

UI Staff Council Executive Committee
Wednesday, February 7, 2024
2:30 – 4:30 pm
2520B UCC and Zoom

Attendance

Present: Neda Barrett, Nima Chaudhary, Makur Jain, Molly James, James Jorris, Jackie Kleppe, Brian Morelli, Ashley Peters, David Stenersen.

Liaison: Kellie Digmann.

Guest: Rachel Napoli and Isandra Martinez-Marrero.

Minutes

SCEC January minutes were adopted unanimously without changes. (Motioned by Peters. Seconded by Chaudhary.)

Discussion topics

Staff Council February Agenda – Jorris

Jorris noted the career advancement presentation by Trevor Glanz is of particular value and interest to staff at large. In addition, parking and transportation presenters will be on hand to answer questions on parking structure construction and impacts, and there will be an update on the DEI Task Force progress.

President update – Jorris

- A DEI event is being planned for April 9 in the Iowa Memorial Union. Planners are seeking a new name.
- Jorris and Morelli discussed having Staff Council host a social event for members at an Iowa baseball game in the spring.
- Staff Council members volunteered for a number of shifts at Dance Marathon 30.
- Jorris submitted Staff Council's Tuition Assistance Program proposal. The proposal will go before the Budget Review Board next month. Jorris will be prepared to present. He noted the three most likely outcomes are approval of permanent funding, another round of temporary funding, or denial of the request.
- Jorris would like to host an end of year Staff Council event after the May meeting, possibly at the View. This would be in addition the Presidential Reception for Staff Council in early June.
- The Staff Council election process is expected to begin on March 4.

Council Corner Review - Jorris

During a breakout session during the January Staff Council meeting, the following two questions were discussed.

Q1: What have you enjoyed about Staff Council so far this year?

Staff cited a variety of topics. They supported mailing dispatch emails to everyone. We are seeing increased attendance at meeting. Members like Jorris' presidency and focus on the 3 Cs (Collaborate, Celebrate, and Communicate), highlight DEI events, inviting state legislators to meetings, comradery and

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engagement, transparency on efforts, volunteerism, breakout sessions, light hearted energy. Great presenters, better sense of role, greater participation, more in person activities, and the new Instagram.

Q2: What would you like to still see us accomplish in the second half of this SC year?

Recommendations included more updates and insight on the 10-year plan for the institution, particularly when there are changes, Hawkeye Caucus Day, DEI advocacy, recruitment for Staff Council elections, adding a page to the website to explain how one becomes a Staff Council member, and promotion of meeting topics. Regarding tuition assistance, it was suggested that Staff Council get insight into what staff across campus understand about the tuition assistance program and do more to raise awareness so grants are awarded more evenly across campus. Jorris' TA slide deck will be shared to help members explain the benefits of the program.

Budget update – Stenersen

Stenersen projected some possible large Coca-Cola Fund requests. Typically, there is a request of \$15,000 or more for the Mary Jo Small award. The request may come this fiscal year or early next year. Stenersen estimates Executive Committee should budget for around \$25,000 remaining to disburse after obligations, such as the staff memorial books. The amount may need to last into fiscal 2025. The fiscal 2024 budget was not allocated until November.

Jorris and Stenersen introduced the possibility of changing the timing of releasing funds for awards to align with when the Coca-Cola Fund budget is replenished. Prior to 2023, award payments were distributed in October. In 2023, award payments were distributed in July due to the advancement of the awards timeline to the spring. There is a proposal to align with Coca-Cola funds and shortened time between notification and paycheck reward.

EC members noted more clarification is needed on what qualifies for awards and a requirement applicants to more specifically explain how the award money will be used. One consideration is whether to allow money to be used for food.

Action: EC approved a request for \$160 for a staff retreat for the Division of World Languages.

Action deferred: EC decided to defer a request from the College of Engineering for \$1,600 for a faculty and staff awards ceremony and community celebration. EC planned to contact the requester for more information about how the money would be used.

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Integrated Working@Iowa and Campus Climate Surveys – Napoli and Martinez-Marrero

Napoli explained the survey as are being integrated to get a more holistic understanding of work and belonging experiences. Also, there is a desire to reduce survey fatigue.

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They are working to define a more efficient and sustainable process to capture and disseminate survey data. Research into integration has been going on since 2022. They researched third-party vendors, but the cost, timeline, and ability to leverage success of both surveys led to advancing an in-house integrated survey. One survey around employee experience reinforces the goal of creating a welcoming and inclusive campus. It should facilitate correlations between belonging and engagement data.

Martinez-Marrero noted, she along with Napoli are partnering with DDEI and Organizational Effectiveness to integrate the surveys. Public Health, ITS, and Health Care are also collaborating. They will revise the surveys to reduce areas of overlap and identifying key themes. The survey will occur in October 2024 with data dissemination in the winter. They asked Staff Council to help communicate the change and urge participation.

DEI Task Force - Barrett

Some job descriptions may change to connect with accreditation goals. No one will lose their job. Cultural groups are being reviewed. DEI questions will no longer be part of job interviews unless the job is related to DEI. Barrett noted that no one is forced to submit pronouns. Recruiting efforts will be more strategic to get variety philosophical perspectives. Job postings will be advertised in a greater variety of places. A free speech response team is being assembled.

Hawkeye Caucus Update – Peters

Peters is part of the University Relations. The committee is planning Staff Council participation in the Hawkeye Caucus on April 3. They are discussing capping participation at 15 people to help with coordinating transportation. Participation will be open to University Relations members first. They have reached out to Kim Moss about training. Those who participate will be invited to the March University Relations meeting. The committee is practicing 30 second to 1 minute elevator speeches. They have also written an email to all legislators in Iowa.

Adjournment

Jorris adjourns the meeting.

Next meeting

Next Meeting
March 6, 2024
2:30-4:30p
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