

UI Staff Council
Wednesday, June 16, 2024
2:30-4:30 pm
Zoom – videoconference

Present

Jerusalem Alleyne, Neda Barrett, Amanda Bibb, Amir Bozorgzadeh, Maria Bruno, Bradley Carson, Nima Chaudhary, Brett Cloyd, Dawn Coffman, Monica Dreyer Rossi, Chandler Easley, Shawn Eyestone, Michael Fletcher, Hunter Floyd, Dave Hartley, Michele Hogue, Erika Holm Brown, Griffin Idleman, Jordan Immerfall, Makur Jain, Molly James, Hilary Jensen, James Jorris, Ann Lawler, Erin Litton, Sarah Livesay, Cathy McGinnis, Sam Mitchell, Brian Morelli, Jamie O’Meara, Evans Ochola, Sam Patel, Alex Paternostro, Tammy Paulus, Ashley Peters, Vickie Roesner, Kayla Rojas, Rubia Ruiz, Mel Sanders, Teri Schnelle, Tony Senio, Jamie Sexton, Mindy Sleichter, David Stenersen, Kim Stoltz , Sara Sullivan, Shahd Taha, Kathleen Tandy, Bridget Toomey, Selina, Daniel Unruh, Santhana Velupillai, Heath Vignes, Adam Walsh, Casey Westlake, Vanessa Wiest, Donna Wong-Gibbons, and Jennifer Yoder

Absent

Marie Adams, Josey Bathke, Richard Dvorsky, Glen Fuhrmeister, Anne Hinkle, Lindsay Lansberry, Eric Schnedler, Lin Shuhui, Jessica Welter

Administrative Liaisons

Kellie Digmann, Cheryl Reardon

Presenters

Jessica Corliss, Sondra Cue, Erin Litton, Cheryl Reardon

Guests – Past Presidents

Heather Mineart and Kevin Zihlman

Guests

Elissa Alton, Staci Anderson, Maria Avila-Hannam, Ian Bjurstrom, Terence Cain, Natalie Dejardin, Chandler Easley, Diane Fountain, Jadvyga Gerasimovic, Sylvia Gomez, Cassandra Gordon-Fletcher, Deb Henricks, Suzanne Hilleman, iPhone, Adam Keune, Molly Kucera, Veronica LynnLee, Amy Mattix, Briana Maxwell, Brooklynn McClinton, Mara McConnell, Jessica Muschaweck, Ali Nelson, Hellecktra Orozco, Corey Pass, Alicia Peden, Lily Phonphiboun, Shuchita Poddar, Gina Pottorff, Christal Quigley, John Riehl, Susanna Rodriguez, Kristine Roggentien, Blake Rupe, Kathy Schellenberg, Jamie Sexton, Mindy Sleichter, Kim Stoltz , Shahd Taha, Selina, Daniel Unruh, Vanessa Wiest, and Matrice Young

Minutes

The May Staff Council Minutes were approved with no changes.

Meeting

President Makur Jain welcomed everyone to the 1st Staff Council meeting of the year. She reviewed the meeting protocols, and the last Staff Council meeting minutes were approved.

Past President James Jorris gave his **End of the Year Impact Report**. He highlighted the many accomplishments of the 2023-24 year, described the impact Staff Council had on campus, in the community, and around the state and nation. Highlights included meeting with UI and UIHC leaders to engage on topics of concern to staff, Hawkeye Caucus in Des Moines and Washington, DC, approval of the Tuition Assistance Programs, participation in UI's robust Shared Governance programs, and his efforts to support Collaboration, Celebration, and Communication (the 3Cs). Finally, James encouraged Staff Council to "carry on the magic in the new year."

President Jain **welcomed and introduced** the new Staff Councilors, then made time to introduce returning Staff Councilors, and the Executive Committee members. (The [Councilor Directory](#) provides a list of Staff Council members and their roles)

Jain offered her "**Vision for the Upcoming Year**" to provide direction and steps she would like to take to help Staff Council be successful. She thanked and expressed gratitude to Genevieve Johnson who nominated her for Staff Council and everyone who has supported her, including her team members at work, previous Staff Councilor leaders, and her family. She gave thanks for choosing her and appreciated everyone who has made her feel welcome since she first joined the University of Iowa.

Three themes emerged – Well-being, Growth, and Empowerment. She would like to look at long-term culture change, see how that is reflected in UI as a Destination University, and well-being as described in the [Surgeon General's Framework for Workplace Mental Health and Well-being](#). There are ample opportunities to partner with UI HR to focus on staff success, recruitment and retention. She would like to return to a model Staff Council used recently to educate, explore, and elevate to address constituent concerns. Also, Staff Council committees will have an opportunity to provide bi-monthly updates of their progress. She concluded her remarks by saying "we can do great things together."

HR Goals

Chief HR Officer & Associate Vice President Cheryl Reardon talked about her work experiences at the University of Iowa, including Staff Council President in 2004-05. She offered Staff Councilors information about how shared governance has worked at the University as part of the leadership culture. She shared information from the President's page at <https://president.uiowa.edu/shared-governance>

Regarding Human Resources, like other services, the University uses a Hub and Spoke model. At the Hub level is University HR, and at the Spoke level services are distributed and often led by a Senior Human Resources Leader. University HR is working to improve its communications – both in terms of automated messages it sends out, and also on its web site so it can be more understood by a general audience. Retention strategies are important to keep the University moving forward. Career pathways are also used to cultivate leaders and retain the valuable work force. The first two years of employment are critical for retention, and providing employees and supervisors support is

an important component to this work. Merit positions have seen a high level of employees leaving in recent years and University HR is looking at ways to support people in these positions. Reardon said that a survey will be distributed to UI Staff Councilors shortly to ask for feedback on the kinds of issues University HR can bring to Staff Council meetings for information and discussion.

Well-Being Goals

Erin Litton, Senior Director, UI Wellness, Benefits and Health Productivity, spoke about well-being goals and data, as measures for helping to improve the Wellness of staff at the University. She specifically talked about the Personal Health Assessment (PHA) as an important tool to help see the utilization of services. P&S Staff have the highest participation rate on campus. Litton discussed different data points from the survey which will be included in her presentation slides (to be distributed soon). The University has enhanced the PHA by improving language to be more sensitive and inclusive, learning about belonging at work, and gathering more information around mental health UI Wellness has set a goal to increase PHA completion to 60%.

Litton talked about how her group is working to support staff during the workday, including the work of Wellness Ambassadors. They are also planning presentations for this academic year and are interested in getting feedback on ways they can collaborate and work on initiatives. Staff Councilors will be asked via a survey to identify topics they would like to hear about this year.

OSC (Office of Strategic Communications) Brand Overview

Jessica Corliss, Creative Director, Office of Strategic Communications, and Sondra Cue, Brand Manager, Office of Strategic Communications, gave an overview of the University of Iowa Brand. They stressed the value and importance of building a strong and consistent brand, and the tools to do this effectively. They shared the Brand Manual web site, <https://brand.uiowa.edu/>. Brand was described as an experience, feelings, interactions, and perceptions. Having a strong brand can build trust and credibility, ensure our future, and help navigate uncertainty. Branding can make jobs easier and build community. The Iowa brand platform is made up of many elements, most notably key messages such as the Writing University, Where Art Meets Science, Collaboration over competition, and The Perfect College Town. UIHC is also aligning with the university with an updated visual identity. Corliss and Cue shared different aspects of the Iowa brand and their accompanying slides give examples and links to web pages with more information.

Adjournment

Jain adjourned the meeting at 4:30 pm

Next Meeting

Wednesday, July 10, 2024

2:30-4:30 pm

College of Pharmacy | CPB-110AB Level 1, in-person only