

UI Staff Council
Wednesday, October 13, 2021
2:30 – 4:30 pm
HSSB Gala Room and Online via Zoom

ATTENDANCE

Present

Brian Baxter, Damien Blair, Mihaela Bojin, Matsalyn Brown, Brett Cloyd, Dawn Coffman, Jackie Curnick, Em Domingues, Brian Douglas, Jadvyga Gerasimovic, Shari Heick, Anne Hinkle, Erika Holm-Brown, Cody Howell, Makur Jain, Molly James, James Jorris, Becky Keogh, Jackie Kleppe, Sarah Ling, Emily Milke, Heather Mineart, Brian Morelli, Evans Ochola, Debra O'Connell-Moore, Jamie O'Meara, Stephen Pacha, Yelena Perkhounkova, Carlton Petty, Lisa Piper, Isaac Podolefsky, Ted Potter, Tracey Pritchard, Molly Rechkemmer, Jeremy Richardson, Rubia Ruiz, Teri Schnelle, Sonia Slevinski, Glenda Smith, Warren Staal, David Stenersen, Jennifer Yoder, Jim Verry, Jessica Welter, Carrie Whittaker, Darrelle Wilkinson, Kevin Zihlman

Absent

Wendy Askling, Zach Girazian, Liz Lara, Jessica Padilla, Lisa Schumacher, Mary Shumaker, Erin Turnis, Toni Woodbury

Administrative Liaisons

Marla Rosenblum

Guests

Kelli Ballard, Brittany Benda, Heidi Bodensteiner, Paulin Boronbossou, Lisa Brewster, Keith Burrell, Ken Clinkenbeard, Michelle Davenport, Kasie Dodd, Kerry DuBay, Brett Dwyer, Kristi Fitzpatrick, Pete Forkenbrock, Lisa Graves, Connie Havran, Debra Henricks, Laura Himschoot, Andrew Holland, Hermann Hounkponou, Jodi Kennedy, Cassandra Lacina, Ashly Lagneaux, Jennifer Lee, Martha McNulty, Katie Minehart, Sam Mitchell, Jeanne Mullen, H Pedelty, Kate Perez, Edmund Saunders, Sarah Schnell, Cecilia Shearon, Karen Shemanski, Brenda Van Dee, Garrett Von Walden, Scott White, Lynette Williams, Nick Zieser, Brooke Zittergruen

Presenters

- Cheryl Reardon, Associate Vice President and Chief HR Officer
- Keith Becker, Senior Director, Talent Acquisition
- Trevor Glanz, Senior Director Compensation and Classification and HR Data Management
- Eddie Etsey, Chief Technology Officer, UI Athletics

WELCOME, MEETING PROTOCOL, ATTENDANCE, MEETING MINUTES

Covered zoom meeting protocol.

Minutes approval:

- October 2021 SCEC Minutes were provided to councilors prior to the UISC meeting; no questions or comments
- September 2021 UISC Minutes: Ted Potter motioned, Jeremy Richardson seconded, motion passed with no changes.

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FUTURE OF WORK@IOWA EVALUATION UPDATE

Cheryl Reardon reviewed data elements being used to evaluate the Future of Work@Iowa pilot.

- Thank you to everyone working with HR on the pilot. The information has been helpful to shape recommendations.
- HR is using the following to evaluate the pilot program:
 - Work arrangements data obtained from the self-service application
 - Answers from an added exit interview question to gauge the importance of flexibility
 - Specific modality questions added to existing customer surveys
 - Space impact data
 - An optional (at the org level) 10 question survey going out in late October for participating units
- The preliminary report is expected by mid-November and final evaluation report March 2022. There is a gap between the end of the pilot and the due date for the final report. This creates unknowns and HR will share updates as they become available.
- Individual departments looking to evaluate their pilot should work directly with their senior HR rep or reach out to Cheryl directly.
- A UISC rep raised a concern about the equitable availability of technology for hybrid and remote-work staff. There have been laptop supply chain issues. The availability of technology is not currently being evaluated but could potentially be included in the list of recommendations in the report.

LABOR MARKET CHALLENGES, STAFF RETENTION, AND RECRUITMENT STRATEGIES

Keith Becker and Trevor Glanz reviewed UI strategies in response to labor market challenges.

- Labor market challenges currently exist across all industries for various reasons, such as employees reevaluating their purpose, an abundance of job opportunities, and talent pools shrinking.
- Proactively understanding our workforce will help UI attract and retain employees. Ways to do this include conducting stay interviews and forecasting potential retirements.
- Trevor Glanz reviewed how salaries are analyzed internally, externally, and typical salary setting factors for current staff. UI is competing more on a national and international level with the increase of virtual employment opportunities.
- A good compensation strategy over the next 12-18 months includes prioritizing positions, utilizing the salary adjustment review process, and considering special compensation if base increases are not feasible (spot awards and exceptional performance awards). Currently, the Board of Regents has expanded the spot award process to allow up to 8 spot awards, worth up to a net amount of \$300 each.
- Recruitment tips are included in the slide deck.
- The goal is to offer a competitive employment package across the big picture, e.g., benefits, cost of living, and ample training opportunities at UI.

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Questions

UISC representatives prompted the following discussions:

1. Policies regarding the availability of and amount for transition and relocation expenses are decentralized, with oversight from University HR.
2. Keith and Trevor are aware UI lags behind other Big Ten peer institutions regarding dependent tuition assistance. This is a continuing conversation topic with leadership and would require a Board of Regents action.
3. Employee safety is important to leadership. UI is a state institution governed by the Board of Regents and must abide by their policies. HR is awaiting guidance on President Biden's executive order.
4. Median low and median high salaries are provided as reference points for [Pay Structures](#). This creates more transparency for the distribution of salaries within a certain level. Encourage additional emphasis on high performers who are below their median zone during salary increase periods.
5. UI is focusing on being creative and exploring new ways to recruit staff as we work towards becoming a destination university for students and the workforce.
6. Merit steps essentially went away in 2017 but on July 1, 2021 the merit increase was set at 1% by the BOR. There is concern from UISC reps regarding large gaps in wages for merit staff.
7. UISC President Kevin Zihlman encouraged Trevor and Keith to partner with UISC on initiatives and when seeking staff feedback.

EDDIES TEDDIES INC.

UISC continued its commitment to highlighting great work done by staff outside their roles at UI by welcoming dynamic presenter Eddie Etsey (Chief Technology Officer, UI Athletics) to share multiple projects he champions outside of his UI position.

- Eddie is the host of the podcast [On the Edge with Eddie: Detangling our Black Identities](#). The podcast is designed to bridge “Black Africans, Black Americans, and every melanin in-between”.
- [Eddies Teddies, Inc](#) grew from Eddie's desire to create experiences where kids can feel inspired. The non-profit started with 50 teddy bears Eddie delivered to a children's hospital in Ghana. Having a companion helps kids heal faster and the initial reaction was incredible for the kids and for Eddie.
- Eddies Teddies, Inc.'s mission is to provide resources to underprivileged populations and to institutions that cater to these populations. Eddie takes time to understand the culture and community of an area to make sure assistance is efficient and effective. The non-profit seeks to provide resources, create a global community/classroom, and empower dreams. Past projects include setting up a library, distributing teddy bears, and providing menstrual health education.
- A book drive will occur in December and other drives for basic needs and medical supplies will occur at other times of the year. Information will be shared with UISC as it is available.
- Eddie encouraged UISC members to:

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- Serve their community – identify who their community is and serve them
- Find their passion/joy – focus on what excites them
- Get involved and make a difference – can do so across a wide variety of organizations on a local level

We make a living by what we get, but we make a life by what we give. – Winston Churchill

COMMITTEE UPDATES

Kevin welcomed new councilor Brian Morelli, Head of Marketing & Communications, Iowa Technology Institute, as the new Org Representative for the College of Engineering.

Committees will be asked in the next few months to submit more formal updates to be shared with campus.

University Relations

- Director of State Relations, Keith Saunders, met with the University Relations committee to discuss interactions with legislators in Des Moines and legislative actions ahead.
- Working with Mike Weaver on the Big Ten meeting where staff councils from other universities discuss various initiatives on their campuses. Meeting will occur in the next few weeks.
- Pete Matthes, Vice President for External Relations and Senior Advisor to the President, will join an upcoming committee meeting to talk about legislative priorities.

Community Outreach

- UISC members are invited to participate in the upcoming homecoming parade. Hawkeye Elvis will be walking with UISC!

Awards

- The awards reception took place the previous evening.
- Special thank you to Marla for helping coordinate and UISC member Isaac Podolefsky for live streaming the event so family from across the country and world could attend.

Health Care

- Meeting soon with UIHC leadership to discuss recruitment, retention, and COVID implications.

DEI

- DEI members are reaching out to various diversity councils and cultural centers to promote collaboration. They are also seeking advice regarding the annual DEI event.
- DEI committee members will also be reaching out to other UISC committees to talk through DEI goals.
- Committee is currently in the pre-planning phase for the annual DEI event. There is hope for it to be in person and larger to include faculty and students.

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Communications

- Continuing to seek out content for the newsletter from UISC members and committees

OPEN DISCUSSION AND GENERAL UPDATES

Becky Keogh shared upcoming BUILD trainings with openings:

- BUILD: Beyond the Numbers – Foundations for Diversity, Equity, and Inclusion, virtual 11/10/21 from 1-4pm (15 seats available) or virtual 12/02/21 from 9am-12pm (31 seats available)
- BUILD: For the Long Haul – Increasing Your Stamina While Doing Justice Work, virtual 11/15/21 1-4 pm (26 seats available)
- BUILD: Theory to Practice – Engaging with Different Types of Activism, virtual 10/26/21 9-noon (33 seats available)
- NCBI: Conflict and Controversial Issues, virtual 12/7/21 8:30am-12:30pm (41 seats available)

Brian Morelli encouraged members to attend the [Iowa Technology Institute Open House](#) on Wednesday, October 20, 2021 from 11 am to 1 pm. Attendees can learn about ITI's ongoing research activities, including examining the U.S. Army's new Army Combat Fitness Test using our virtual human SANTOS.

Brett Cloyd drew attention to the [Fall 2021 Main Library Gallery exhibition](#), *From Revolutionary Outcast to a Man of God: Dostoevsky at 200*. The exhibit runs until December 17, 2021. Stop by and say hello to your friendly and helpful librarians!

Cody Howell shared about an upcoming [Women of Colour Network](#) virtual program on October 20, 2021 from 11:30 am to 1 pm. The mission of the programming series is to create space for dialogue, support, and empowerment among students, faculty, and staff at UI.

ADJOURNMENT

- Meeting adjourned: James Jorris moved to adjourn; Becky Keogh seconded motion; Kevin adjourned the meeting at 4:27 pm.

NEXT MEETING

- November 10, 2021 2:30-4:30 pm, Kelch Conference Room (CBRB 1289) and Zoom