

UI Staff Council
Wednesday, May 11, 2022
2:30 – 4:30 pm
2520D UCC and via Zoom

ATTENDANCE

Present

Current Councilors

Wendy Askling, Brian Baxter, Damien Blair, Mihaela Bojin, Matsalyn Brown, Brett Cloyd, Dawn Coffman, Em Domingues, Brian Douglas, Jadvyga Gerasimovic, Shari Heick, Anne Hinkle, Erika Holm-Brown, Makur Jain, Molly James, James Jorris, Becky Keogh, Jackie Kleppe, Liz Lara, Emily Milke, Heather Mineart, Sam Mitchell, Brian Morelli, Evans Ochola, Debra O'Connell-Moore, Jamie O'Meara, Yelena Perkhounkova, Lisa Piper, Isaac Podolefsky, Molly Rechkemmer, Rubia Ruiz, Lisa Schumacher, Mary Shumaker, Sonia Slevinski, Glenda Smith, David Stenersen, Jessica Welter, Carrie Whittaker, Darrelle Wilkinson, Jennifer Yoder, Kevin Zihlman

Future Councilors

Neda Barrett, Robert Butler, Monica Dreyer Rossi, Hannah Hodges, Greg Hopson, Karen Noggle, Abbie Beadle, Bailey Carroll, Nima Chaudhary, Michele Hogue, Jordan Immerfall, Ethan Lawrence, Sam Patel, Tammy Paulus, Ashley Peters, Donna Wong-Gibbons

Absent

Jackie Curnick, Zach Girazian, Cody Howell, Stephen Pacha, Ted Potter, Tracey Pritchard, Teri Schnelle, Warren Staal, Erin Turnis, Jim Verry, Toni Woodbury

Administrative Liaisons

Marla Rosenblum

Guests

Jess Muschaweck, Connie Wason, Matthieu Biger, Sara Morelli, Brenda Van Dee, Cheryl Reardon

Presenters

- Joni Troester, Senior Assistant VP and Deputy Chief HR Officer

WELCOME, MEETING PROTOCOL, ATTENDANCE, MEETING MINUTES

Reviewed hybrid meeting protocol.

Minutes approval:

- May 2022 SCEC Minutes were provided to councilors prior to the UISC meeting; no questions or comments
- April 2022 UISC Minutes were provided to councilors prior to the UISC meeting. Lisa Piper motioned to approve, Heather Mineart seconded, motion passed with no changes.

UHR UPDATE

The Future of Work@Iowa

Summary of Recommendations

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- Flex work will continue as a permanent talent strategy.
- As a resident campus, it is important the work arrangement reflects the job functions. Remote work is not the norm, and a business rationale is required.
- Arrangements will be reviewed annually as part of the performance review cycle. There will be additional questions added to the Work Arrangement application.
- Local decision making and approval at Org/Division level for in-state
- Domestic and international placements will require expanded approvals to help mitigate risks.
- Over time, there will be an opportunity to review how space is used on campus.

HR is focused on making this a positive experience for the campus, the colleges and divisions, and the employee. A microunit was created to focus on work arrangement implementation. Diana Kremzar, Director, UI Family Services, has been named the leader for this microunit. Other members of the microunit represent Organizational Effectiveness, Payroll, Communications, Project Management, UIHC and HR. They will be responsible for:

- Launching the new work arrangement application
- Advancing additional supervisor training
- Risk mitigation framework
- Policy update
- Metrics - evaluation and reporting

The goal is to have updated arrangements into the system by July 1. In the long term, staff should expect their work arrangements to be reviewed each year alongside their performance review but a new form will not be needed.

UISC question: what metrics will be used to determine success?

- Continue to use pulse surveys to measure employee, supervisor, and team performance
- Ability to recruit and retain and if remote work played a role in this
- Exit surveys
- Division of Student Life provided information about the student experience
- Working at Iowa results

[Phased Retirement Pilot Program Expansion](#)

UI is looking to expand the phased retirement program and a pilot is on the consent agenda for the upcoming Board of Regents meeting.

What would change:

- Program would expand from two years to three years
 - Year one and two must be between 50-65%
 - Third year must be 50%
 - Full retirement at the end of the phasing period
 - For phasing periods of one-year or less, the appointment cannot exceed 50%
- Expansion of current optional “up to 10%” salary incentive
 - Salary incentive available for year one and year two if a three-year agreement

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- Only available for year one if a two-year agreement
- Not available in one-year or less agreement

If approved, it will become effective June 3, 2022 through June 30, 2025. If people are currently on a phased agreement, this policy would not apply. Individuals could wait until June 30, 2025 to begin this program. It depends on when the agreement begins.

What is not changing:

- Eligibility: regular faculty and staff in a 50% or greater role appointment for 15 years and attained age 57 at the time the agreement starts
- Insurance benefits, retirement benefits, and time off accruals

Forms are available on the [Phased Retirement website](#) but no agreements can be signed until the pilot is approved by the Board of Regents.

The Benefits office is happy to meet with anyone if they have questions about the program.

NEW JOINING STAFF COUNCILOR INTRODUCTIONS

Staff members joining (or continuing) with UISC include-

Function Reps:

- Academic Support Services – Hannah Hodges
- Administrative, Audit, Compliance, Legal, Risk Mgmt – Maria Bruno, Donna Wong Gibbons, Jennifer Yoder (2nd term)
- Human Resources – Neda Barrett
- ITS – Greg Hopson
- Engineering, Architecture, Facilities Mgmt – Richard Dvorsky
- Research, Scientific Services – Monica Dreyer-Rossi
- Behavioral Health, Health Care – Bailey Carroll, Nima Chaudhary, James Jorris (2nd Term), Ethan Lawrence, Sam Patel, Ashley Peters

New and Returning Org Reps

- CLAS – Karen Noggle
- College of Education – Jordan Immerfall
- Finance and Operations – Tammy Paulus
- Graduate College – Vivian Ta
- Health Care – Jessica Welter (2nd Term)
- IT – Robert Butler
- College of Pharmacy – Jamie O-Meara (2nd Term)
- College of Public Health – Michele Hogue
- Students Services – Abbie Beadle
- College of Business - TBA

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SPEECHES, VOTING CYCLES, COMMITTEE UPDATES

Order of speeches:

- President-Elect
 - James Jorris (elected)
 - Isaac Podolefsky
- Secretary
 - Brian Morelli (elected)
- At-Large
 - Brian Baxter
 - Brett Cloyd (elected)
 - Anne Hinkle
 - Molly James (elected)
 - Deb O'Connell-Moore
 - Isaac Podolefsky (elected)
 - Jessica Welter (elected)

Committee Updates

- Committee members reviewed their end of the year reports.

VOLUNTEER OF THE YEAR PRESENTATION

- Becky Keogh was recognized for their volunteering efforts at seven different events.

LEAVING COUNCILOR RECOGNITION

UISC recognized councilors who would not be continuing for 2022-2023.

PRESIDENT'S UPDATES

Kevin Zihlman thanked UISC members for their service and especially Marla Rosenblum for her commitment to UISC. Jackie Kleppe will now serve in the President's role as Kevin transitions to the Past President role.

ADJOURNMENT

- Meeting adjourned: Em Domingues moved to adjourn; Lisa Piper seconded motion; Kevin adjourned the meeting at 4:33 pm.

NEXT MEETING

- June 8, 2022, 2:30-4:30 pm TBA