

UI Staff Council
Wednesday, August 14, 2024
2:30-4:30 pm
2520D UCC

Present

Neda Barrett, Josey Bathke, Amanda Bibb, Amir Bozorgzadeh, Nima Chaudhary, Brett Cloyd, Dawn Coffman, Monica Dreyer Rossi, Rich Dvorsky, Shawn Eystone, Michael Fletcher, Hunter Floyd, Glen Fuhrmeister, Brittany Grabe, David Hartley, Anne Hinkle, Michele Hogue, Erika Holm-Brown, Jordan Immerfall, Makur Jain, Molly James, Hilary Jensen, James Jorris, Ann Lawler, Shuhui Lin, Sarah Livesay, Cathy McGinnis, Sam Mitchell, Brian Morelli, Evans Ochola, Jamie O'Meara, Sam Patel, Alex Paternostro, Tammy Paulus, Ashley Peters, Vickie Roesner, Rubia Ruiz, Mel Sanders, Eric Schnedler, Teri Schnelle, Tony Senio, David Stenersen, Kathleen Tandy, Bridget Toomey, Santhana Velupillai, Heath Vignes, Jessica Welter, Casey Westlake, Donna Wong-Gibbons

Absent

Marie Adams, Jerusalem Alleyne, Maria Bruno, Brad Carson, Griffin Idleman, Lindsay Lansberry, Kayla Rojas, Sara Sullivan, Adam Walsh, Jenni Yoder

Administrative Liaisons

Kellie Digmann

Guests

Carl Follmer, Justin Fraase, Sean Hesler, Rachel Napoli, Cheryl Reardon, Barry Schreier, Joni Troester, Jan Waterhouse

Constituents

Miranda Ablett, Elliot Anderson, Staci Anderson, Maria Avila-Hannam, Ashley Ball, Sheryl Bass, Mary Bender, Rose Bracken, Brandyn Chapman, Candice Clark Stevens, Mary Cross, Ferial Ebrahim-High, Nathan Elliott, Jody Fisher, Diane Fountain, Nonalee Gardner, Kalindi Garvin, Jen Greer, Tamara Griffith, Katy Griner, Deb Henricks, Nicole Hoppenworth, Erika Jacobo, Emily Johnson, Jann Johnson, Kevin Keyser, Vicky Maloy, Tim Marek, Mollie Mart, Amy Mattix, Mei-Mey Segura, Jenna Miller, Nikki Miller, Taylor Miller, Jessica Muschaweck, Binh Nguyen, Paul Oh, Connor Olson, Hellecktra Orozco, Corey Pass, Cassandra Philipp, Lily Phonphiboun, Gina Pottorff, Molly Rechkemmer, Sharon Rettinger, Kristine Roggentien, Hannah Rounds, Blake Rupe, Kimberly's iPhone, Maxwell Sakyi, Gregory Saunders, Abigail Schaver, Rita Schneider, Qunli Shi, Tim Shrader, Mindy Sleichter, Emily Stagman, Marianne Stratton, Teresa Suchomel, Kelly Taylor, Abby Thompson, Rachel Tortora, Yoko Tsoi, Daniel Unruh, Christa Venenga, Kristina Venzke, Tanya Villhauer, Jennifer Wagner, Rachel Wallace, Darrelle Wilkinson, Mollie Willis, Meng Xiao, Megan Yoder

Minutes

The July Staff Council Minutes were approved.

Meeting

President Makur Jain welcomed everyone to the August UI Staff Council (UISC) meeting. She reviewed the meeting protocols. Ochola motioned and Morelli seconded approval of the July minutes. The minutes were approved. Jain reviewed the meeting agenda.

Effective AI Usage by Carl Follmer, Tippie College of Business.

Follmer discussed ways staff might consider using AI in their work, especially tips on communications and completing job tasks. This will vary based on an individual's job responsibilities and working unit. He offered a few helpful metaphors including, AI is like an unpaid intern, a slightly unpredictable colleague, a business partner, and a new voice in the conversation. He shared tips on using AI tools such as [Microsoft's Copilot](#) (the University has a subscription), and demonstrated a chatbot he created called [impy](#) on the POE platform. ITS office has a collection of information about [Generative AI](#) at the University of Iowa. [LinkedIn Learning](#) has a selection of learning modules on AI that staff might find helpful. Questions focused also on ways that AI can complement staff's work

Discover Your University by Justin Fraase, UI Human Resources

Fraase reported on the work of the [Discover Your University](#) Planning Committee. Since the program began in Fall 22, there have been 10 visit days at 47 unique locations, which adds up to over 1,300 tour participants. Assessments have shown that hosts and participants view these events as very successful and offer staff a powerful experience to explore campus. Fall 2024 Programs will be communicated soon and take place September 18th and October 8th. Several new programs will be offered including the Chemistry Glass Facility, the Capitol Management Office, and President Sandy Boyd's collection of materials at the Law Library. These events can be great team building activities for work units and departments, especially for staff who work remotely.

HR Topic, Professional & Scientific Lifecycle Project by Rachel Napoli and Jan Waterhouse, UI Human Resources.

Napoli and Waterhouse reported that P&S Staff Success efforts within the UI Strategic Plan include a project to map the employee lifecycle for all UI staff, to identify opportunities to improve the employee experience and enhance retention. In February 2024, a mapping workshop took place, with 23 P&S staff participants from across campus to gather feedback about the P&S employee experience. The lifecycle contains 6 stages starting with accepting a job offer, onboarding, first year of employment, finding new opportunities, career growth, and exiting the University. The power point slides that were shared during the meeting summarized feedback for each lifecycle step regarding what employees are "Thinking & Feeling," "Doing," and "Main Pain Points." One theme identified a lack of transparency and fairness around salary negotiations when accepting an offer. Helping new employees by offering clearer job description was also mentioned. Preliminary recommendations have been developed based on the feedback. One question asked about different approaches from UI Human Resources and Unit HR Specialists, and helping staff get important support – UI HR will review the question and work on addressing it.

HR Topic, [Tuition Assistance](#), by Sean Hesler, UI Human Resources

Hesler shared information about the increase in dollars available to the program, plus new guidelines. The goals of the program are to support staff career development and encourage retention. After a 3-year pilot, University Human Resources partnered with UISC to receive

permanent support from UI leadership for additional funding for the UI Tuition Assistance Program. Among the new guidelines, tuition assistance recipients must agree to use the money for UI courses unless the coursework offered elsewhere is not available at Iowa. Additionally, recipients agree that they will repay the university if they leave within 24 months of receiving the assistance. The new guidelines went into effect on July 1st and apply to assistance received from fall 2024 forward. This fall, 146 applications were completed and approved, with recipients receiving approximately \$235,000. Student fees are not included in this program. For more details about the new guidelines and how to apply, visit the [UI Tuition Assistance Program](#) website.

Mental Health Update: Higher Education Program in the Scanlan Center for School of Mental Health, by Dr. Barry Schreier, Scanlan Center

Schreier gave an update on the programs and training the Center has been providing across the state. From March 2022 to June 2024, they have given 144 presentations to 6,463 participants. He talked about the outreach work to private college and community colleges, many of which have limited resources to support their students' mental health needs. The Center offers a popular, 8-hour Master Class called "Working with Students in Distress" and is available for campus units to schedule in their workplaces. A newsletter called "[CampUS](#)" has been developed and distributed. Short [Snackable Skills](#) videos have also been created to provide bite-size information. A new initiative is also underway as part of a new Obermann Workgroup called "Reconceptualizing the Mental Health Crisis in Higher Education: A Mindful Journey." Important information or if you would like to schedule a workshop for your unit or department, find out more at <https://mentalhealth.uiowa.edu/>

Holistic Well-Being: Implementation through the Well-Being and Mental Health Campus Collaborative, by Joni Troester, UI Human Resources

Troester offered an overview of Year 2 Major Accomplishments from the Collaborative, including a sneak peak of the new Well-Being website, a new definition of "well-being," expanding the UI Support and Crisis Line to faculty and staff, a new supervisor training on mental health support, and adding questions about "belonging in the workplace" as part of the Personal Health Assessment survey. The groundwork for this year's (Year 3) efforts have been established and include an emphasis on financial well-being, the built and natural environment, mental health, connection and belonging, communications, and evaluation. Troester's slides describe the work of the various subcommittees and collaboration opportunities that will be explored this year.

Community Outreach Committee Updates

Hinkle reported on the book drive for United Way. Thanks to UISC, 1,500 books were collected and distributed to pre-K through 6th grade students at elementary schools in Johnson and Washington counties.

Volunteers are still needed for the State Fair on August 17th. Also, the KHAK Children's Miracle Network Radiothon is seeking volunteers for August 15 and 16. UISC encourages participation in On Iowa! Events, August 18-25th. Staff Council members can sign up through the UISC website or follow links sent to Councilor emails.

Also, contact Anne Hinkle or Molly James by 9/9/24 if you are interested in caroling at the Main Hospital during the holiday season,

A reminder to [log volunteer hours](#) so we can track the contributions of Staff Councilors and to be eligible for an end of year volunteer award.

Adjournment

Motion to adjourn the meeting was made by Cloyd and seconded by Bozorgzadeh

Jain adjourned the meeting at 4:35 pm

Next Meeting

Wednesday, September 11, 2024

2:30-4:30 pm

The International Commons room, UCC-1117 and via Zoom