

**FINAL**  
**UI Staff Council Meeting**  
**Online via Zoom**  
**Wednesday, October 14, 2020**

**Present:** Wendy Askling, Damien Blair, Mihaela D. Bojin, Matsalyn Brown, Jackie Curnick, Em Domingues, Kathleen Ford, Jadvyga Gerasimovic, Zach Girazian, Shari Heick, Michael Hesseltine, Gregory Hopson, Genevieve Johnson, James Jorris, Becky Keogh, Jackie Kleppe, Tyler Lantz, Monica Madura, Emily Milke, Heather Mineart, Debra O’Connell-Moore, Jamie O’Meara, Emmett Oldham, Stephen Pacha, Steve Paulsen, H J Pedelty, Yelena Perkhounkova, Carlton Petty, Lisa Piper, Ted Potter, Kathryn Reynolds, Jeremy Richardson, Jessica Richardson, Rubia Ruiz, Teri Schnelle, Lisa Schumacher, Mary Shumaker, Glenda Smith, Jennifer Stout, Erin Turnis, Brenda Van Dee, Yashwant Prakash Vyas, Cassie Walizer, Angela Ward, Michael Weaver, Linda Weir Jacobi, Jessica Welter, Carrie Whittaker, Anne Wilson, Toni Woodbury, and Kevin Zihlman

**Absent:** Erika Holm-Brown, Jenny Simpson, Sonia Slevinski, Jim Verry

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

**Guests:** Rebecca Olson, Jocelyn Roof, Brad Haws, Dr. Liz Tovar, Molly Becker, Marlys Boot, Marleine Burnmeister, Cassandra Cooper, Manuela Cretella Foglio, Justin Hagedorn, Ashley Holmes, Chauncey Jones, Jeri King, Heather Kramer, Liz Lara, Sarah Livesay, Craig Medberry, Samantha Mitchell, Brian Morelli, Sara Morelli, Erin Murphy, Jeanie Mullen, Mary Neuberger, Lynne Nugent, Hannah Rounds, Brittaney Sharp, Hannah Smith, Jenay Solomon, Kelly Taylor, Elissa Thoman

**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
- Minutes approval
  - o *The October 2020 SC Executive Committee minutes were presented; no corrections were noted.*
  - o *The September 2020 Staff Council draft minutes were presented by the President for approval; no corrections were suggested; the President asked for a motion to approve; Genevieve Johnson made the motion and Greg Hopson seconded; the minutes were approved via a Zoom poll.*
- Announced new members joining Staff Council: Jackie Curnick and Emmett Oldham; Jackie Curnick will be replacing Julie Qidwai who left the University last month as the Org. Rep. for the College of Public Health. Jackie is a Program Coordinator with Community Engagement Core Environmental Health Sciences Research Center. Emmett Oldham will be replacing Libby Conley who stepped down last month as the Function Rep for Behavioral Health, Health Care. Emmett is a Revenue Cycle Rep in Patient Access Management
- Mentioned the Virtual Health Fair will be November 4-6, 2020. The annual UI Health Fair (sponsored by UI Staff Council) is going virtual and liveWELL has put together a schedule of events to help support your well-being and move forward with purpose.
- Councilor Success: Congratulated Councilor Teri Schnelle for being awarded a Campus Program Grant from the Department of Justice Office on Violence Against Women for the proposal titled “Expecting Excellence: Enhancing Policy, Prevention, and Response to Sexual Misconduct, Dating Violence and Stalking”.

**Presentation Topics:**

**Benefits Enrollment** – Rebecca Olson, Senior Director, University Benefits

- Ms. Olson presented an overview of the UI benefits open enrollment for 2021
- She used a PowerPoint presentation to compare current features to several changes for 2021
- She suggested employees explore the Open Enrollment web page for 2021 before making their

selections: <https://hr.uiowa.edu/benefits/open-enroll-2021>; she also encouraged employees to contact Benefits with any questions. [benefits@uiowa.edu](mailto:benefits@uiowa.edu) / (319) 335-2676

- She also mentioned that a video on open enrollment is coming soon, along with some Zoom Q&A sessions, and the availability of some services for non-native English speakers.
- Open enrollment is October 22 – 5:00 pm November 13, 2020
- Her slides will be available on the SC website.

#### **Hawk the Vote** – Jocelyn Roof, Executive Director, Hawk the Vote

- Ms. Roof spoke about the effort to encourage college students to register to vote and to follow through on voting.
- Her group has recruited student Voting Ambassadors to reach out to various student groups. They are also reaching out to faculty to be allowed to make short presentations to class sessions.
- She suggested visiting [vote.uiowa.edu](http://vote.uiowa.edu) for more information.

#### **Bylaws Amendment First Read** – Em Domingues, Chair, Bylaws Committee

- The Community Outreach Committee is requesting an amendment of their Purpose and Scope of Concern. The amendment was explored via a PowerPoint presentation in which the current language was included, and the proposed language was presented, along with the rationale for the changes. The presentation will be available on the SC website.
- There was a suggestion that the word “gather” in Scope of Concern paragraph 1 be changed to “identify.” A representative of the Community Outreach Committee agreed to verify with members of the Community Outreach Committee that change would be acceptable. Em will explore whether this change is substantive enough to warrant another “first reading” under the Bylaws.

#### **DEI Updates -**

- Reimagining Campus Safety Action Committee Update – Matsalyn Brown; the committee met to discuss several issues, including the definition of the term “stakeholders” to ensure the definition encompassed the intended individuals/groups. They determined that stakeholders include any person or group who might be affected by actions. Mark Bullock, Captain of UI Public Safety, gave presentations about the department. Also, it has been announced that they will have a consultant - V. Fixmer-Oraiz with Astig Planning, to help assist the committee refine their prototypes, hold focus groups with stakeholders, help shape and facilitate sharing/listening sessions, synthesize all the themes listed for their use, and with communicating through an interactive website about their models.
- AVP for DEI search update – Em Domingues – no update

#### **DEI at UI – Dr. Liz Tovar, Interim Associate Vice-President for DEI**

- She introduced herself and gave us a bit of her background in higher education.
- She indicated that she has experienced a welcoming atmosphere at Iowa but acknowledges that we have some challenges related to diversity, equity, and inclusion.
- A significant concern is whether people – students, faculty, staff, others – have spaces on campus where they feel safe to be who they are. We live in difficult times and can find it difficult to communicate with one another. One way university personnel can facilitate safe spaces is to listen to people from various groups, not just our sphere of co-workers and acquaintances, regardless of their point of view, and take their concerns seriously.
- The Office of the Provost and DDEI are looking to hire a Faculty Fellow for the spring semester who will examine the ways UI is approaching DEI and make recommendations for improvements.
- The DEI Action Plan that is currently in place is coming to an end; the Office will be working on a new DEI Action Plan based in part on feedback from the climate survey.
- She also addressed the aftermath of the federal Executive Order that threatened to rescind federal funding from institutions that weren't in compliance with its mandate. While the university paused some DEI-related trainings, other trainings continued. The immediacy of the order caused UI to evaluate some aspects of its DEI and other trainings.
- She addressed a few questions; the review concluded that there were very few trainings that

needed to be altered to be in compliance with the Executive Order; UIHC's pause was lifted sooner than main campus because their programs were found to be in compliance soon after the order went into effect.

**UIHC Budget Overview** – Brad Haws, Associate Vice-President for Finance & CFO UI Health Care

- Mr. Haws gave a presentation that included several slides of charts and figures that he presented to the BOR in September. His PowerPoint slides will be available on the SC website.
- UIHC lost millions of dollars in revenue over the past several months, of which about \$31.1 million was recouped through federal CARES Act funds.
- Staffing continues to be an issue because when staff get sick (not necessarily COVID-related), there are few to no replacements
- The hospital is running full because they are accepting many transfers from around the State of Iowa. If there are spikes in COVID cases across the state, 10 days later there are increases in admissions to UIHC – may need to turn patients away, but are currently looking at ways to assist our health care partners by developing methods of care to reduce the need for transfers.
- UIHC is constantly balancing costs, revenues, and quality of care.

**Roundtable time**

- Cheryl announced that the Working at Iowa survey would start next Monday, October 19<sup>th</sup> for the main campus. UI Health Care's survey was released earlier. Mike Weaver, Chair of the SC DEI Committee asked for recommendations for speakers for the spring UI DEI celebration event that will occur virtually
- A question arose as to the search for the next UI President; Heather explained that the search is conducted by the Board of Regents, State of Iowa, but that there will be a search committee on which UI faculty, staff and students will serve as well as other constituents including likely UI Center for Advancement, Alumni and BOR members.

**Meeting adjourned:** Brenda Van Dee moved to adjourn; Michael Hesselstine seconded motion; Heather adjourned the meeting.

**Next Meeting:** November 11, 2020, 2:30-4:30 PM (via Zoom)