

FINAL
UI Staff Council Meeting
Online via Zoom
Wednesday, March 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, Erika Holm-Brown, Gregory Hopson, Genevieve Johnson, James Jorris, Becky Keogh, Jackie Kleppe, Tyler Lantz, Monica Madura, Heather Mineart, Debra O'Connell-Moore, Emmett Oldham, Stephen Pacha, Steve Paulsen, H J Pedelty, Yelena Perkhounkova, Carlton Petty, Lisa Piper, Theodore Potter, Jeremy Richardson, Jessica Richardson, 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, Carrie Whittaker, Anne Wilson, Toni Woodbury, and Kevin Zihlman

Absent: Michael Hesseltine, Emily Milke, Jamie O'Meara, Kathryn Reynolds, Rubia Ruiz

Administrative Liaisons: Marla Rosenblum, Cheryl Reardon

Guests: J. Bruce Harreld, Teresa Kulper, Bria Marcelo, Esther Baker, Annette Beck, Katie Berta, Manuela Cretella Foglio, Linda Duffy, Sara Eisenberg, Carl Follmer, Brenda Gritch, Maggie Halterman-Dess, Deb Henricks, Hannah Hodges, Ashley Holmes, Bri Johnson, Janet Knebel, Liz Lara, Ryan Lenger, Becca Mallon, Nilza Molina, Sara Morelli, Lynne Nugent, Sarolta Petersen, Marcus Phillips, Erin Stresow, Rob Svetly, Jean Willard

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

Minutes approval:

- SC Minutes of February 10, 2021 – Ted reported minor edits; *GJ moved, Jeremy R. seconded motion to adopt the minutes as amended; minutes were approved via Zoom poll.*
- SCEC Minutes of March 3, 2021 were presented; *no comments were made.*

Presentation Topics:

President J. Bruce Harreld – Annual Address to Staff Council

- Initial Statement thanking staff for good work. Staff have been cooperative in keeping one another safe by wearing masks and maintaining physical distance as recommended. Reviewed some budget matters and academic successes. UI is achieving a 50% success rate in obtaining grants for which they've applied – that's the highest rate in the nation! The PPP is working well and the monies available are being used for a small number of projects and we expect to invest in a good number of projects with the full \$15 million during the next fiscal year.
- Strategic Planning Process - Heather
 - Fast forward to the year 2027, the time that the new strategic planning phase just now getting underway will be complete. What do you hope success looks like for UI coming out of the next planning phase?
 - He addressed the year 2032 and beyond - to some extent, strategic planning is dependent on what happens in the state of Iowa – prospects for state funding show continued declines and population demographics indicate a decline in the population, so fewer students means UI has to examine big issues.
 - Need to become a destination university; focus on important programs to recruit students; more integration among academic units and less silo-ing.
 - New strategic plan could focus on working across disciplines; focus on outer space research, life sciences, communication.
 - Balance of student population needs to be examined – presently 24,000 undergraduates and

- 9,000 graduate students – consider changing to 20,000 undergraduates and 13000 graduate students
 - Support minority communities to enhance recruitment of that demographic.
- Future of Work at Iowa Kevin
 - If you were arriving on campus this summer to start as President and foresee many staff working remotely, would you be in favor of recruiting employees from across the state and country and allowing them to stay in their present locations? What are the upsides and the downsides?”
 - Pros / Cons – some good things like being in contact with people with whom I wouldn’t normally meet.
 - Good Hawkeye culture helped us move remote but concerned about bringing in new employees and maintaining the Hawkeye culture.
- Retirement / Presidential Transition Brenda
 - Reflect on your time at Iowa....what would you like to be remembered for.....your legacy?
 - Others can describe the legacy.
 - Hopes UI is more integrated than when he started; read a paragraph from a history of UI in 1915 that identified the university as dominated by individuals and strong departments; adding shared governance has helped campus come together.
 - What would you like to accomplish before your retirement, how could we support those efforts?
 - Get involved in the strategic planning process.
 - Hubbard Park plans
 - Help transition new president.
- Budgets Mihaela
 - Using reserves in appropriate ways, focusing on keeping staff
 - Federal and state money should help, particularly with the passage of the most recent federal funding bill.
 - Will receive some money from FEMA for things that happened at UIHC
 - Hawkeye sports took a major hit in financial terms but teams doing well.
 - State outlook – what can UI do to convince the state to provide support? Fight hard to change minds but don’t count on state support; add more P3s where possible.
- Diversity, Equity, and Inclusion Glenda
 - What initiatives do you feel will have the greatest positive impact in the near or long term?
 - Cultural Houses are in a corner of campus, but they should be placed on Hubbard Park to be central to campus.
 - Need more emphasis on DEI – educate ourselves and act on it.
- Question from attendee – I find the issue of tenure being considered by the legislature very concerning for staff as well as faculty. Do you view trying to change minds on that issue similarly to advocating for more funding?
 - Tenure is a critical issue so UI and the other Regents institutions must continue to educate and advocate.
- One person thanked Pres. Harreld for his support for the arts on campus.
- How have you balanced (and how would you advise your successor to balance) advocating for the University at the statehouse while avoiding what has appeared, in recent sessions, to be legislative retribution or retaliation when we disagree?
 - Need to tie tuition and state appropriation rates together – tuition rates should be set after state appropriations have been set in order to meet institutional budget needs.
 - UI needs to explore non-state funding sources.
 - UI can also emphasize the economic development growth in the state due to the Regents’ universities.

Working at Iowa Survey Results – Teresa Kulper, University Human Resources / Organizational Effectiveness

- Ms. Kulper discussed the results of the survey, comparing responses between the 2018 and the 2020 questionnaires. UHR is encouraged by the improvement across most of the questions, even in areas with the least agreement with the statements.

- Staff can see the survey results on the Working at Iowa (WAI) website: <https://hr.uiowa.edu/administrative-services/working-iowa>.
- Org level data is available but it's up to the org to release the data. Staff may contact their Senior HR Representative for further information.
- A question was asked as to whether the WAI data has been disaggregated? WAI is not pulling out specific data points such as gender, race, etc. at the present but that may change in the future.
- Individuals may contact Teresa or Nik Mac in UHR/Organizational Effectiveness for information: teresa-kulper@uiowa.edu or nikole-mac@uiowa.edu.

Bylaws Amendment – Second read and vote – Em Domingues, Bylaws Committee Chair

- Em brought the following bylaws amendment to Staff Council for a vote after the first reading at the February 2021 UISC meeting, as required under Article XIX.
 - 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.
- The motion comes from a UISC Committee so no motion during the meeting was required; a vote was conducted by Zoom poll; the motion was approved by all Councilors in attendance.

DEI Updates -

- Reimagining Campus Safety Action Committee Update – Matsalyn Brown; there are still a few listening/focus group sessions being held with particular stakeholder groups, who requested for smaller group discussions to provide feedback. All of them should be completed by the end of this month. The survey that was used to solicit feedback from the campus community is now available to anyone and no longer requires authentication. The survey can be found at: <https://studentlife.uiowa.edu/initiatives/reimagining-campus-safety/> and will be available until Friday, March 12, 2021 at 5 pm. Because of this, Astig, the consulting company the committee is working with, has been given an extension to analyze and summarize all the survey data, mural boards, and web form feedback. Once this is done, the Committee will review the data and the recommendations from Astig and discuss final recommendations to share with President Harreld and the UI leadership.
- Ad hoc updates –
 - Councilor Becky Keogh reported that ISERVE (Iowa Supports Education and Resources for Veterans and Enlisted) in the UI College of Education is partnering with the U.S. Department of Veterans Affairs to host “ReNEW You,” a virtual series for women veterans. Contact iserve@uiowa.edu for more information and registration links.
 - *Healthy Habits In A Day* – April 9, 12:00pm – 1:30pm
 - *Owning Your Time* – May 14, 12:00pm – 1:30pm
 - *WRAP It Up!* – June 11, 12:00pm – 1:30pm
 - *Finding Your Balance* – July 23, 12:00pm – 1:30pm
 - Councilor Yashwant Prakash Vyas highlighted three items:
 - The Division of Diversity, Equity, and Inclusion and International Programs is sponsoring a new Global Education Lecture Series that aims to discuss issues facing international educational interchange, engage in shared scholarship, and to be in community. See the flier on the SC website.
 - The UI Alpha Tau Chapter of Phi Beta Delta Honor Society for International Scholars is inviting campus members who meet the eligibility requirements to join the society. For more information, go to the society's website at <https://www.phibetadelta.org> or contact Yashwant Prakash Vyas at: yashwant-vyas@uiowa.edu.
 - All international students graduating either in Spring or Summer 2021 are invited to participate in the inaugural International Student Affinity Graduation Ceremony, to be held virtually on May 4, 2021, 7-8 pm CDT. Contact Yashwant for further information: yashwant-vyas@uiowa.edu.

Officer and Executive Committee at-Large Nominations Upcoming – Kevin Zihlman, Elections Committee Chair

- Nominations for SC Function Rep positions opened on Monday, March 8, 2021 / so far, there's been a good number of nominations.
- During next month's UISC meeting, nominations will be taken for Executive Committee positions – Vice President/President-Elect, Budget Officer, Secretary, and members-at-large. Kevin encouraged councilors to consider whether and how they would like to serve, and to consider self-nominating for one or more of the open positions.

President's Update – Heather Mineart, Staff Council President

- Presidential Search Committee Updates - The search committee met last Friday, March 5; they discussed the potential questions for semifinalists and the timeline. IowaNow will be releasing more timeline information.
- Strategic Plan
 - Heather addressed the Strategic Plan announcement in IowaNow from 2/25.
 - A Strategy Team is being formed to develop, implement, and evaluate the new strategic plan; the co-chairs are Provost Kevin Kregel and VPR for Research Marty Scholtz.
 - The strategy team will include representatives from faculty, staff, central administration, collegiate dean, UI Health Care, and UI Center for Advancement.
 - The strategy team will appoint and work with four Strategic Planning Development Teams, focused on four key areas including student success, faculty and staff success, diversity, equity and inclusion, and research and discovery. Heather stated that engagement, which is a stand-alone priority area in the university's current strategic plan, will be embedded in each of the four key areas of the new plan.
 - Planning Development Team (PDT) members will include student, staff, faculty and decanal representation. They will be appointed by the co-chairs in consultation with PDT chairs, Shared Governance Leadership, and the Council of Deans.
 - SC officers Kevin Zihlman, Heather Mineart, and Mike Weaver were asked to nominate three staff members for the Strategy Team and three staff for each of the Planning Development Teams. Nominations submitted to the co-chairs included staff currently on Staff Council and outside of Council.
 - Development of the plan will take place over the course of 2021 and during the first half of 2022, with the goal of implementing the Strategic Plan 2022–2027 on July 1, 2022.
- Budget Review Board Meeting Overview
 - Heather reminded councilors of the role of the Central Service Advisory Committees (CSAC) and how proposals from these CSACs go up through the Budget Review Board (BRB) for consideration for Institutional Opportunity Funds. Heather also indicated that UISC has representatives on each of the 6 CSACs.
 - Kevin and Mike presented the UISC Tuition Assistance Program proposal. This proposal is essentially asking for \$225,000 in funds which would double the current Tuition Assistance Program for three years, as this will allow UISC adequate time and data to assess the amount of funding that will be necessary to operate a successful program in perpetuity. Member Deans and other members of the BRB expressed support for the proposal. Next steps are to review the feedback received during and after the meeting, make modifications as appropriate, and share the updated proposal with the Central Administration CSAC, which has agreed to submit and present the proposal, and to vote favorably for it at the May BRB meeting.
- Councilor Success
 - Damien Blair, who is a Clerk IV in Faculty & Staff Disability Service in UHR and the Function Rep for Merit, Supervisory Exempt/Confidential (MSEC) staff is celebrating his 10-year anniversary here at UI.
 - Em Domingues is a Senior Application Developer in ITS, they and other team members from ITS were honored virtually for the Improving Our Workplace Award or (I.O.W.A.) for their email anti-phishing work.

Climate Survey Results – Bria Marcelo, Diversity Resources Director

- Ms. Marcelo thanked partners on the survey.

- She reminded the group that this was a survey of faculty and staff; students will be surveyed at a later date. She also indicated that there were no direct comparisons to 2018 due to differences in questions.
- She focused on three primary themes: institutional commitment and accountability; workplace practices, policies, and culture; and awareness and education.
- Within these themes, she discussed the fact that while a high percentage (80+) of respondents feel valued and believe the institution and their unit/department have a strong commitment to DEI, a significant number of respondents do not feel valued and have suffered bias within their unit/department.
- Mental health – more than 50% said this year affected my mental health.
- She suggests staff go to the Diversity, Equity, and Inclusion @ Iowa [website](https://diversity.uiowa.edu/data-and-reports) to view the full report: <https://diversity.uiowa.edu/data-and-reports>.
- A question was raised as to when the unit/college data will be available to staff – she said the data is available and is being shared with unit/college leadership; she recommends unit leaders and Sr HR leaders of units/colleges meet to discuss the data, and then offer to meet with the unit or College faculty/staff.
- Are there units on campus implementing DEI programs? Not yet, but some units are scheduling implicit bias training, particularly around hiring.
- DDEI hopes to compare data over time, but they realize institutions change over time, so they want to keep be somewhat flexible to address those changes as necessary.

Meeting adjourned: Genevieve Johnson moved to adjourn; Mihaela Bojin seconded motion; Heather adjourned the meeting.

Next Meeting: April 14, 2021, 2:30-4:30 PM (via Zoom)