

UI Staff Council  
Wednesday, July 14, 2021  
2:30 – 4:30 pm  
Online via Zoom

## **ATTENDANCE**

### **Present**

Wendy Askling, Brian Baxter, Matsalyn Brown, Brett Cloyd, Jackie Curnick, Em Domingues, Brian Douglas, Jadvyga Gerasimovic, Zach Girazian, Anne Hinkle, Cody Howell, Makur Jain, James Jorris, Becky Keogh, Jackie Kleppe, Liz Lara, Sarah Ling, Emily Milke, Heather Mineart, Evans Ochola, Debra O'Connell-Moore, Jamie O'Meara, Stephen Pacha, Yelena Perkhounkova, Isaac Podolefsky, Ted Potter, Molly Rechkemmer, Jeremy Richardson, Rubia Ruiz, Teri Schnelle, Lisa Schumacher, Jenny Simpson, Sonia Slevinski, Glenda Smith, Warren Staal, David Stenersen, Jennifer Stout, Yashwant Prakash Vyas, Jessica Welter, Darrelle Wilkinson, Toni Woodbury, Kevin Zihlman

### **Absent**

Damien Blair, Mihaela Bojin, Shari Heick, Erika Holm-Brown, Emmett Oldham, Jessica Padilla, Carlton Petty, Lisa Piper, Mary Shumaker, Erin Turnis, Jim Verry, Linda Weir Jacobi, Carrie Whittaker

### **Administrative Liaisons**

Marla Rosenblum

### **Guests**

Matthieu Biger, Jennifer Britton, Diane Fountain, Chauncey Jones, Shonda Monette, John Laverty, Sara Morelli, Nancy Romine, Donna Wong-Gibbons, Angela Ward

Presenter - Cheryl Reardon, Associate Vice President and Chief HR Officer

## **WELCOME, ZOOM MEETING PROTOCOL, ATTENDANCE, MEETING MINUTES**

The August UISC meeting will be in a hybrid format, allowing for in-person (2520 UCC) and virtual options.

### **Minutes Approval:**

- June 2021 UISC Minutes: *Heather Mineart moved, James Jorris seconded; the minutes were approved via Zoom poll.*
- July 2021 SCEC Minutes were provided to councilors prior to the UISC meeting; Becky Keogh stated there will be slight proofreading edits made; *there were no questions or comments.*

## **HR UPDATES AND PLANNING FOR THE 2021-22 STAFF COUNCIL TERM, CHERYL REARDON**

### **Planning for 2021-22 Staff Council Term**

- HR employee concerns are front and center for UISC meetings. Cheryl Reardon and other HR members present throughout the year and seek input from UISC.
- Last year, a survey showed UISC members' top concerns included COVID-19 impact, remote work, and benefits (time off).

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- HR presented at nearly every UISC meeting last year, answering questions and providing councilors with information to share with constituents. Presentations included: Total Rewards and Cost Reduction Options; Return to Campus Planning; Campus Climate & Working at Iowa Survey Results; Compensation & Classification System; Talent Acquisition & Jobs@Iowa
- HR wants to hear from councilors and their constituents. Similar to last year, UISC members have an opportunity to be involved in HR's presentation planning by providing input via a survey. Results will help Cheryl organize key stakeholders to present throughout the 21-22 UISC year.
- Cheryl served as UISC President in the past and the experience was a large part of her leadership development. She reminded UISC members that their voice matters and UISC has an opportunity to influence and shape a new agenda during these times of transition (return to campus, new president).

## HR Updates

### *Future of Work*

- Employees on the academic side started returning to campus in July and the Future of Work pilot period runs from August 2 to December 31.
- Healthcare employees working offsite started returning to campus July 6.
- UI is part of the larger trend of Big Ten, AAU, and other higher education institutions navigating future of work plans.
- HR is interested in hearing from UISC members about future of work experiences in their own areas.
- Senior HR leaders have been trained and certified in change management to help the return operate smoothly and effectively.
- The transitions happening now are viewed as a “return to campus”, not a “return to work” since many have been working off-site and experiencing their most productive or busiest years.
- Future of work plans:
  - Will help the university compete for talent and satisfy employee calls for more options. The labor market is tight right now, retirements are up, and there is emphasis on employee retention and creating an environment where employees can thrive.
  - May yield space-management and cost-saving benefits by reducing demand for on-site space. Employees working remotely and/or hybrid should expect changes in their on-campus work environments to create cost savings.
  - Savings may be redirected to student-facing programs, competitiveness may attract more world-class teachers and researchers. This will help UI plan for the expected dramatic decline in high school graduates in Iowa and the Midwest.
  - Flexibility will help some university employees stay in their Iowa hometowns. UI is one of the largest employers in the state of Iowa, with 30,000 employees. Thinking differently about where employees live and work may help drive economies in small town Iowa.

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*Evaluation of Future of Work Pilots*

- A committee has formed to review data (recruitment/retention, productivity, culture, job satisfaction, etc.)
- A new form was created to better monitor work arrangement utilization. The form is now required and is an application, allowing for better data gathering and transparency.
- HR will be asking for perceptions of the pilot period from supervisors, customers, and colleagues.
- Projected cost savings and cost avoidance on space allocation due to flexible arrangements will also be evaluated.

*Return to Campus Resources*

- The [Welcome Back to Campus](#) toolbox is available for employees and supervisors.
- UISC members are encouraged to watch the [Fresh Start: Preparing for Campus Return](#) video, created by HR staff member Spencer Stumpf. The video discusses the importance of mindset when transitioning back to campus.

## **TIAA FARMLANDS RESOLUTION VOTE**

### **Proposal History**

- The [Sustainability Charter Committee](#) approached SCEC in early 2021 to discuss the proposal. SCEC requested time to review documents, hear from those involved, and receive input from constituents. UISC focused on making this process transparent.
- The Sustainability Charter Committee (and partners ActionAid), HR, and TIAA presented during the June UISC meeting.
- UISC collected questions from councilors and shared the Q&A document with staff council members.

### **Proposal & Vote**

- Resolution of the University of Iowa Faculty Senate and Staff Council urging FRIC and RFIC to ask TIAA to Address Transparency and Sustainability Issues Related to Rural Land Grabs
- *Em Domingues moved to adopt the proposed resolution; Rubia Ruiz second the motion. The resolution passed.*
- Kevin will inform the Sustainability Charter Committee of the vote results.

## **COMMITTEE PLANNING RETREAT AND BREAKOUT SESSIONS**

- UISC members entered breakout rooms to draft committee goals.

## **COUNCILOR RECOGNITION**

- Councilor Lisa Polakowski Schumacher, UI Senior Education and Compliance Specialist, was recently featured as a panelist in a Chronical of Higher Education Report, “Give Student Caregivers the Support they Need, When they Need it.”

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- Councilor Yashwant Prakash Vyas was recently named the inaugural Diversity Education and Strategic Initiatives Director at the University of Mississippi and will begin the role later this month. Thank you to Yashwant for his service to Staff Council and his tireless advocacy for staff.

## COUNCILOR UPDATES

### State Fair Volunteers

- Jackie Kleppe announced UISC is working a shift at the state fair on Sunday, August 15<sup>th</sup> from 1-5 pm. All 6 slots have been filed. Thank you to those who volunteering.
- Volunteers are needed for a separate shift from 5-9 pm on that Sunday. State fair tickets are provided to volunteers so people could attend the fair during the day and finish with volunteering.
- Health precautions are in place this year at the booth: volunteers will not be applying tattoos to individuals and will generally have less contact with fair attendees.

### Reimagining Campus Safety

- Matsalyn Brown presented updates from the [Reimagining Campus Safety](#) committee.
- The committee presented their intended recommendations to President Wilson in mid-June. The recommendations are not ready to be shared with the public yet.
- President Wilson seemed supportive for the proposed direction and gave helpful feedback about using plain language in the recommendations.

### UI Resources

- Becky Keogh shared a link to a Tippie College of Business presentation, "[Re-Engaging at Work During and After COVID-19](#)".
- TCOB Professors Eean Crawford and Daniel Newton discuss research surrounding employee engagement and how that can be applied to today's world.

### Meeting Reactions & Councilor feedback

- Liz Lara suggested more breakout sessions during meetings.
- Becky Keogh suggested using breakout rooms to gain feedback on the future of work progress.

## ADJOURNMENT

- Meeting adjourned: *Ted Potter moved to adjourn; Yashwant Prakash Vyas seconded motion; Kevin adjourned the meeting at 4:27 pm.*

## NEXT MEETING

- August 11, 2021 2:30-4:30 pm, Zoom