

UI Staff Council
Wednesday, Sept. 14, 2022
2:30 – 4:30 pm
2520D UCC and Zoom

Present

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

Absent

Heick, Shari; Hogue, Michele; Lawrence, Ethan; O'Connell-Moore, Debra; Scandrett, Kelby; Ta (Sheridan), Vivian.

Administrative Liaison

Rosenblum, Marla; Reardon, Cheryl.

Guests

Robertson, Gayle; Crull, George; Oddleifson, Willa; Laverty, John; Hesseltine, Michael; Bathke, Josie; Wilson, Mark; Threlkeld-Weigand, Bronwyn; Burmeister, Marlene; Lara, Liz; Hammes, Megan; Bhardway, Harnoor; Herrig, Jenna; Ballou, Victoria; Lake, Kim; Cook, Joshua; Duffy, Linda; Gomez, Sylvia; Maurer, Tara; Bodenstein, Heidi; Dose, Emily; Hendricks, Debra; VanDee, Brenda; Ellenson, Lisa; Lin, Queena; Kulper, Teresa; Olson, Rebecca.

Meeting

Minutes approval:

- September 2022 SCEC Minutes were provided to councilors prior to the UISC meeting; no questions or comments
- August 2022 UISC Minutes were provided to councilors prior to the UISC meeting. Chaudhary motioned to approve, Askling seconded, motion passed with no changes.

Nominations for Academic Support Services and Libraries vacancy – Jorris

Staff Council Elections Committee is seeking nominations for an Academic Support Services and Libraries function rep to replace Hannah Hodges, who has accepted a position outside the University. There is one year remaining on the term. The following names were nominated during the meeting: Kate Allen (Art/Art History), Amy Bartachek (Tippie School of Management), John Laverty (Admissions), Linda Varvel (Medicine Administration). The Elections Committee will condense the list to two candidates and forward to the Staff Council Executive Committee for final selection.

UI Staff Council
Wednesday, Sept. 14, 2022
2:30 – 4:30 pm
2520D UCC and Zoom

HR Update on Benefits – Rebecca Olson, Senior Director, University Benefits

Open enrollment begins on Nov. 1 and closes at 5p on Nov. 15. New benefit elections are effective Jan. 1. Olson provided an overview of many aspects of University benefits, including:

- Benefit Credits, Health, Dental, FSA, Life, Dependent Life, LTD, AD&D, Mandatory Retirement, 403(b) Voluntary Retirement & 457(b) Retirement
- Voluntary Benefits and Employee Discounts
- Changing Benefits and Annual Open Enrollment

Eligible employees receive \$90 per month that goes into a pool available to the employee throughout the calendar year to pay out-of-pocket health care costs.

UI offers two health care plans:

- UI Select is a traditional deductible plan with a lower premium and higher out of pocket costs for services.
- UI Choice has a higher premium and no or low co-pays for most services.

Dental – Employees can choose their provider. Level of benefits are based on the provider. Most Iowa providers fall into Tier 2, a premium network (Delta Dental).

UI offers flexible spending accounts, which allows employees to set aside pretax dollars to pay for medical costs. This is regulated by the IRS and therefore subject to IRS rules and regulations. Eligible expenses must occur during the calendar year and can be submitted for reimbursement through April 30 of the following year. Funds do not rollover.

UI provides a mandatory retirement program. Eligible employees must select either IPERS or TIAA. After the selection is made the employee can't change the vendor.

UI has an employee discount program with cell phone companies, fitness sport, travel, car rental and many more. <https://hr.uiowa.edu/benefits/employee-benefits/employee-discount-program>

Know your University – Teresa Kulper, Senior Director, HR Policy and Administration

Kulper is leading a new initiative with the backing of President Barb Wilson. The campus-wide program is designed to allow individuals and teams to experience the breadth of incredible work going on at the university and discover things new, surprising, and inspiring. The group has identified 2 visit days this fall – Oct. 11 and Nov. 2 – as the visit days for this pilot phase of the program. The purpose is to increase faculty and staff awareness of the IOWA campus; drive engagement through provide greater meaning in work; and improve wellbeing by creating a sense of pride and getting out to learn about campus.

Faculty and staff are eligible. Supervisor approval required. Kulper is encouraging supervisors to embrace this noting it could fall under Volunteer Time Release (Chap 24.8) and Educational Opportunities (Chap 26)

UI Staff Council
Wednesday, Sept. 14, 2022
2:30 – 4:30 pm
2520D UCC and Zoom

The group is still trying to come up with a name and is asking for ideas.

Don't use the word "Iowa" when naming these types of offerings. This avoids redundancy within the branded environment and the temptation to appropriate the block IOWA logo or display "IOWA" in another typeface. **Instead, focus the name on the purpose and value of the offering.**

Well-Being Collaborative – Intro to Kognito Suicide Prevention training

Bronwyn Threlkeld Wiegand, Director, UI Employee Assistance Program

Barry Schreier, Director, Higher Education Programming, Iowa Center of School Mental Health

Trish Welter, Associate Director Student Wellness

This is the first in a series of monthly presentations to SC from the Wellbeing Collaborative.

Kognito At Risk is an avatar-based interactive training platform. The user takes on the role of faculty or staff dealing with a student in distress. UI bought into the program in 2019, and renewed for a 3 year contract. Every first year and incoming transfer student has to take it. They are seeking to get greater participation at the staff level and are encouraging SC members to take it and encourage their colleagues to do so.

The program helps people recognize distress as well as helps them gain confidence to deal with it. The training is self-paced and accessible through "My Training" on HRIS.

The group shared alarming stats about suicides in the U.S. - 126 people die by suicide daily, Iowa is 21st in the nation for suicides per capita; 2% of undergrads reported attempting suicide in the past year and .6% of grad students. Suicide is the 10 or 11th leading cause of death in the country, and second leading cause of death among 17-34 age range.

Kleppe requested informational resources to disseminate to SC.

To enroll in Kognito At Risk log onto HRIS. Select My Career>My Training. Make sure "Enroll In Courses" tab is selected and then search "suicide prevention" to find the course.

Committee Goals sharing and collaboration

Awards Committee (Tracey Pritchard)

- Align awards timeline with BOR timeline.
- Use analytics to identify what people and areas are being missed.
- Expand collaboration with communications committee.
- Collaborate with HR to make the process for those on the selection committee easier.
- Considering whether a staff member can be nominated by a student.

Committee on Committees (Yelena Perkhounkova)

1. Continue to prioritize inclusion efforts congruent with University strategic planning.
2. Increase and diversify efforts to improve accessibility to presidential charter/non-charter committee membership for merit staff.
3. Clarify documents of procedure and roles.

UI Staff Council
Wednesday, Sept. 14, 2022
2:30 – 4:30 pm
2520D UCC and Zoom

4. Improve overall communication with membership management of Presidential Charter and non-Charter Committees.

DEI (Neda Barrett)

- Goal 1 - Celebrate DEI work and support campus DEI events
- Goal 2: Collaboration: Work with UI diversity councils and work with DEI success collaborative.
- Goal 3: Metrics: Analyze results from last year's DEI survey and launch one for this year. Compare results, create action points.
- Goal 4: Inclusive email signature.

Elections (James Jorris)

- Review the UISC election process in our hybrid model being used
- Continue to support inclusivity and increase awareness within current staff council membership about Executive Committee opportunities and responsibilities related
- Explore new avenues of communication across campus
 - Maybe update the flyers/emails
 - Communicate via UISC social media
- Collaborate with UISC Communications for nomination promotion
- Assist and collaborate with the various departments around campus to run elections

Health Care (Erika Holm Brown)

Goal 1: Maintain engagement between the committee and UIHC Leadership Team

Goal 2: Continue advancing DEI efforts in health care

Goal 3: Mental health, resiliency, and safety.

Goal 4: Increase visibility of staff council on health care side.

University Relations (Brian Morell)

Goal 1: External outreach

- Work with UI Gov't Relations to engage state legislators on value UI Staff provide
- Prepare for and participate in the Hawkeye Caucus (April 12)
- Pick a legislator (from list provided) and outreach. Research that legislator and share in preparation for Hawkeye Caucus.
- Co-host a Legislative Candidate Forum with Faculty Senate
- Invite Pres. Wilson, Pete Matthes, and Keith Saunders to a University Relations Committee meetings to understand their priorities.

Goal 2: Strengthen relationships with UI shared governance groups and local staff councils

Goal 3: Build relationships with Big 10 peers

Goal 4: Forge relationships with UI Committees

Closing

Kleppe states this meeting will be Rosenblum's last full council meeting as she plans to retire. Kleppe shared the kind words present and past Staff Council members shared about Rosenblum and provided her a framed word cloud and a travel gift card as parting gifts.

UI Staff Council
Wednesday, Sept. 14, 2022
2:30 – 4:30 pm
2520D UCC and Zoom

Jorris noted Rosenblum has pushed, motivated, and helped so many members. Past SC members John Lavery and Michael Hesseltine came forward to praise Rosenblum's work and recalled her immediate impact upon being hired.

Kleppe noted there is a strong applicant pool to fill the position.

Adjournment

James motioned to adjourn. Stenersen seconded.

Next Meeting

Oct. 12, 2022, 2:30-4:30 pm 2520D UCC and Zoom