

UI Staff Council Executive Committee
Wednesday, July 6, 2022
3:00 – 4:30 pm
Virtual

Present

Brett Cloyd, Molly James, James Jorris, Jackie Kleppe, Brian Morelli, Isaac Podolefsky, David Stenersen, Jessica Welter, Kevin Zihlman

Absent

None

Administrative Liaison

Marla Rosenblum

Guests

Sam Mitchell, Emily Kleinmeyer, Joni Troester

Agenda

Cloyd provided an update on the UI general counsel search. Three finalists are expected to visit campus over the next few weeks. Faculty, staff, graduate, and undergraduate shared governance groups will be part of meetings with the candidates. Candidates will be announced 24 hours prior to their campus visit. More information will be forthcoming on Iowa Now.

<https://now.uiowa.edu/2022/07/ui-vice-president-legal-affairs-candidates-visit-campus>

Minutes approved (Motioned by Jorris; Second by James.)

July Staff Council agenda (Kleppe)

- Reminder: The July 13 Staff Council meeting is in person, and is expected to be robust.
- Communications committee will overview results of communications survey.
- Provost Kevin Kregel will provide an overview of the strategic plan.
 - o Executive committee will meet with Provost Kevin Kregel at 2p on July 15 via Zoom.
- This will flow well into the retreat in which committees will breakout and discuss goal setting for the year. There will be two sessions to allow people with multiple committees to engage in both. Committee chairs will stick with the one in which they have a leadership role for both sessions.
 - o Some committees still need to name chairs including Outreach, University Relations, and MSEC.

Coke Request Decision (Stenersen)

The Executive Committee voted to not approve a Coke Fund application. (Motioned by Stenersen. Seconded by Zihlman).

The request was for \$2,000 to sponsor Coming Together for Action 2022 in Baltimore, Md. Benefits cited included an exhibit booth for UI, sponsor banner on mobile and web apps, and conference signage. Exec Committee members reasoned the branding benefits would be limited given the event is in Baltimore and would have narrow staff benefits. Exec Committee members recommended the applicant apply for the Mary Jo Small Award as a better avenue for the request.

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Communications survey feedback – Sam Mitchell, Communications Committee Chair

Mitchell provided a review of responses received from Staff Council communications survey. Most members send 1-2 communications to constituents per month. Most committees are not sending communications to external constituents. Respondents felt the volume of communications being disseminated was about the right amount, and top purposes of those communications related to awards, recognition, and events. Many respondents felt there is room to improve the effectiveness of communications. Areas for help include guidelines on how and when to send messages, templates, and suggestions for non-email ways to communicate and help with bidirectional communications.

During Exec Committee discussions topics included the need for coordination among functional reps and to a lesser extent between organizational and functional reps. Increasing social media was also discussed.

Mitchell said new members are still getting oriented to the committee and the hope is to have recommendations and resources available for the September meetings.

Strengths Finder Training Intro – Emily Kleinmeyer, Associate HR Director and Strengths Finder Facilitator

Executive committee members recently took the Clifton Strengths Finder. Several members said the strengths identified depicted them well. There was question about how to put the findings into action.

Kleinmeyer noted the Clifton model focuses on strengths, not weaknesses. In other words, what is right not what is wrong. The program measures presence of natural talents and strengths. Many people have similar strengths, but they manifest differently from person to person. Only 20 percent of people use their strengths at work at any level.

Strengths-based development is built on three assumptions: 1) only some behaviors can be learned; 2) the best people in a role deliver the same outcomes using different behaviors; 3) Weakness-fixing prevents failures. Strengths-building leads to success.

The four areas of strengths measured include Executing (make things happen); Influencing (speak first, take charge); Relationship Building (people first, pulls people together); Strategic Thinking (think first, envision what future could hold). Five talents groupings including yearning, rapid learning, flow, glimpses of excellence, and satisfaction.

The Strengths Finding exercise will continue in August.

Well-Being Collaborative- Joni Troester, Senior Asst VP & Deputy CHRO - Total Rewards

Troester discussed the goal of making UI a health-promoting campus, and make it a priority among faculty, staff, and students. Troester discussed the Well-Being Collaborative. The Collaborative has six subcommittees focused on different areas. 1) Connections, inclusion, and purpose; 2) Substance use; 3) Mental health and resilience; 4) Collaborative leadership framework; 5) Built and natural environment; 6) Food nutrition and movement.

Troester described the challenge of how to create a campus culture to bring this to reality. Part of that is reaching common definitions and language. Troester anticipated the Collaborative will identify priorities in September.

Troester asked for the help of Staff Council in 3 ways: 1) Subcommittees alternate giving

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presentations during Staff Council meetings; 2) Staff Council members serve on focus groups to provide feedback; 3) Staff Council members volunteer as peer-to-peer trainers as the program comes to life. Executive committee supported the request and said the initiative is very positive for campus.

Troester will have time during the August Staff Council agenda to discuss the Well-being Collaborative.

Welter, who is participating in the Collaborative, provided links to the Okanagan Charter, which is a wellbeing strategic framework.

Here are examples of Okanagan Campuses:

https://wellbeing.ubc.ca/sites/wellbeing.ubc.ca/files/u9/wellbeing_strategic_framework_FINAL.pdf

https://www.queensu.ca/campuswellnessproject/sites/qcswwww/files/uploaded_files/Queens%20Campus%20Wellbeing%20Framework.pdf

ADJOURNMENT

Meeting adjourned. (Motioned by Morelli. Seconded by Podolefsky).

NEXT MEETING

August 3, 2022, 2:30-4:30 pm 2520B UCC (In person only)