

UI Staff Council
January 8, 2025
2:30-4:30 pm
2520-D UCC & Zoom

Present

Marie Adams , Jerusalem Alleyne, Neda Barrett, Amanda Bibb, Amir Bozorgzadeh, Bradley Carson, Nima Chaudhary, Brett Cloyd , Richard Dvorsky, Shawn Eyestone, Michael Fletcher, Hunter Floyd, Glen Fuhrmeister, Ashley Glassberg-Nazette, Brittany Grabe, Dave Hartley, Anne Hinkle, Michele Hogue, Griffin Idleman, Molly James, Hilary Jensen, James Jorris, Lindsay Lansberry, Liz Lara, Ann Lawler, Sarah Livesay, Cathy McGinnis, Sam Mitchell, Brian Morelli, Jamie O'Meara, Evans Ochola , Sam Patel, Alex Paternostro, Tammy Paulus , Ashley Peters, Vickie Roesner, Mel Sanders, Eric Schnedler, Teri Schnelle, Tony Senio, Lin Shuhui, David Stenersen, Kathleen Tandy, Bridget Toomey , Heath Vignes, Adam Walsh, Casey Westlake , Donna Wong-Gibbons, Jennifer Yoder

Not Present

Josey Bathke, Maria Bruno, Monica Dreyer Rossi, Erika Holm-Brown, Jordan Immerfall, Veronica LynnLee, Kayla Rojas, Rubia Ruiz, Sara Sullivan, Santhana Velupillai, Jessica Welter

Administrative Liaisons

Kellie Digmann

Presenters

Jessie Cunningham, Trevor Glanz, Jiongting Hu, Kevin Kregel, Erin Litton, Rachel Napoli, Cheryl Reardon, Abigail Schaver

Past Presidents

Randy Nessler, Heather Mineart, Kevin Zihlman

Constituents

Vedansh Airen, Steven Anderson, Ifeoma Anyaoha, Bhavya Ashok Kallur, Susan Bailey, Jeff Barnes, Brittany Benda, Hima Bindu Gottam, Christina Bird, Mihaela Bojin, Cassie Burrill, Terence Cain, Paige Carlson, Amy Charles, Angela Charsha-Harney, Siyu Chen, Anna Cigrand, Brett Cline, Melanie Cuchna, Susmita Das Sarkar, Sean Devlin, Carey Dieleman, Jeremy Dombrock, Janet Duncan, Tanner Erwin, Naomi Fei, Diane Fountain, Justin Fraase, Kara Gerardi, Valerie Glanz, Cassandra Gordon-Fletcher, Tamara Griffith, Katy Griner, Sally H, Aarin Harper, Deb Henricks, Amei Hu, Lisa Irving, Vicki Jaeger, Lydia Jedlicka, Tara Jennerjohn, Emily Johnson, Amanda Johnston, Haley Kamps, Jesse Kiracofe , Brett Koenig, Cassandra Kruse, Daniel Kunce, Donna Lancianese, Lupita Larios, Katie Linder, Anna Lopez, Daniel Lusche, Brittney Magsamen, Tara Maurer, Sarah Maxwell Leckband, Rebecca McCann, Shonda Monette, Susana Montero Herrera, Jess Muschaweck, Ali Nelson, Janet Niebuhr, Lynne Nugent , Komlan Nyagblodjro, Katherine Oberlander, Hellecktra Orozco, Corey Pass, Alicia Peden, Dusty Persinger, Lily Phonphiboun, Kristine Pinter, Travis Pogmore, Molly Rechkemmer, Cooper Reitinger, Alex Rocha, Sherry Roe, David Rooney, Blake Rupe , Michael Ryan, Mary Saltzman, Sheena Sanders, Katrina Santos, Matt Schaefer, Diane Schaeffer, Chloe Schmidt, Rayf Schmidt, Abbey Schnell, Alex Schuerman, Hannah Shelton-Hauck, Trent Siver, Mindy Sleichter, Nicole St John, Warren Staal, Eve Stano, Roger Steffen, Baraa Suleiman, Eileen Sullivan, Sara Sullivan, Kelly Taylor, Brenda Van Dee, Adele Vanarsdale, Connie Wason, Sachin Yawalkar , Trevor Youngberg, Mallory Zitek

Minutes

The December Staff Council Minutes were approved.

Meeting

President James Jorris welcomed everyone to the January UI Staff Council (UISC) meeting. He reviewed the Zoom meeting protocols. Staff Councilors voted on the December minutes, and the minutes were approved. Jorris reviewed the meeting agenda.

Volunteer of the Month

Lindsay Lansberry and Cathy McGinnis were awarded Staff Council Volunteers of the Month for December. Congratulations.

Community Outreach Activity

Throughout the meeting, Jorris highlighted Staff Councilors who participated in volunteer activities on campus and in the community, including: Exam Proctoring, Therapy Dogs, and the Shelter House Gala. Future volunteer opportunities include, the DeGowin Blood Drive with a food truck benefit hosted by the Bean & McCowen Student Learning Communities, the Celebration of Human Rights Week, Dance Marathon, the 28th Annual Souper Bowl, and the Shelter House Book Sale. If you volunteer at an event please take a photograph and share it on the Staff Council Team site. The [web site](#) includes past and future volunteer opportunities.

Strategic Plan Update by Provost Kevin Kregel

Kregel gave an implementation update for year 3 of the UI's Strategic Plan (2022-2027). The Strategic Plan Action and Resource Committee (SPARC) is helping lead this ongoing work. Accountability is an important part of the plan, and the web site is updated regularly to track progress. Metrics have been developed to guide improvements across the 5 years of the plan. Funds from the University's Public-Private Partnership (P3) and the Center for Advancement are also playing a crucial role.

Kregel reviewed the "What Does Success Look Like" slide and helped attendees see the different parts of the Plan and how they connect to foster a "Destination University: First Choice for Students, Faculty and Staff." Student success, research and creative discovery, a welcoming campus environment, mental health and well-being, attracting and retaining talented faculty and staff, patient care, and expanding impact, all help the University be successful. Staff are encouraged to review the Provost's slides to see annual progress indicators that are trending in positive directions.

A selection of resources were highlighted including the new [UI Wellbeing web site](#), the SPARC Employee Success Work Group, the Employee Success Initiatives, and efforts to invest in staff (P3 projects focused on Merit Staff and also "Iowa's AI Journey"). Kregel also talked about areas where the University is engaged in "Transformative Societal Impact," expanding patient care for Iowans, and Sustainability – a recent STARS Gold Rating (Congratulations to the Office of Sustainability and the Environment).

Q&A included a question about research funding from federal agencies in light of a new presidential administration. There are no updates here, but the University is keeping an eye on NIH

funding. There have been several efforts to restructure departments in CLAS in the past year that have been approved by the Board of Regents. A question was asked about any current or ongoing efforts we might be seeing in the pipeline. Kregel talked about recent stories in the media about a new “School of Social and Cultural Analysis” that would bring together several existing CLAS departments. These talks are active and underway. He also highlighted academic programs that will be moving over the next couple years, with Dance moving out of Halsey to the old Art Museum in fall 2026, the Graduate College and graduate programs moving from Gilmore Hall to the brick Art Building in 2-3 years, and Computer Science moving in to new additional space in IATL. The Tippie College of Business plans to move into Gilmore Hall. A new hospital tower is being planned and Westlawn will be razed in the next 2-3 year.

Jorris indicated an invitation to the UI Campus Planner is being made to help Staff Council learn more about the changes on campus.

Career Pathways Update by Rachel Napoli from University Human Resources

Napoli presented to Staff Council to give an update on the Career Pathways initiative at the University of Iowa. The goal of the initiative is to “Retain talented faculty and staff through professional development, recognition, and a culture of connection and employee value” and the strategy is to “Ensure access to training and professional development and clarify pathways to career advancement.”

She shared the “case for change” which looked at data from the “New Hire Survey,” staff “Exit Survey,” and “Working at Iowa” survey. Among new hires, “Career advancement” is identified as the top reason to join the University, but in the “Exit Survey,” it is also the top reason people leave the institution. In Working at Iowa survey, 30% of employees disagree with the statement “There are opportunities for promotion.”

There are a variety compensation and classification strategies in place at UI and helping employees engage with their career planning is important. The goal is for employees can gain agency in their careers, grow professionally and gain mobility in new position, and achieve higher salaries. Having clearer paths for career progression can help with retention and recruitment, and it’s important to employees. It is part of the employee’s career lifecycle. Looking at the role of employees, supervisors, and human resources is helping to organize efforts in this topic.

The University can also develop a deeper bench of leaders to help with succession planning. Looking at AI in this context also provides benefits.

Napoli noted that career pathways are not always linear, they may look like a ladder, but more often multiple steps and directions are taken – like a jungle gym.

Napoli is leading a Career Pathways Framework Advisory Group that includes staff and leaders across UI, including a representative from Staff Council (Brett Cloyd). She shared a timeline for FY25 and is looking at FY26 and FY27 to complete the group’s work.

Compensation & Classification with a Focus on Career Development by Trevor Glanz and Jiongting Hu, University Human Resources

Glanz provided an overview of the University’s P&S Classification System, which was implemented in 2011, is market calibrated, and is updated twice per base based on requested changes and other

Commented [BC1]: Waiting on TG to send responses to Q&A

updates. He also noted that he and Hu are available to answer staff questions. At the core of the system are a series of pay structures (i.e. pay levels) and special compensation examples. He talked about the salary setting process for P&S, noting flexibility at the college/division level, with oversight from University HR. Salary discussions begin in January with adjustments being implemented on July 1st, with market range and median zone as a guide. Glanz also talked about salary determinations in a job offer, with 4 factors including “candidate credentials, difficulty filling the position, internal and external analysis, and the available budget of the hiring department.”

Staff will want to review the meeting slides to learn more about the career development process, potential actions such as “career promotion, career shift, and career advancement.” Different parts of the University take part on the Career Development Review Process including supervisors, staff, University and Local HR, Board of Regents, and the University Review Committee.

The University has Counter Officer Guidelines. Staff may also be interested in approaches to “Interim Appointments” or “Administrative Differentials” for some specific cases.

“Merit pay plans and classifications are shared by the three state universities.” There has been more pay flexibility with Merit staff in recent years. “Stay may be reclassified from Merit to P&S if responsibilities better align with P&S classification.”

Councilors and guests asked a variety of questions about career development, salaries, recognition and University policies. Responses will be shared with Staff Councilors via email.

Dance Marathon by Jessie Cunningham, Dance Marathon Programs

Cunningham came to talk about this year’s Dance Marathon being held February 7-8, 2025, in the Iowa Memorial Union. The fundraiser “supports pediatric oncology patients and families being treated at University of Iowa Stead Family Children’s Hospital.” Staff are invited to donate, volunteer, or watch online. To volunteer sign-up here: <https://www.signupgenius.com/go/10C0C49A5AE2CAAFB6-53817287-bigevent#/> or visit their [web site](#) for more information.

Personal Health Campaign by Erin Litton, Well-Being at Iowa

Litton shared information about the University’s 2025 [Personal Health Assessment](#) (PHA) Campaign. Last year, 10,000 people participated, approximately 46% of faculty and staff. This year’s goal is to reach 50%. There are incentives to participate this January, including \$50 gift card winners every Friday in the month, and two chances to win \$250 at the end of January (*and chances to win \$250 at the end of every month for the rest of the year*).

The PHA is a confidential survey to help staff reflect on their well-being and access supporting resources. Benefits include [personalized feedback and dashboard](#), monthly communications, [incentives for recreational membership](#), and [access to a free health coach](#). Councilors were asked to encourage their teams and constituents to complete the PHA.

Staff Council Election Committee Update by Neda Barrett, Elections Committee Chair

Barrett gave an overview of timeline and process for the upcoming Staff Council Election to be held on May 14. Important dates include:

- March Meeting – Information about nomination process

- April Meeting – Nomination timeline starts
- May Meeting – Election Day including Q&A with candidates

The January 8, 20225 meeting slides provide additional information.

Council Corner Feedback by James Jorris, Staff Council President

Jorris reported on feedback Staff Councilors provided at the December meeting. *Some topics that Councilors would like to see discussed at future meetings include:*

- Dr. Liz Tovar and AOD
- Updates on hospital construction,
- Invite a representative from the FRIC Committee (Funded Retirement an Insurance) to talk about topics they are reviewing
- Hear more about the BIG10 Staff Collaborative and learn what issues our colleagues are discussing
- And more Q&A time with speakers with option to submit questions in advance of talks.

Feedback Councilors provided include

- Continue sharing Staff Council successes to help Councilors be effective and contribute meaningfully.
- More effort to help committees succeed
- More feedback from Executive Committee to be transparent about activities. One example, highlight Executive Committee minutes on the web site.
- Encourage Councilors to listen to colleagues concerns and be available (work on suggestions to help staff advocacy)

Jorris included the feedback in to the “Educate / Explore / and Elevate” model to define actions and develop next steps.

Adjournment

Motion to adjourn the meeting was made by Cloyd and seconded by James.

Jorris adjourned the meeting at 4:33 pm

Next Meeting

Wednesday, February 12, 2025
2:30-4:30 pm
UCC2520-D and via Zoom