

UI Staff Council
April 9, 2025
2:30-4:30 pm
UCC 2520-D and Zoom

Present

Adam Walsh, Alex Paternostro, Amanda Bibb, Amir Bozorgzadeh, Ann Lawler , Anne Hinkle, Ashley Glassberg-Nazette, Brett Cloyd, Brian Morelli, Brittany Grabe, Casey Westlake, David Hartley, Donna Wong-Gibbons, Eric Schnedler, Evans Ochola, Glen Fuhrmeister, Griffin Idleman, Heath Vignes, Hilary Jensen, Hunter Floyd, James Jorris, Jennifer Yoder, Jerusalem Alleyne, Jessica Welter, Jordan Immerfall, Josey Bathke , Kathleen Tandy, Kayla Rojas, Lindsay Lansberry , Liz Lara , Maria Bruno, Mel Sanders, Michael Fletcher, Michele Hogue, Neda Barrett, Nima Chaudhary, Richard Dvorsky, Rubia Ruiz, Sam Mitchell, Santhana Velupillai, Sarah Livesay, Shawn Eyestone, Shuhui Lin , Veronica LynnLee, Vickie Roesner

Not Present

Marie Adams, Brad Carson, Molly Collins, Monica Dreyer-Rossi, Erika Holm-Brown, Cathy McGinnis, Jamie O'Meara, Sam Patel, Tammy Paulus, Ashley Peters, Teri Schnelle, Tony Senio, David Stenersen, Bridget Toomey

Administrative Liaisons

Kellie Digmann

Presenters

Stratis Giannakouros, Adele Vanarsdale, Mike Weaver,

Constituents

Adriana Ojeda, Alicia Peden, Amy Mattix, Andrew Stoneking, Ashly Lagneaux, Barb Wester, Blake Rupe , Bob Manders, Breno Silvestrini Rodrigues, Brett Koenig, Carey Dieleman, Cassandra Gordon-Fletcher, Cody Poe, Cooper Reittinger, Deb Henricks, Debbie Ross, Diva Kerkman, Duhita Mahatmya, erin litton, Francisco Olaguez, Honeida Salih, Ifeoma Anyaoha, Janet Niebuhr, Jessica Muschaweck, Jody Fisher, Katherine Oberlander, Katie Martin , Kesten Anderson, Kevin Keyser, Kim Stoltz, Kyle McEvilly, Laura Seegmiller, Lily Phonphiboun, Liz Swanton, Mae McDonough , Matthieu Biger, Molly Rechkemmer, Monica Berning, Paige Carlson, Queena Lin, Sachin Yawalkar, Sherry Roe, Stacia Phillips, Susmita Das Sarkar, Tanya Villhauer, Taylor Miller, Terence Cain

Leadership

Cheryl Reardon

Past President

Kevin Zihlman

Minutes

The March Staff Council Minutes were approved.

Meeting

President James Jorris welcomed everyone to the April UI Staff Council (UISC) meeting which was held in person and on Zoom. He reviewed the meeting agenda and the Zoom meeting protocols.

Staff Councilors voted to approve the March minutes via on-line survey and in-person vote, and the minutes were approved.

Volunteer of the Month

Councilor Adam Walsh was named Volunteer of the Month for contributing 12 hours and attending 2 events! He helped support the Special Olympics and UI Dance Marathon.

Community Outreach Activity

Jorris highlighted several contributions Staff Council made to the University and broader community this month, including Staff Council's sponsored donation drive for the UI Food Pantry – 420 pounds of food were collected plus monetary donations. Staff Council also volunteered at the Celebration of Excellence & Achievement Among Women Celebration. Volunteer Opportunities to participate will continue to be shared with Staff Council via email and the [volunteer web page](#).

Well-Being Update: Environmental Well-Being – Building a Healthy Campus by Stratis Giannakouros, Director, Office of Sustainability & Environment, Mike Weaver, Associate Director of Operations, Research Administration, and Adele Vanarsdale, Director, Campus Project Planning, Business Manager's Office

Weaver discussed the work of the Built & Natural Environment Subcommittee (part of the Well-being and Mental Health Collaborative). They started looking at inspiring spaces on campus – such as Hancher, then began to look at other spaces to think about design characteristics. Architecture firms have been looking to biophilic design principles that provide benefits to the people living and working in those spaces. For instance, research has shown that biophilic design enhances mood, improves health productivity, and reduces employee absenteeism. Design creates culture, and culture informs design. All spaces are the result of design, and the goal is to be intentional about design to achieve benefits. Giannakouros talked about “holistic transformation” that can be visualized in a continuum from “Building Centric to Human-Purposed.” LEED certification created buildings that are energy efficient (hence building centric) but other measures can look at the human benefits.

Engaging with stakeholders is important to this work and there needs to be institutional commitment such as including these priorities into the Requests for Proposals (RFP) that are shared with architects, builders, and designers.

Vanarsdale gave examples of renovations happening in the old Art Museum for the Dance Department and IATL for Computer Science department. She then shared several slides that described the building process of the new Health Sciences Academic Building. Some of the important concepts that were included in the plans are designing a cohesive campus, natural light in work and social spaces, using overhangs to deflect sunlight and offer views to the outdoors, and creating outdoor gathering spaces. The group plans to share their presentations to campus groups.

Questions included how did they reach out to stakeholders? Invitations were made during the planning process; Division of Student Life, Parking, and Athletics were some of the groups invited. Their planning showed a need to mitigate water runoff. The adjacent Slater Hall residential hall includes hundreds of students and the outdoor space was designed to be supportive of their needs. Staff were also interested in the costs of these projects and how they might be more expensive initially. The presenters focused on the benefits of the new spaces to the people who will be working and studying inside them, as well as contributions such as their quality of work.

Staff Council Bylaws Committee by Maria Bruno & Josey Bathke

Bathke gave a second reading of the proposal to remove the Access, Opportunity, and Diversity Committee from the Staff Council Bylaws. Schnedler motioned, and Hinkle seconded.

Bathke then gave a first reading of changes to the Health Care Committee Bylaws to make the language clearer. A second reading will take place at the next Staff Council meeting.

Staff Council Elections – Executive Committee Nominations by Neda Barrett

Barrett reviewed the process for Staff Council nominations for Executive Positions and the timeline for the election process. She then opened nominations for the floor. While the deadline for nominations is May 6 at 5 pm, the following nominations were made during the Staff Council meeting.

President-Elect (3-year term): Sam Mitchell and Ashley Peters

Budget Officer (2-year term): Shawn Eyestone and Ashley Peters

Secretary (1-year term): Anne Hinkle and Hilary Jensen

4 At-large members (1-year term): Amanda Bibb, Amir Bozorgzadeh, Hunter Floyd, Mel Sanders, and Adam Walsh

If a Staff Council member would like to make a nomination (self-nominations are welcome) please send an email to Neda Barrett, Kellie Digmann, and James Jorris by 5 pm, May 6th.

Staff Council Committee Year-End Update by Committee Chairs

The chairs for each committee provided a year-end review of their work and accomplishments. Committee members were individually thanked for their participation. The meeting slides will include accomplishments, metrics, and indicators of success in more detail.

The **Awards Committee** updated an award with the new name being the “Staff Award for a Welcoming and Respectful Workplace.” They also build a greater awareness of Staff Council awards at Iowa, and received positive feedback from both nominators and the recipients about the award process

The **Bylaws Committee** completed a full and comprehensive review of the Staff Council Bylaws, responded to external events such as Board of Regents and legislative mandates, and helped committees make needed revisions to their bylaws.

The **Committee on Committees Committee** built campus connections for committee nominations and selections, documented its procedures to help future activities of the committee, and prepared a new Workflow application to improve the process for applicants.

The **Communications Committee** launched a refreshed monthly Staff Council newsletter, executed a year-long campaign to highlight staff contributions to the University’s research mission, saw a newsletter open rate of 42.5% (very high for a newsletter), and highlighted 9 Staff Councilors.

The **Communication Outreach Committee** saw 56% of Councilors participated in one volunteer event, and 50% participated in 2 or more events, increased the number of scheduled events to 2

per month and worked with new community partners. See the meeting slides to review the volunteer events that had Staff Council participation.

The **Education Committee** maintained the UISC Mentorship Committee and also evaluated its impact. They paired 12 mentees with mentors and 6 mentees had access to group mentorship. Nearly all councilors participated in an initial session for new Staff Councilors, and 18 attended the mid-year refresher. End of year survey results will be reviewed by the committee.

The **Elections Committee** reviewed and enhanced the 2024 election process by gathering feedback from current staff council members. A goal of improving election transparency was set. A timeline and process for the 2025 election was established by the Elections Committee and in consultation with Executive Committee. The Elections Committee is also responsible for making sure all organizational and functional roles within Staff Council are filled and the committee is continuing to work toward this goal.

The **Health Care Committee** maintained engagement and relationship with the UI Health Care Leadership Team, worked to better understand the needs of UI Health Care staff, and sought ways to help foster employee wellbeing and resilience, safety and mental health.

The **Human Resources Committee** met with the Career Pathways group to better understand staff options for advancement and promotion, started conversations to help the University provide performance review education for supervisors, work with HR to establish an anti-bullying policy and review policies at peer institutions, and work with HR to create immigration training specific for supervisors.

The **Merit Supervisor Exempt / Confidential Committee** engaged staff in a survey to gain understanding of priorities for Staff Council, began work on updating bylaws, and began communication with the Regents' universities and the Board of Regents.

The **University Relations Committee** built on its past success by meeting with 8 collegiate council / shared governance groups, participating in BTAA staff collaborative meetings, and sending three committee members to represent Iowa at the Hawkeye Caucus Day. Members also represented Staff Council at the Faculty Senate's reception for elected officials in December.

Volunteer of the Year Award

Jorris awarded Anne Hinkle the Volunteer of the Year Award. Anne contributed 47.5 hours of service at 13 volunteer events. Thank you Anne!

Statistics for Staff Council Volunteering were also shared.

- 34 Councilors Volunteered
- 33 different volunteer opportunities
- for a total of 529.8 Total Volunteer Hours.

Celebrating and Thanking Our Councilors for their Service.

The terms of the following Staff Councilors will be complete at the end of May:

Maria Bruno, Bradley Carson, Richard Dvorsky, Glen Fuhrmeister, Griffin Idleman, Jordan

Immerfall, Cathy McGinnis, Jamie O'Meara, Sam Patel, Rubia Ruiz, Eric Schnedler, Teri Schnelle, David Stenersen, Kathleen Tandy, Jessica Welter, and Jennifer Yoder

Adjournment

Motion to adjourn the meeting was made by Barrett and seconded by Mitchell.

Jorris adjourned the meeting at 4:11 pm

Next Meeting

May 14, 2025

2:30-4:30 pm

Old Capitol, Senate Chambers