

UI Staff Council
Wednesday, January 12, 2022
2:30 – 4:30 pm
Online via Zoom

ATTENDANCE

Present

Wendy Askling, Brian Baxter, Damien Blair, Mihaela Bojin, Matsalyn Brown, Brett Cloyd, Jackie Curnick, Brian Douglas, Zach Girazian, Shari Heick, Anne Hinkle, Erika Holm-Brown, Makur Jain, Molly James, James Jorris, Becky Keogh, Jackie Kleppe, Liz Lara, Sarah Ling, Emily Milke, Heather Mineart, Sam Mitchell, Brian Morelli, Evans Ochola, Jamie O'Meara, Stephen Pacha, Yelena Perkhounkova, Lisa Piper, Isaac Podolefsky, Ted Potter, Tracey Pritchard, Molly Rechkemmer, Jeremy Richardson, Rubia Ruiz, Teri Schnelle, Lisa Schumacher, Mary Shumaker, Sonia Slevinski, Glenda Smith, Warren Staal, David Stenersen, Erin Turnis, Jim Verry, Jessica Welter, Carrie Whittaker, Darrelle Wilkinson, Toni Woodbury, Jennifer Yoder, Kevin Zihlman

Absent

Dawn Coffman, Em Domingues, Jadvyga Gerasimovic, Cody Howell, Debra O'Connell-Moore

Administrative Liaisons

Marla Rosenblum

Guests

Debra Henricks, Diane Fountain, Claire McGranahan, Dani Wisnousky, David Rooney, Heidi Bodensteiner, Kelsey Harrell (DI), Peter Forkenbrook, Sylvia Gomez, Scott White, Hannah Hodges, Mike Weaver

Presenters

- Mercedes Juelfs, Faculty and Staff Chair, University of Iowa Dance Marathon 28
- Paige Kamin, Campus Relations Director, University of Iowa Dance Marathon 28
- Sean Hesler, Director, UI Learning and Development
- Megan Hammes, Senior Director, UI Wellness

WELCOME, MEETING PROTOCOL, ATTENDANCE, MEETING MINUTES

Covered zoom meeting protocol.

Minutes approval:

- December 2021 SCEC Minutes were provided to councilors prior to the UISC meeting; no questions or comments
- December 2021 UISC Minutes: Jeremy Richardson motioned, Heather Mineart seconded, motion passed with no changes to the amended minutes

DANCE MARATHON UPDATE

[University of Iowa Dance Marathon 28](#) Faculty and Staff Chair Mercedes Juelfs and Campus Relations Director Paige Kamin presented on the upcoming virtual Big Event, February 4-5, 2022.

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- The virtual event will include a 24-hour livestream, main stage acts, and Zoom opportunities so everyone can be seen.
- Dance Marathon supports families through multiple ways, including family programming, volunteering on Level 11 of the Stead Family Children's Hospital, and holding Heart Week where they remember children who've passed.
- Dance Marathon has been able to raise money and return to some regular programming throughout the year.
- Money is used in a variety of ways, including providing families with gift cards to restaurants during their stay, helping fund a child-life specialist, and assisting families with funeral costs.
- Links to donate and volunteer can be found on the accompanying slides.

UI LEARNING AND DEVELOPMENT UPDATES

Sean Hesler, Director of UI Learning and Development, provided updates on Supervisor Training and Tuition Assistance

Supervisor Training

- Supervisor training can be completed on-demand in ICON, through Zoom, partially via Assessments, or a combination of these options. This flexible arrangement has been key to the university's progress towards full compliance.
- Assessments are very challenging and were created with a faculty member who has expertise on assessments.
- Current compliance progress can be found on the accompanying slides.
- Some extensions have been granted due to pandemic circumstances. Healthcare is near 62% compliant and received an extension to June 30, 2022.
- Training is assigned on a rolling basis. New supervisors are assigned the compliance and have 6 months to complete the training. Reminders are sent at 60, 30, and 5 days prior to the deadline.
- Sessions are receiving positive feedback with a common theme being, "I wish I had seen this information sooner." Most do not fill out the evaluations for the ICON training.
- Working@Iowa will provide some data to help examine the effectiveness of trainings. Hesler is hoping to work with UISC to find ways to capture and distill data to determine training effectiveness.
- The current supervisor training is a one-time compliance and will not recur for supervisors like some other compliances (e.g., Harassment Prevention). Supervisors can take the trainings again and those interested in supervising can also complete the training, fulfilling a potential future compliance.

Tuition Assistance

- There are two tuition assistance programs: [UI Tuition Assistance](#) and [UI Health Care Tuition and Certification Assistance Program](#). The UI Tuition Assistance program covers merit employees from UIHC as well as some Carver College of Medicine-funded merit, faculty, and P&S employees.

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- Research shows in general, tuition assistance helps with engagement and retention.
- A breakdown of fall 2021 tuition assistance awards can be found on the accompanying slides.
- No fall 2021 applications were denied. Courses followed the typical trend of graduate coursework constituting the bulk of approved assistance dollars.
- The Institutional Opportunity Fund money was only awarded for UI coursework.
- Funding for summer comes from any remaining funds and any funds from those who withdrew from courses. Currently, staff can only apply for winter or spring, not both.
- Money awarded is based on number of semester hours and rates for those hours (according to the current Liberal Arts graduate/undergraduate rates). Applicants are responsible for any additional tuition costs over the max allowable amount.
- A reimbursement process is used for those taking courses outside UI.
- Courses must be for academic credit and funds are only used for tuition, not fees or textbook/lab charges. This is typical for tuition assistance programs. Funds are not need-based either.

LIVEWELL 2022 PROGRAMMING

Megan Hammes, Senior Director for UI Wellness (a division of UI HR), presented on new and continued offerings for health and well-being.

- The [employee well-being website](#) lists many resources for the UI community.
- UI had a 45% completion rate for the [Personal Health Assessment \(PHA\)](#) in 2021. The goal is 60% for 2022. UISC can help by encouraging colleagues to complete the assessment which is located at Employee Self Service > Benefits & Wellness section.
- New in 2022: [Recharge+](#) focusing on resiliency.
- Other liveWELL offerings include the [Mindfulness-Based Stress Reduction program](#), the [Diabetes Prevention program](#), [Lifestyles: 10-Week Weight Management](#), and [mindfulness resources](#).
- Support for [departmental and local well-being](#) exists. These can include Wellness Ambassadors, Wellness Heroes, and Wellness Grants. Wellness Ambassadors are key communication gatekeepers at the department level – they have access to monthly calls, an ICON course site with health information, digital signage, and more!
- Hammes will present to UISC again in March 2022 with the liveWELL annual report and 2021 PHA data review.
- A UISC member asked about group fitness classes and the availability for staff members due to our schedules and long lines. [Recreation Services](#) offers Group Fitness classes, many virtually. The virtual classes are free for members and count toward your monthly visits for the faculty/staff Recreation Member Incentive Program.
- Hammes offered up her assistance on crafting messages with liveWELL signatures or stamps to be woven into any Staff Council communications to campus or any local updates that councilors are doing. liveWELL appreciates UI Staff Council weaving in messages around health and well-being.

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COMMITTEE ROLES

A document was shared with UISC members prior to the meeting with information on Executive Committee roles and expected time commitments. SCEC members talked about their experiences on the Executive Committee. UISC members are encouraged to run for SCEC positions and can reach out to current SCEC members with any questions.

BREAKOUT ROOMS

UISC members went into breakout rooms focused on what they are hearing from constituents or feedback on the President's Iowa graphic.

Constituent Feedback

- Healthcare staff are continuing to work through the pandemic and are responding to the currently rising COVID cases. Many are being pulled to work in clinics.
- There is a need for more guidance about what will happen after June 30th regarding the Future of Work@Iowa, especially given the perception the Board of Regents (BOR) is not in favor of remote work.
- There is frustration with the guidance regarding masks and vaccines but there is an understanding that UI leadership is following the BOR lead. People are trying to be empathetic and kind to one another, but people are tired, and trust is an issue.
- Feedback from Big Ten peers shows institution directives depend on the state.
- HR provides guidance on [talking about masks with colleagues](#).
- Questions about the possibility of phased or early retirement packages. A member shared how this can result in a "brain drain" and some departments/colleges are still trying to recover from the last time it was offered.
- Additional funding is needed for the State Hygienic Lab. They are not part of UIHC who has received additional funding.

Proposed Additions to President's UI Graphic

- Number of Iowa teachers educated at UI
- Writers graduating from UI who work on well-known productions
- Focusing on nurses
- Physics and Astronomy research
- Flood center
- Focus on small businesses

COMMUNITY OUTREACH COMMITTEE

The Community Outreach Committee presented ideas to celebrate MLK, Jr. Day.

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ADJOURNMENT

- Meeting adjourned: Jim Verry moved to adjourn; Jeremy Richardson seconded motion; Kevin adjourned the meeting at 4:30 pm.

NEXT MEETING

- February 9, 2022, 2:30-4:30pm, via Zoom