

FINAL
UI Staff Council Meeting
Online via Zoom
Wednesday, April 14, 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, Gregory Hopson, Genevieve Johnson, James Jorris, Becky Keogh, 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, Jeremy 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, Carrie Whittaker, Anne Wilson, Toni Woodbury, and Kevin Zihlman

Absent: Jackie Kleppe, Kathryn Reynolds, and Jessica Richardson.

Administrative Liaisons: Marla Rosenblum and Cheryl Reardon

Guests: Trevor Glanz, Sarah Hansen, Jiongtong Hu, and Bruce Teague; Amelia Akers, Bellinda Assemien, Esther Baker, Tami Diebel, Robert DuBay, Sara Eisenberg, Diane Fountain, Julia Gaida, Dan Gall, Valerie Glanz, Deb Henricks, Druet Klugh, Janet Knebel, Sarah Ling, Amanda McFadden, Sam Mitchell, Sara Morelli, Amy Mundisev, Kathryn Stoltenberg, Teresa Suchomel, and Jean Walshire.

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

Minutes approval:

- UISC Minutes of March 10, 2021. *Carlton Petty moved to approve the minutes; Kevin Zihlman seconded. The minutes were approved via Zoom poll.*
- SCEC Minutes of April 7, 2021. *No comments were made.*

Presentation Topics:

Town and Gown Initiatives – The Honorable Bruce Teague, Mayor of Iowa City and Sarah Hansen, Vice-President for Student Life

- Mayor Teague began by talking about several collaborations between the city and UI, including transportation, fire and police, and [entertainment?].
- Vice President Hansen walked through several slides that are available on the UISC website, to highlight collaboration, including:
 - Partnership for Alcohol Safety – one measure of success of this partnership came when UI went from being one of the top “party schools” to no longer being on the list.
 - Reimagining Campus Safety Action Committee – this is an important point of connection between the city and UI.
 - Off-campus housing support – UI and the city provide several helps, including a video on things to know before signing a lease.
 - Food Pantry at Iowa – she mentioned that there’s lots of food insecurity in the community; this service assists students, but also serves faculty and staff.
 - Iowa City Downtown District
- Mayor Teague discussed a new community transportation plan that came about through discussions with representatives from UI Cambus and from the Coralville bus system, as well as through conversations with several other similar communities and their transportation systems. The result is that Iowa City will reduce the total number of city bus routes, it will add Sunday service, and it will leverage technology to make the routes work for the current and anticipated ridership.
- Mayor Teague answered a few questions regarding DEI as well; one thing he mentioned is that a UI student attends and participates in work sessions of the city council, so he appreciates having that

perspective.

Compensation and Classification Update – Trevor Glanz, Senior Director Compensation and Classification and HR Data Management and Jiongtong Hu, Senior Compensation Specialist – Comp and Class

- Mr. Glanz went through a series of slides that are available on the UISC website.
- He summarized some of the work that Comp & Class has done since 2011 to help make job classifications as equitable as possible while acknowledging that the work varies widely across such a large and diverse organization.
- He summarized the P&S Compensation System, including pay structures, salaries, performance increases, and special compensation examples.
- As a response to UHR's Employment Practices Review, Comp & Class was asked to:
 - o Increase transparency of their practices,
 - o Clarify processes,
 - o Outline salary expectations for various actions, and
 - o Update existing and create some new policies and practices
- Ms. Hu talked about salaries, performance increases, career development adjustments, short term adjustments, flexible pay, and the salary equity review process.
- Mr. Glanz mentioned that the Comp & Class system provides some paths for career progression.
- He suggested staff can find further information on the Comp & Class website:
<https://hr.uiowa.edu/compensation-classification>.

Bylaws Amendment – Em Domingues, Bylaws Committee Chair

- Em presented an amendment that intends to strengthen the language in the UI Operations Manual and the UISC Bylaws encouraging units to allow release time for all eligible staff, including Merit Staff, to participate as members of official UI shared governance bodies. No motion is necessary for this proposal, as it comes from a UISC Committee.
- Existing Language
SECTION 2. Council nominees should discuss their desire to be on Council with supervisor(s) to assure 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
SECTION 2. 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.
- This proposed amendment will be considered and voted on at the May UI Staff Council meeting, per Article XIX of the Bylaws.

Staff Council officer and Executive Committee at-large nominations – Kevin Zihlman

- Vice President/President-Elect: Jackie Kleppe, Teri Schnelle, and Mihaela Bojin
- Secretary: Becky Keogh and Em Domingues
- Budget officer: Kathy Ford and Steve Paulson
- Members-at-Large: James Jorris, Erin Turnis, Jenny Simpson, Matsalyn Brown, Jackie Curnick, Shari Heick, Rubia Ruiz, Damien Blair, Sam Mitchell, Em Domingues, and Becky Keogh.

DEI Updates -

- Reimagining Campus Safety Action Committee Update – Matsalyn Brown thanked everyone who attended listening sessions and provided feedback to the Committee.
- Ad hoc updates – no updates.

President's Update – Heather Mineart, Staff Council President

- Heather reported that:
 - The shared governance groups across campus have been working with central administration to ensure that shared governance leadership will have a presence on the Strategy Team; shared governance presidents will hold an ex officio role; Kevin Zihlman will be our representative as our upcoming UISC President; development groups are still being assembled.
 - The Tuition Assistance Proposal was presented to the Budget Review Board (BRB) in March. This proposal asks for \$225,000 each year for the next three years, which would double the current Tuition Assistance Program funds each year. During this three-year period, UISC will have adequate time and data to assess the amount of funding that will be necessary to operate a successful program in perpetuity. The proposal received positive support from member Deans and other members of the BRB for the final presentation to the BRB in May She expressed appreciation to Mike Weaver, Kevin Zihlman, and Teri Schnelle for their work and presentation.
- Presidential Search Committee update
 - We are in the midst of our presidential search finalist on-campus interviews; all public forums are available virtual or face-to-face with limited seating; selected AFSME, SEIU and Staff Council is also meeting with each candidate
 - UI Presidential Search Website: <https://presidentiaalsearch.uiowa.edu/>
 - BOR website: <https://www.iowaregents.edu/meetings/university-of-iowa-presidential-search>
- Councilor Success
 - Teri Schnelle was appointed to the Strategic Planning Data and Assessment Team
 - Jenny Simpson is the UISC representative on the UI Travel Advisory Committee
 - Yashwant Prakash Vyas was recognized for his continue representation at national and international higher education conferences.
- Next meeting
 - Cheryl Reardon will provide an update on accomplishments
 - Officer elections

Miscellaneous Update –Jamie O’Meara, College of Pharmacy Org Rep

- Jamie mentioned that the Johnson & Johnson vaccine was delayed in delivery because some batches of the vaccine were contaminated due to human error; J&J is working to get production back up to speed.

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

Next Meeting: May 12, 2021, 2:30-4:30 PM (via Zoom)