards

After reviewing campus feedback and peer data, the University of Iowa Health Benefit Advisory Committee, with the assistance of Funded Retirement Insurance Committee, has moved forward its recommended changes to create a new employee health plan option.

The forwarded recommendation includes:

- Creating a lower premium, higher out-of-pocket cost plan offering coverage of similar quality to UIChoice so that employees may better tailor their health plan to individual and family needs;
- Maintaining a free health plan choice for the double spouse family and employee only options in the new plan while adjusting cost-share for these groups in the current plan;
- Pursuing greater financial efficiency and ensuring access to health care providers.

The proposed benefit plan will be submitted to the Board of Regents by the end of the month in order for it to be considered during the August telephonic meeting.

#### **Key Dates/Tentative Timeline:**

- August - Board of Regents telephonic meeting
- August- Pending Board approval, begin communication across campus
- October/November- Open Enrollment, may be extended to 3+ weeks
- January 2020 – Implementation of new health plan option and other specified recommendations

For additional information, please visit the University Human Resources [website](#).

#### **Staff Council Bylaws - amendment process overview and amendment first reading** - John Weyer, Bylaws Committee Chair

Overview of what the current bylaws govern, how they work, and why amendments can be requested. **Article XIX** (page 14) Amendments states *“These bylaws may be amended at the regular monthly meeting of the Council by a two-thirds vote of those present, provided that the amendment has been introduced to the Council at the previous regular meeting.”*

First 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.
- **First reading & discussion:** Motion up for first vote. Motion passed with no abstentions or oppositions. For details, please see our [website](#).
- **Next Steps:** Second reading and consideration of adopting proposed change at next regular meeting, July 10, 2019.

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

- [America’s Best Employers By State](#) – University of Iowa has been selected as the #1 Employer in the State of Iowa and University of Iowa Hospitals and Clinics has been selected as the #3 Employer in the State of Iowa.
- **Staff Council Welcome** - The University of Iowa is a community of faculty, staff, students, alumni, and friends who seek to advance knowledge and foster learning across a broad range of academic endeavors. So that learning and creative expression may flourish, the University takes seriously its obligation to protect academic freedom and free expression; maintain a safe, supportive, healthy, and humane environment; and **nourish a system of collaborative decision making based on mutual respect and shared governance....**
- [HR Vision Statement](#)- "Human Resources provides leadership in shaping an inclusive culture that drives excellence and innovation by supporting talent, engagement, and the employee work experience."
- **Current HR Initiatives** - See website for [HR 2020](#)

#### **Communications Overview and Breakout** – Brenda Van Dee, Staff Council Budget Officer

- **Overview of council representation groups:**
  - Organization Representatives- only one individual from each organization on campus.
  - Function Representatives- usually have multiple members and represent staff by their job function category.
- **Communication resources and expectations:**
  - Tools are located on the shared drive in the [Resources and Tools](#) folder.
  - Please send out a personalized copy of the introduction letter. Function groups representatives can send out one combined introduction letter to their groups.
  - Please review the Staff Councilor Communications Best Practices handout for more information.

- [Excellence through Diversity, Equity, and Inclusion Climate Data](#) Takeaways:

Individuals will...

- Understand the multi-year strategic planning process for Diversity, Equity, and Inclusion.
  - Know key findings for staff from the assessment of campus climate.
  - Recognize UI Staff Council role and connection to the UI Diversity, Equity, and Inclusion Action Plan & Selected Critical Tasks.
- **Multi-year Strategic Planning for Diversity, Equity, and Inclusion (DEI):** Excellence through Diversity, Equity, and Inclusion- Engage with faculty and staff on campus to create a paradigm shift on campus from Diversity to Diversity, Equity, and Inclusion.
- **Goals:** <https://diversity.uiowa.edu/action-plan>
    1. Create and sustain an inclusive and equitable campus environment.
    2. Recruit, retain, and advance a diverse campus community of faculty, staff, and students.
    3. Integrate diversity, equity and inclusion into the university’s core academic mission of teaching, research, and service.
    4. Enhance campus-wide diversity, equity, and inclusion accountability, effectiveness, and collaboration.
- **Possible Next Steps:**
    - **Be Data-Informed-** Have leadership and diversity/DEI - specific committee review and discuss college/unit data to identify areas of strength and opportunity.
    - **Identify and Follow Best Practices and Models that are Working** - Look at best practices and use existing models from higher education and other colleges/units who are leaders in this area.
    - **Intentional Actions and Planning-** Make a DEI-specific plan of action that builds on existing strengths and reflects internal capacity.
    - **Participate in Professional Development** - There are several upcoming opportunities designed to support individuals and units/colleges in their DEI work. One option to consider is, “BUILD: Making the Paradigm Shift from Diversity to Diversity, Equity, and Inclusion.”

**Meeting adjourned:** Jim Verry motioned; Kevin Zihlman confirmed motion.

**Next Meeting: July 10, 2019, 2:30-4:30 P.M. VOX 002**