

FINAL
UI Staff Council Meeting
Online via Zoom
Wednesday, September 9, 2020

Present: Wendy Askling, Damien Blair, Mihaela D. Bojin, Matsalyn Brown, Libby Conley, Kathleen Ford, Jadvyga Gerasimovic, Shari Heick, Michael Hesseltine, Erika Holm-Brown, Genevieve Johnson, James Jorris, Becky Keogh, Jackie Kleppe, Tyler Lantz, Monica Madura, Emily Milke, Heather Mineart, Debra O'Connell-Moore, Jamie O'Meara, Stephen Pacha, Steve Paulsen, H J Pedelty, Yelena Perkhounkova, Carlton Petty, Lisa Piper, Ted Potter, Julie Qidwai, Jeremy Richardson, Jessica Richardson, Rubia Ruiz, Teri Schnelle, Lisa Schumacher, Mary Shumaker, Jenny Simpson, Sonia Slevinski, Glenda Smith, Jennifer Stout, Erin Turnis, Brenda Van Dee, Jim Verry, Yashwant Prakash Vyas, Cassie Walizer, Angela Ward, Michael Weaver, Linda Weir Jacobi, Jessica Welter, Anne Wilson, Toni Woodbury, and Kevin Zihlman

Absent: Em Domingues, Zach Girazian, Gregory Hopson, Kathryn Reynolds, Carrie Whittaker

Administrative Liaisons: Marla Rosenblum, Cheryl Reardon

Guests: Nicholas Creary, Manuela Cretella Foglio, Diane DeBok, Samantha Duncan, Lois Geist, Rachel Gold, Jennifer Graham, Audra Haddy, Megan Hammes, Hans Hoerschelman, Chauncey Jones, Laura Kastens, Patricia Kimbrough, Susan Klatt, Hanh Kratz, Diana Kremzar, Sarah Lambert, Bria Marcello, Angi McKie, Hellecktra Orozco, Blake Rupe, Andrea Shaevitz

Welcome, Zoom Meeting Protocol, and Attendance: Heather Mineart, UISC President

President's Notes:

- Review of Zoom Meeting protocol,
- Attendance recorded by Marla via Zoom; guests asked to put their names into the chat box

Presentation Topics:

Family-Related Support, Remote Work and Well-Being Resources - Diana Kremzar, Director, Family Services – University Human Resources, and Megan Hammes, Senior Director, UI Wellness – University Human Resources (accompanied by Staff Council update childcare and flexible work.pdf)

- Ms. Kremzar presented information on UI resources available to employees who are considering options for childcare and remote work, workplace flexibility options, leave options for employees, and resources for those caring for aging loved ones. Sources of information can be found at:
 - <https://hr.uiowa.edu/well-being/family-services/child-care/just-time-child-care-resources>
 - <https://hr.uiowa.edu/well-being/family-services/workplace-flexibility>
 - <https://hr.uiowa.edu/well-being/family-services/elder-caregiving-resources>
- Ms. Hammes discussed the Employee flu vaccination campaign that starts on September 21st and ends on December 4th. She encourages employees to use ReadySet to complete the short flu survey before going to get a shot. UI Wellness will send councilors a Fall Well Being email to forward to constituents to encourage them to get the flu shot. Staff are encouraged to get the vaccine at a convenient location; shots are now available at some locations.
- A comment was raised that some constituents are concerned about how the university/administration has and is responding to students regarding COVID. Some expressed an indirect, negative impact on their morale and mental health, especially if they directly work with students, as a result of how the university has and is responding to students regarding COVID.
- Another question was raised as to whether the flexible work arrangements will continue after the pandemic has passed; Ms. Kremzar said Human Resources is exploring post-pandemic work arrangements and opined that many departments may continue the flexible work arrangements.

Fall Surveys; Campus Climate and Working at Iowa – Dr. Lois Geist, Associate Provost, and Bria Marcelo, Diversity Resources Director (accompanied by 2020 Fall Surveys_CCS_WAI.pdf)

- Ms. Marcelo discussed the Campus Climate Survey. The last campus climate survey was in 2018. The results will be available by the end of the fall term. Councilors can play a big role in encouraging employees to participate.
- This year's climate survey will be off-cycle and occur in fall 2020 during the same general period as the Working at Iowa survey. Councilors are asked to promote filling out both surveys.
- Dr. Geist mentioned that the health care Working at Iowa survey is a bit longer than the campus survey.
- A question was raised as to whether councilors would be provided with a message to convey to constituents and Ms. Marcelo said she would work with the DEI Committee and SC Leadership to make sure councilors received communication guidance.
- A question was raised as to whether staff could come back to a survey they've begun without having to start over; Ms. Marcelo said she would look into it. [shortly after the meeting, Ms. Marcelo confirmed that so long as one does not click "Submit" and they return within the two-week window that the survey is open, they can return to complete the survey.]

University Budget Model Overview - Susan Klatt, Assistant Vice President and University Secretary and Audra Haddy, Director of Budget Planning and Analysis (accompanied by 2 files: UofI CEA Budget Model - 1 Page Summary FY21 FY22.pdf; CEA FY21 Budget Final.pdf)

- Ms. Klatt went through a series of slides that in broad terms compared the prior budget model for The University of Iowa and the fact that the prior model needed to be changed. She then used a series of slides to explain the existing budget model.
- In the past, budgets were determined at the university level; now, colleges/units participate in the budget process and have some flexibility in how revenue/expense is allocated.
- One important factor is that every college needs state appropriations in order to function.
- She discussed the Budget Review Board (BRB) and the Central Service Units Advisory Committees that help inform the BRB.
- A question was raised as to how financial aid figures into the collegiate budgets; she said that both collegiate funded aid and aid from the Central Financial Aid Department (\$70 million) impact collegiate units net revenue on the Collegiate Economic Analysis.

DEI Updates -

- Reimagining Campus Safety Action Committee Update – Matsalyn Brown; the committee continues to meet once a week. During the last three meetings, the committee continued to discuss prototypes they had created, to discuss recent protests and police incidents, and next steps and revisions for prototypes and budget needs.
- AVP for DEI search update – Em Domingues; postponed to the next SC meeting due to absence
- DEI Committee Update – Mike Weaver; announced that Matsalyn Brown has agreed to co-chair the committee and that Becky Keogh has agreed to be the de facto secretary for the committee. He reiterated the committee's plan to offer their assistance to other SC committees as they discuss DEI goals for the year. He announced that the SC-sponsored celebration of DEI will be virtual this year and that they hope to provide some educational programming as part of the celebration. They hope to follow up the celebration with a survey to gauge reactions to the educational programming.

President's Update – Heather Mineart, Staff Council President

- Heather mentioned as in past meetings that the shared governance presidents have been added to the University's Contingency Planning Workgroup and they are meeting weekly. She also mentioned at last week's Faculty Senate meeting a motion was unanimously approved "that the presidents of the four University of Iowa shared governance (SG) organizations (Faculty Senate, Staff Council, USG, and GPSG) or their representatives be immediately appointed to the University's Critical Incident Management Team (CIMT)." SG presidents met with leadership regarding this motion and SG presidents have now been added as liaison officers who will meet weekly with CIMT leadership.
- Heather provided a brief COVID on campus report, noting that self-reported cases are in decline week after week. Of the total tested, the percent of positive cases has declined to 15%. She also reported

- that of the 1,600+ students who tested positive, second and third year students had the highest rate, followed by first and fourth year students, and that only 50 or so are graduate/professional students.
- Homecoming 2020 will be virtual; Heather asked Angela Ward, a co-chair of the Outreach Committee, to speak to SC's participation. Angela said that SC's application to participate was approved and so she's recruiting volunteers to assist in the SC entry. She also asked that if councilors didn't want to volunteer, they could otherwise help by sending photographs from past Homecoming activities to her or Anne Wilson. She specifically asked for photos of Mike Weaver dressed as Hayden Fry.
 - Heather announced that councilor Julie Qidwai is leaving the university for another job, so she thanked Julie for her service on Staff Council and the university. She then said that Election Committee Chair, Kevin Zihlman has contacted the College of Public Health to fill her vacancy. Julie was also a representative from SC on the Council on the Status of Women and was able to give a brief overview of her role on the council. Heather asked that if a councilor is interested in taking Julie's place to contact Marla.
 - Heather then acknowledged councilors who have recently won awards
 - Yashwant Prakash Vyas was awarded the 2020 Edward S. Blankenship Outstanding Staff Award from Phi Beta Delta Honor Society for International Scholars.
 - Dr. Zach Girazian was awarded a \$200,000 NASA grant to study "Solar Wind Induced Magnetic Fields in the Ionospheres of Venus and Mars."

Minutes Approval –

- August 2020 UISC Meeting Minutes
 - Edits proposed by Brenda Van Dee; *Approved as amended.*
- July 2020 UISC Meeting Minutes-
 - Post meeting edits reviewed. After a short time of motions and discussion, Becky Keogh moved to call the question; Mike Weaver seconded the motion. Marla launched a Zoom poll with two options:
 - I approve the July minutes as presented with the proposed amendments
 - I disapprove the July minutes as presented with the proposed amendments
 - *The minutes were Approved as presented with the proposed amendments by a margin of 23 to 11.*

Meeting adjourned: Genevieve Johnson moved to adjourn; Yashwant Prakash Vyas seconded motion; Heather adjourned the meeting.

Next Meeting: October 14, 2020 2:30-4:30 PM (via Zoom)