

FINAL
UI Staff Council Meeting
Online via Zoom
Wednesday, February 10, 2021

Present: Wendy Askling, Damien Blair, Mihaela D. Bojin, Matsalyn Brown, Jackie Curnick, Em Domingues, Brian Douglas, Kathleen Ford, Jadvyga Gerasimovic, Zach Girazian, Shari Heick, Michael Hesselstine, 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, Emmett Oldham, Stephen Pacha, Steve Paulsen, H J Pedelty, Yelena Perkhounkova, Carlton Petty, Lisa Piper, Theodore Potter, Rubia Ruiz, Teri Schnelle, Lisa Schumacher, Mary Shumaker, Jenny Simpson, Smith, Erin Turnis, Brenda Van Dee, Jim Verry, Yashwant Prakash Vyas, Cassie Walizer, Angela Ward, Michael Weaver, Linda Weir Jacobi, Jessica Welter, Carrie Whittaker, Anne Wilson, Toni Woodbury, and Kevin Zihlman

Absent: Gregory Hopson, Kathryn Reynolds, Jeremy Richardson, Jessica Richardson, Sonia Slevinski, and Jennifer Stout

Administrative Liaisons: Marla Rosenblum, Cheryl Reardon

Guests: Keith Becker, McKenna Hietpas, Joni Troester, and Jan Waterhouse; Caroline Allen, Bethany Davis, Liz Caldwell, Manuela Cretella Foglio, Susan Dickinson, Rob DuBay, Hugh Ferrer, Brian Fotsch, Aarin Harper, Justin Hagedorn, Kelsey Humhold, Amanda Jensen, Daniel Johnson, Shari Knight, Haley Kamps, Liz Lara, Kyle McEvelly, Katie Minehart, Sam Mitchell, Jeanne Mullen, Mary Lee Neuberger, Bobbi Newman, Lynne Nugent, Natalie Potter, and Greg Schmitt

Welcome, Zoom Meeting Protocol, Attendance, meeting minutes: Heather Mineart, UISC President

Minutes approval:

- SC Minutes of January 13, 2021. *Theodore Potter moved, Genevieve Johnson seconded; the minutes were approved by Zoom poll.*
- SCEC Minutes of February 3, 2021 were presented; *Ted acknowledged minor edits; there were no questions or comments.*

Presentation Topics:

Get Involved with Dance Marathon – McKenna Hietpas, UI Dance Marathon Campus Relations Director

- Ms. Hietpas spoke with us about what's going on with the virtual Big Event – DM27.
- She encourages staff to join the DM Faculty & Staff Steering Committee; email the chair, Andrew Linden (dm-campusrelchair@uiowa.edu).
- Tune in to the Stead Talk coming up on Feb 18 @ 7 pm, where attendees learn about the UI Dance Marathon Pediatric Cancer and Blood Disorders Center from Center staff. (<https://www.facebook.com/events/426815941771254/>)
- Dancers in Need list – donate to students who are close to reaching their fundraising goals. (https://docs.google.com/document/d/1XLje0_TX41BBBzUqTnst41hAOEwNjr6rTDsSGQ9Lviw/edit)
- The Big Event-DM27 occurs on February 26 & 27 / faculty and staff can attend the Opening and Closing ceremonies and witness Kiddo Graduation (after 5 years of being cancer free); no volunteer opportunities this year.

DEI Action Plan/HR Initiatives and Jobs@Iowa – Jan Waterhouse, Senior Director HR Policy and Compliance and Keith Becker, Senior Director Talent Acquisition

- Ms. Waterhouse spoke about University Human Resources' (UHR) work in support of the UI DEI Action Plan using a PowerPoint presentation. She covered several topics including the addition of the Universal Competency regarding DEI that's included in annual evaluations; she spoke about the

updating of the UHR Vision Statement, the development of a UHR DEI Statement, and other UHR DEI initiatives. UHR is engaged in many initiatives that they hope will help units conduct similar audits and updates. Her portion of the PowerPoint presentation provides more detail.

- Mr. Becker spoke about UHR Talent Acquisition with his remarks supported by a PowerPoint presentation. He described some recruitment strategy successes, a successful Diversity Recruiter pilot program that resulted in UHR diverse hiring successes; a Staff Diversity Opportunity Program that has a pool of funds to enhance future campus efforts to recruit and retain staff members in underrepresented P&S classifications; an update to jobs.uiowa.edu along with some assistance to applicants; he ended with a slide that showed the Top 10 sources for how potential employees discovered job opportunities at UI.
- A few questions were asked:
 - Are there plans to review inequities regarding salaries and job responsibilities across the University?
 - Are there plans to review inequities in other areas such as tuition assistance?
 - UHR will look at data to formulate plans in both areas.
 - Is UHR engaging with state representatives on inclusion issues?
 - UHR is aware of discussions in state government and works with appropriate university personnel to address issues as they arise.
- The slides for these presentations will be available on the Staff Council website.

UI Employee Vaccine Plan – Joni Troester, Senior Assistant Vice President and Deputy CHRO

Ms. Troester provided an overview of the campus vaccination planning to date.

- UI is required to follow guidance from Iowa Department of Public Health regarding vaccination of priority populations within the state of Iowa
- UI has established a Vaccination Distribution Group (work group of CIMT) to provide oversight for this process
- UI is currently vaccinating faculty/staff/students in level 1A and level 1B; Tier 1
- Vaccine supply within the state of Iowa and Johnson County is limited; vaccinations of the current priority groups will continue in the coming weeks/months ahead
- Johnson and Johnson vaccine is scheduled for FDA review on 2/26. If approved, the addition of this vaccine may help to resolve the limited supply of vaccine in the coming months.

DEI Updates

- Reimagining Campus Safety Action Committee Update – Matsalyn Brown; the committee has created a survey for people who were unable to join a town hall session to provide feedback which can be found at: (Hawk ID required)
<https://studentlife.uiowa.edu/Security/login?BackURL=%2Finitiatives%2FReimagining-campus-safety%2Ffeedback>; she encourages everyone to send feedback.
- DEI Committee Update – Mike Weaver: The Committee is putting the usual March celebration on hold with the possibility of holding it later in the spring. Committee members are meeting with SC Committees and having good conversations.
- Becky Keogh encouraged councilors and guests to sign up for BUILD programs on DEI; many slots are still available.

Bylaws Amendment First Read – Em Domingues, Bylaws Committee Chair

- **Bylaws Publication Proposal Article XVI: Staff Council Committees; Bylaws Committee – Scope of Concern, Section 3**
 - Current language – After the last meeting of the Staff Council operational year, compile and transmit all updates to the Bylaws to the Executive Committee, who will forward them to University Relations for updating the UI Operations Manual.
 - Proposed language – After the last meeting of the Staff Council operational year, compile and transmit all updates to the Bylaws to the Executive Committee, who will forward them to the editor of the UI Operations Manual for publication.
 - This is the first reading of the amendment as required by the Bylaws; the proposal will be presented next month for a vote.

President's Update – Heather Mineart, Staff Council President

- Heather talked about several items:
 - Campus Update / CIMT – the Shared Governance Presidents still meet with the CIMT bi-weekly to discuss. Key topics include emergency management, communications, planning, logistics, operations, health & safety, and finance & admin. This is a great opportunity for shared governance leaders to share questions/concerns from constituents.
 - Path Forward / P3 – The Path Forward Steering Committee met to discuss the proposals that were submitted for Year 0 funding. The committee reviewed the proposals and used a rubric for guidance. Proposals were then forwarded to the P3 Board of Directors for final review.
 - Presidential Search – The committee last met on January 20 and have finalized the leadership profile. The committee members have been placed into subgroups to develop potential questions for stakeholders. The subgroups include diversity, equity, and inclusion, communications skills, leadership philosophy, vision for UI (including Health Care) and collaboration/experience with shared governance. The 4 Shared Governance Presidents have been placed on the collaboration/experience with shared governance subgroup.
- President Harreld will attend the next Staff Council meeting – Heather said he likes to answer questions rather than give a speech, so if you have questions you'd like the President to address, please send them to Heather or Marla. Heather has compiled questions that have been raised from past breakout sessions.

Committee Updates – Committee Chairs and Co-Chairs

- Committee representatives provided short updates on activities and progress on goals.
- For further information, see the February 2021 Committee Updates document.

Meeting adjourned: Angela Ward moved to adjourn; Mihaela Bojin seconded motion; Heather adjourned the meeting.

Next Meeting: March 10, 2021, 2:30-4:30 PM (via Zoom)