

UI Staff Council Executive Committee  
Wednesday, August 3, 2022  
2:30 – 4:30 pm  
2520B UCC

## Present

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

## Absent

Molly James, David Stenersen.

## Administrative Liaison

Marla Rosenblum

## Guests

Emily Kleinmeyer; Teresa Kulper

## Agenda

Minutes: Podolefsky motioned to approve. Seconded by Jorris.

### **Outgoing Councilor Feedback Survey**

Kleppe presented insights from outgoing councilor feedback. Most feedback reported a positive experience with SC, although the survey only received six respondents.

- The top areas outgoing members enjoyed were presentations during meetings, committee work, and outreach/volunteerism through SC.
- Top benefits of SC include the ability to advocate for issues and seeing change, building relationships, gaining knowledge about what is happening across campus, and volunteerism.
- Areas for improvement include pandemic-related disengagement, regular Zoom option for attendees, more input and control from councilors over the agenda.
- Ideas to try:
  - Create more opportunities for more SC feedback. SCEC discussed adding regular breakouts, open comment period at the end of meetings, inviting members to attend SCEC, a SC member of the month to facilitate feedback, and creating a process for tracking feedback. SCEC noted pros of getting more input. Cons include SC may not be in a position to act on requests or suggestions brought up leaving some feeling like the exercise is futile.
  - Adding more discussion time versus presentation during meetings.
  - Filtering items through exec committee vs direct representation

### **Agenda overview**

- Cheryl Reardon will join to review of plans for Council year. They will provide an overview
- Joni Troester will update SC on the WellBeing Collaborative.
- Half of the SC Committees will report out on goals for the year. The other half will report out at the following meeting.

### **Know Your UIowa – Teresa Kulper, Senior UHR Lead Organizational Effectiveness**

With support from President Wilson, Kulper is leading an effort to create a program called “Know Your

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UIowa.” The pilot program includes identifying units across campus and setting a couple days in the fall for campus community to visit. Each unit would provide a host who’d lead a tour or discussion about what the unit does. Examples include National Advanced Driving Simulator, Campus Libraries, Athletic Facilities, Research Programs. The initiative would include a communications plan, volunteer time release, and integration with UI Wellness points program. Kulper noted the hope is to get teams to participate rather than just individuals.

SCEC was strongly supportive and offered ideas of locations to visit. Jorris and Podolefsky suggested ways to make the initiative virtual friendly.

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

Kleinmeyer joined SCEC for a follow up on the Strengths Finder Assessment. The discussion centered on how to lean into strengths while building strategies to manage skill areas that are still developing. Strengths in the same skill area may manifest in different ways in different people. The conversation turned to how to apply this information to the workplace as well as future SCEC meetings. One specific discussion was about how not to get pigeonholed into certain roles because one is good at it even if they don’t enjoy the activity, or conversely how to be excluded from development because certain skills are not a strength. SCEC agreed to shared results of strength finder to understand how our team fits together and can leverage each other’s’ strengths.

#### **ADJOURNMENT**

- Kleppe adjourned.

#### **NEXT MEETING**

- Sept. 7, 2022, 2:30-4:30 pm 2520B UCC