

UI Staff Council  
Wednesday, October 9, 2024  
2:30-4:30 pm  
1117 UCC

### Present

Marie Adams, Jerusalem Alleyne, Neda Barrett, Amanda Bibb, Amir Bozorgzadeh, Maria Bruno, Bradley Carson, Brett Cloyd, Monica Dreyer-Rossi, Richard Dvorsky, Shawn Eyestone, Michael Fletcher, Hunter Floyd, Ashley Glassberg-Nazette, Anne Hinkle, Michele Hogue, Erika Holm-Brown, Griffin Idleman, Jordan Immerfall, Molly James, Hilary Jensen, James Jorris, Lindsay Lansberry, Liz Lara, Ann Lawler, Sarah Livesay, Veronica LynnLee, Cathy McGinnis, Sam Mitchell, Brian Morelli, Evans Ochola, Jamie O'Meara, Sam Patel, Alex Paternostro, Tammy Paulus, Ashley Peters, Vickie Roesner, Kayla Rojas, Rubia Ruiz, Mel Sanders, Eric Schnedler, Teri Schnelle, Tony Senio, Lin Shuhui, David Stenersen, Sara Sullivan, Kathleen Tandy, Santhana Velupillai, Heath Vignes, Adam Walsh, Jessica Welter, Casey Westlake, Donna Wong-Gibbons, Jennifer Yoder

### Not Present

Josey Bathke, Nima Chaudhary, Glen Fuhrmeister, Brittany Grabe, David Hartley, Bridget Toomey

### Administrative Liaisons

Kellie Digmann

### Presenters

Anne Byrd, Rachel Napoli, Rebecca Olson, Cheryl Reardon

### Guests

Maya Abou Hamra, Elissa Alton, Angela Ballard, Kara Beauchamp, Karen Carlson, Paige Carlson, Amy Charles, Susmita Das Sarkar, Kate Dudley, Lindsay Elliott, Brad F, Sonatina Fernandes, Jody Fisher, Sandy Gerard, Cassandra Gordon-Fletcher, Chris Grycki, Rhonda Hall, Aarin Harper, Michelle Hayes, Shari Heick, Deb Henricks, Mary Hora, Elisabeth Housman, Vicki Jaeger, Lydia Jedlicka, Bethany Kluender, Kara Krantz, Corey Landstrom, Queena Lin, Bob Manders, Amy Mattix, Sarah Maxwell Leckband, Claire McGranahan, Shea McMurray, Jenna Miller, Nikki Miller, Taylor Miller, Heather Mineart, Susana Montero-Herrera, Jessica Muschaweck, Corey Pass, Alicia Peden, Lily Phonphiboun, Kristine Pinter, Molly Rechkemmer, Blake Rupe, Greg Saunders, Jamie Sexton, Mindy Sleichter, Jean Spiesz, Dana Stafford, Emily Stagman, Janelle Sturtz, Eileen Sullivan, Sara Suri, Abby Thompson, Becky Vargas, Christa Venenga, Elizabeth Wallace, Rachel Wallace, Darrelle Wilkinson, Teresa Winder, Brenda Wolf, Megan Yoder, Mikaela, Kevin Zihlman

### Minutes

The September Staff Council Minutes were approved.

### Meeting

**Welcome.** President James Jorris welcomed everyone to the October UI Staff Council (UISC) meeting. He referred to communication from the previous week that announced that the Executive Committee (EC) had selected Jorris to complete Makur Jain's term as President. Jorris shared his support and gratitude for Makur Jain who resigned from the position of UISC President on September 30, 2024. He provided a Staff Council update and an overview of the meeting agenda. Jorris asked that UISC continue its work on mental health and well-being, and emphasized that

Staff Council is about teamwork and community. He acknowledged that the EC will be re-assessing roles and partnering with everyone in UISC to complete the remainder of this year.

Timeline and Future of Staff Council. Barrett shared information about the EC's work since Makur's resignation. The EC met on October 2, 4 and 7, 2024. The October 2 meeting was to discuss the resignation, the UISC bylaws, and to consider potential steps forward. The October 4 meeting continued the discussion and a review of the bylaws, with a vote to select James Jorris to complete the current presidential term. At its October 7 meeting, The EC also emphasized the need to share the Council's work of creating meeting agendas for the various meetings (UI Leadership, Executive Committee, Staff Council Meeting), and to manage invitations from various campus organizations (i.e. collegiate staff councils, Undergraduate Student Government). These responsibilities had been completed by the President, and EC would like to meet weekly to build capacity for EC and UISC to be successful. Things will look different this year and there will be an opportunity to try new things.

### **Free Speech Review by Ann Byrd, Deputy Counsel, General Counsel**

Byrd's presentation was titled "Freedom of Speech & Expression: Public Employee v. Private Citizen." She talked about the First and 14<sup>th</sup> Amendments to the United States Constitution as well as various exceptions and restrictions. One highlight of her speech was the section on "Public Employee Speech" where she made distinctions between Employee's Interest and the University's (State) Interest, with a decision-making chart to help people understand the balancing factors. Byrd also discussed Political Speech and Hate Speech in the context of employment at the University of Iowa. [Human Resources – Political Expression Guidelines](#) may also be helpful to review. A handout titled "Employee Speech" will be shared with the meeting packet.

### **Working@Iowa Survey by Rachel Napoli, Organizational Effectiveness, UI Human Resources, and Isandra Martínez-Marrero, Division of Access, Opportunity, and Diversity**

This year's survey will be sent to staff next week and will include some new questions about belonging. The Campus WAI survey will be available from 10/16 to 10/31. The Press Ganey WAI survey (used by UI Health Care) will be available from 10/7 to 10/28. The timeline for communication and sharing results are in the presenters' slides. Like previous surveys it will help units "build on strengths and address areas for improvement." Smaller units may not get group results due to privacy issues but HR may be able to bring together several units to help employees and units see local issues. Working@Iowa is a starting point to help inform further discussion across campus.

### **Benefits by Rebecca Olson, University Benefits**

Olson provided a reminder that open enrollment for University benefits will take place November 1-15. This is the one time that staff can make changes to their benefits selection, outside any qualifying life event that might happen during the year. New this year, there is a \$15 annual deductible for Dental, and a new cap for Health Care FSA accounts, \$3,200. Assigning money to FSA accounts needs to be done each year. There are rate increases for UIChoice, UISelect, and Dental II. For UIChoice and UISelect pharmacy annual Out-of-Pocket Maximum (OPM) has increased. The two health plans offered, UISelect and UIChoice can meet different needs, and staff are encouraged to review the benefits to make the best decisions. A majority of employees choose

the UI Choice plan. More information is on the [Benefits website](#). Benefits staff are available to help answer questions.

### **New Councilors and Updates**

Ashley Peters will join the Executive Committee to fill an opening. Ashley was next in line following the spring election. New councilors were welcomed: Liz Lara and Ashley Glassberg-Nazette

### **Councilor Q&A and Feedback Session**

There is interest in looking at ways for Councilors to contribute to UISC. With the recent changes in leadership, Jorris feels there a good chance to be creative. A question came up about whether Jorris would stay on as Past President next year. This was something to be decided in the future. Jorris and Barrett recognized the support of Past Presidents during this recent transition. Councilors then joined small breakout groups to gather feedback from these prompts:

### ***Expectations & Experience***

1. Has your experience with Staff Council met your expectations?
2. What are your expectations for the remainder of the year in your role as a councilor?

### ***Enhancing Fulfillment***

1. What can we do to make your role as a councilor more fulfilling?

### ***Utilizing Meeting Time***

1. Is the meeting time being used efficiently? (Yes/No)
2. How would you like to use the 2 hours of SC meetings?
3. What topics would you like included in future training sessions?
4. Would you like more interaction among councilors during SC meetings, such as through Council Corner?

### ***Constituent Issues***

1. What issues are you hearing from your constituents?

### **Approval of Minutes**

Senio motioned, Stenersen seconded. The minutes were approved.

### **By-laws Change**

The DEI Award name has been changed to “Welcoming & Respectful Environment Award.” Stenersen motioned, Barrett seconded. The By-laws change was approved

### **Upcoming event**

UISC is supporting a United Way fundraiser at the Iowa Heartlanders hockey game. Communications will be shared across campus. \$5 of the ticket price will support the United Way.

### **Community Outreach Update**

Thus far, Staff Councilors have contributed 232 volunteer hours. Amanda Bibb is in the lead for volunteer hours for the year. Kudos, Amanda.

### **Adjournment**

#### **Meeting Adjournment**

Senio motioned, and Mitchell seconded the motion. The meeting was adjourned at 4:29.

### **Next Meeting**

Wednesday, November 13, 2024

2:30-4:30 pm

UCC2520-D and via Zoom