

University of Iowa Staff Council

Bylaws Amendment First Reading

Article VI Section 2: Council Nominees and Release Time

April 14th, 2021

Background and Rationale

- Drafted by members of HR Committee in consultation with Jan Waterhouse (UHR) and UIHC HR
- Modeled on the volunteer time release policy
- Make it easier for Merit staff to participate in shared governance activities
- Strengthen time release language for all councilors
- Senior HR leaders have already approved language (after several rounds of revision)

Existing Language

Council nominees should discuss their desire to be on Council with supervisor(s) to ensure that time away from work will be allowed. A minimum of 3 hours per month should be expected to conduct Council activities, such as monthly meetings and committee assignments. Refer to Article IX for councilor duties.

Proposed Language

All eligible staff members may run for election or appointment to officially recognized shared governance bodies. Council nominees should discuss their intent to be on Council with supervisor(s) to ensure that time away from work can be allowed. Supervisors are encouraged to provide reasonable flexibility so that elected staff members may participate in Council business during regular workhours. Four hours per month typically should be expected to conduct Council activities, such as monthly meetings and committee assignments. Refer to Article IX for councilor duties. Elected Council members must provide their supervisors as much advance notice as possible of Council meetings and activities that occur during their regular work hours.