ATTENDANCE

Present

Absent

Administrative Liaisons
Marla Rosenblum

Guests
Mary Cox, Tara Maurer, two representatives from the Daily Iowan

Presenters
- Dr. Donald Letendre, Dean, College of Pharmacy
- Trevor Glanz, Senior Director of Compensation/Classification and HR Data Management
- Jiongting Hu, Senior Compensation and HR Data Specialist
- Megan Hammes, Senior Director UI Wellness
- Alisha Loy, Quality and Operations Improvement Engineer, UIHC

MINUTES APPROVAL:

- March 2022 SCEC Minutes were provided to councilors prior to the UISC meeting; no questions or comments
- February 2022 UISC Minutes were provided to councilors prior to the UISC meeting. Heather Mineart motioned to approve, Glenda Smith seconded, motion passed with no changes.

WELCOME FROM DEAN LETENDRE

Dean Letendre welcomed UISC and shared information about the College of Pharmacy and UI Pharmaceuticals.
COMPENSATION AND CLASSIFICATION UPDATE

Trevor Glanz, Senior Director of Compensation and Classification and HR Data Management, and Jiongting Hu, Senior Compensation and HR Data Specialist provided an overview of compensation and classification. This presentation is given annually to UISC. The presentation is included in the post-meeting packet and will be available on the UISC website. Information shared during the UISC meeting can also be found on the Compensation and Classification website.

Areas highlighted:

- P&S Classification System
- P&S Compensation System
- Merit System
- Annual Salary Increases
- Flexible Pay for Exceptional Performance
- Career Development Planning

Trevor encouraged employees to talk with their supervisor if they have questions about salary and what they can do to advance at the university. Human Resources representatives are available across campus to help facilitate those conversations if necessary.

The UI budget model allows salary flexibility at the college/division level, with oversight from University Human Resources. Individual colleges and divisions can set salary increases due to performance reviews and these practices should be applied consistently across the area.

Inflation is a topic on many peoples’ minds. Though the rate is currently high, it does not automatically result in a similar increase in the university budget. The current inflation rate is expected to decrease at some point.

LIVEWELL UPDATE

Megan Hammes, Senior Director UI Wellness, shared liveWELL 2021 Annual Report highlights and findings from the 2021 Personal Health Assessment data.

A new program, Recharge+, focuses on building resilience. This program overview was shared at January 2022 staff council meeting and some statistics were shared including that over 2,000 employees have participated at least once and 51% have reported increasing their resilience score.

Participation in the Personal Health Assessment (PHA) was down in 2021 (45%) compared to 2020 (51%) and 2019 (60%). Data showed an increase in modifiable health risk areas when compared to 2019: unmanaged stress, poor nutrition, physical inactivity, poor sleep, and cigarette smoking. This data follows national trends during the pandemic.
Megan pointed out the importance of connecting employees to well-being resources when they’re ready to make healthy lifestyle changes. There is a strong link between physical well-being and mental health: moving your body is important for physical health and brain health.

The top productivity barrier found in the PHA, “Too much to do and not enough time”, is not necessarily work related. The Working at Iowa survey may better address work-specific concerns.

A decision hasn’t been made regarding the health fair. In the past, 1600 visitors attended the health fair. The fairs have been virtual or reworked as mini-health fairs over the past two years.

**STAFF SPOTLIGHT – TRIPP FOUNDATION**

Continuing UISC’s commitment to highlighting staff doing exceptional things outside their UI role, Alisha Loy, Quality and Operations Improvement Engineer, UIHC, shared information about the TRIPP Foundation, Tackling Renal Insufficiency Person by Person.

The foundation was formed to help families like Alisha’s whose children are suffering from kidney disease. It assists with coordinating support, crisis planning, resources, advocacy, and financial assistance. The TRIPP Foundation is a public charity and most of their families find out about them through their connection with UIHC.

**BYLAWS AMENDMENT SECOND READ**

Ted Potter, interim Bylaws Committee Chair, presented for a vote the proposed Bylaws Amendment to update the Education Committee’s Purpose and Scope of Concern. Kevin called for the vote - the amendment passed unanimously.

**COMMITTEE UPDATES**

**Community Outreach**

- Current opportunities: Adopt a Highway, Commencement, Shelter House Book Sale

**University Relations**

- Hawkeye Caucus coming up March 31
- Big Ten Meeting April 15th at noon

**DEI**

- The DEI event held on March 7 went very well.

**Education**

- Survey will be sent out to get feedback on mentor/mentee program

**Awards**

- Nominations due March 25th
UI Staff Council
Wednesday, March 9, 2022
2:30 – 4:30 pm
College of Pharmacy 210

UISC UPDATES

• Councilors can expect a survey soon to ask about meeting modality.
• Nominations for Officer and President Elect will take place during the April UISC meeting.

ADJOURNMENT

• Meeting adjourned: James Jorris moved to adjourn; Carrie Whittaker seconded motion; Kevin adjourned the meeting at 4:33 pm.

NEXT MEETING

• April 13, 2022, 2:30-4:30 pm, 2520D UCC