UI Staff Council
Wednesday, June 8, 2022
2:30 – 4:30 pm
2520 D UCC and Zoom

Present

Askling, Wendy; Barrett, Neda; Beadle, Abbie; Blair, Damien; Bojin, Mihaela D., PhD, CLP; Bruno, Maria; Butler, Robert; Carroll, Bailey; Chaudhary, Nima; Cloyd, Brett; Coffman, Dawn; Dreyer Rossi, Monica; Dvorsky, Richard; Follmer, Carl; Gerasimovic, Jadvyga; Girazian, Zach; Heick, Shari; Hinkle, Anne; Hodges, Hannah; Hogue, Michele; Holm-Brown, Erika; Hopson, Greg; Immerfall, Jordan; Jain, Makur; James, Molly; Jorris, James; Kleppe, Jackie; Lawrence, Ethan; Mitchell, Sam; Morelli, Brian; Noggle, Karen; Ochola, Evans; O’Meara, Jamie; Patel, Sam; Paulus, Tammy; Perkhounkova, Yelena; Peters, Ashley; Podolefsky, Isaac; Potter, Ted; Pritchard, Tracey Rechkemmer, Molly; Ruiz, Rubia; Slevinski, Sonia; Staal, Warren; Stenersen, David; Welter, Jessica; Wilkinson, Darrelle; Wong-Gibbons, Donna; Yoder, Jennifer; Zihlman, Kevin.

Absent

Baxter, Brian; O’Connell-Moore, Debra; Piper, Lisa; Shumaker, Mary; Ta (Sheridan), Vivian.

Administrative Liaison

Marla Rosenblum, and Cheryl Reardon

Guests

Pamela Wilhoite, Jayme Crawford, Pete Forkenbrock, Diane Fountain, Jaclynn Hanson, Debra Henricks, Audra King, Angie Tiedt, Heather Youngquist, Jack Rossi, Heather Mineart, Mike Weaver, Erin Brothers. Hans Hoerschelman.

Meeting

Kleppe convenes the meeting at 2:32 pm

Kleppe reviewed protocols for in person and virtual sign in. Sign in sheet at the door for in person, and captured from the Zoom participant list.

No questions about May meeting minutes and June executive committee meeting minutes.

Potter motioned to approve. Mitchell seconded. Approved with no objections.

Councilor introductions

50 councilors in person and on Zoom provide brief personal introduction. The full list of Councilors is at https://staff-council.uiowa.edu/about-staff-council/councilor-directory.

Shared governance and UHR overview, UHR topic review and future planning – Reardon, Chief HR Officer and Associate Vice President at University Human Resources

Reardon, provided an overview of the role of Staff Council as part of UI shared governance, the structure of human resources, as well her personal background.
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- Reardon served as Staff Council president in 2004-05, and believes Staff Council provides important contributions to the success of the University and shared governance. The shared governance model maximizes decision making by considering all perspectives before major campus decisions are made.

- Reardon serves is the Staff Council executive committee liaison, is a frequent presenter at Staff Council, and provides mentorship and counsel to the SC president.

- Reardon has been at the UI for 32 years with positions in Residence Services; Physics and Astronomy; the Office of the Vice President for Research and Economic Development; and presently at University Human Resources.

- Staff Council was an opportunity for Reardon to give back to the UI community, and to enhance her leadership and professional development.

- UI human resources is divided into a few areas: Total Rewards (Joni Troester); Organization Effectiveness (Sean Hesler), Employee Relations and Inclusion (Jan Waterhouse). Some of these people will be presenting to Staff Council over the next year.

- HR on campus is a hub and spoke model. With University HR at the hub supporting organizational and big picture items, such as benefits, payroll, employee assistance programs, and compliance functions. The spokes are the senior HR leaders in each organization across campus.

- The hub creates many of the policies and procedures. The senior HR leaders are responsible for making sure that they can cultivate an HR structure that meets the needs of their team, which may vary from unit-to-unit, and aligns with UHR.

- The goal is for UI to be a Destination Workplace that competes regionally, nationally, and internationally for talent. Retention is a major part of this goal, including creating an atmosphere for employees to thrive. This includes benefits, payroll, compensation package, onboarding, orientation, development, wellbeing and coaching, professional development, and leadership development. This also includes employee exit support.

- Reardon asked Council members to offer suggestions for presentations throughout the year.

- Reardon showed a word cloud that mapped out topics. The focus narrowed with Future of work getting a lot of attention and interest last year. Reardon hopes to provide good information to Council members so they can communicate with their constituents.

**Staff Council Success and Moving Forward - Kleppe**

Kleppe has slides to help Councilors discuss ‘what is Staff Council,’ promote opportunities and nominations for staff recognition, such as awards (Longevity, Staff Appreciation Mini-Grants, Iowa Awards), as well as opportunities to represent Staff Council across campus, such as on search committees, and campus initiatives.

Kleppe highlights work of committees: DEI celebration; University Relations: Legislative Forum, Hawkeye Caucus; Community Engagement: Adopt-A-Highway, homecoming parade, Dance Marathon. 65% of councilors participated in at least one event last year. Want to get 100%. Other accomplishments include work on advocacy, Tuition assistance for staff, time off for volunteerism, increasing catastrophic leave, supervisor training (new), and staff awards for DEI (new).

2022-23 SC Meeting expectations (SC meets the second Wednesday of the month)

- Hybrid meetings – June, August, September, October, November, March, April.
- Hybrid or Virtual only – TBD December and February.
UI Staff Council  
Wednesday, June 8, 2022  
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- Virtual Only – January.
- In person only – July (retreat/planning) and May (officer elections).

2022-23 priorities: Staff Wellbeing (mental health and resilience and partner with UI well-being collaborative); Staff Engagement/Recognition; Enhanced Relationship between UI health care and UI.

Looking forward:
- Councilors should take pictures at events showcasing SC involvement.
- Members should fill out committee assignment survey. Members will likely get top two choices.
- Provide Kleppe with nominations for committee chairs.
- July Planning Retreat: SC will set goals for committees; what will you accomplish as a committee and how will you do this; what is manageable vs. what is a stretch.

Panel of Past Staff Council Presidents

- Heather Mineart – 2020-21. Administrator in the Department of Physics and Astronomy, College of Liberal Arts and Sciences.
- Mike Weaver – 2019-20. Program Manager & Executive Assistant to the Vice President for Research.
- Erin Brothers –2016-17. Research Administrator in the College of Medicine.
- Hans Hoerschelman – 2015-16. Lead Application Developer in the College of Liberal Arts and Sciences.

Past presidents shared advice for Staff Council.
- As Staff Council members you gain an appreciation for the breadth of the University, an understanding of different units, and how they work together so the University can operate.
- Get involved in the work of Staff Council, including volunteering to chair Staff Council committees and campus committees. This experiences help develop leadership skills, confidence, and provide a seat at the table for decisions.
- Step out of your comfort zone. Attend events, volunteer, meet new people, raise your hand. You get out what you put in.
- Take advantage of exposure to leaders across campus and externally, such as legislators. Meeting with undergraduate and graduate student leaders is eye opening and rewarding. This exposure offers different perspectives and introduces staff perspective and insight.
- Many projects on Staff Council take years to come to life, such as adding more supervisor training opportunities, so you may be someone who starts an initiative, advances it, or sees it through.
- They urged members to embrace the advocacy role of Staff Council in pushing to improve staff opportunities on campus. Staff Council can be more than receiving and sharing information if members engage.
- Being on Staff Council provides a platform to propose initiatives to campus leaders, such as Tuition Assistance. Those ideas should be fleshed out with a rationale and implementation
plan, ways to measure success, and have room for negotiation. Staff Councilors have the ability to build support within their units to give credence to the proposals.

- Examples of accomplishment include the Budget Review Board, Tuition Assistance, Supervisor Training, helping select University Presidents, improving Staff Council communications, helping facilitate rapid changes in the face of COVID-19.
- When which committees to serve, past presidents had a variety preferences and recommendations. Find areas you enjoy and think about the time commitment. Some committees have busy points of the year, such as elections, while others have work year round, such as communications. If a committee doesn’t exist for an area of importance, members can lobby ad hoc committees.
- Topics to consider include: rising cost of child care; advocate that staff salaries remain competitive amidst inflation and that existing staff aren’t left behind when it comes to raises and promotions in favor of new hires; foster a sense of community and belonging, especially with hybrid work; hold University leaders accountable to promises on the new strategic plan, including DEI. 5-year UI strategic plan just presented to Board of Regents: https://strategicplan.uiowa.edu/

**Communications Committee survey – Morelli and Mitchell**

Communications committee is conducting a survey to audit current communications from SC to constituents. The goal is to perhaps create the Communications Committee into a hub to help coordinate timing, share templates, best practices, and boost two-way communication. Communications Committee will summarize results and lead a discussion at July meeting.

**Adjournment**

Barrett motioned to adjourn the meeting. Second by Ruiz. Meeting adjourned at 4:31p.

**Next Meeting**

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