

UI Staff Council  
January 14, 2026  
2:30-4:30 pm  
Zoom Only

### **Present**

Jerusalem Alleyne, Neda Barrett, Josey Bathke, Abbie Beadle, Amanda Bibb, Amir Bozorgzadeh, Xirui Chen, Brett Cloyd, Laura Croteau-Lopez, Kayla Faust, Hunter Floyd, Ashley Glassberg, Dave Hartley, Tom Hicks, Anne Hinkle, Michele Hogue, Andrew Holland, Erika Holm-Brown, Hilary Jensen, James Jorris, Lindsay Lansberry, Liz Lara , Ann Lawler, Shuhui Lin , Sarah Livesay, Sam Mitchell, Brian Morelli, Evans Ochola, Alex Paternostro, Tiffany Reaves, Alysha Robinson, Breno Rodrigues, Vickie Roesner, Kayla Rojas, Ali Romano-McClain, Mel Sanders, Jon Scanlan, Tony Senio, Lisa Smith, Monica Smith, Brooke Swain, Bridget Toomey, Rebecca Tritten, Heath Vignes, Adam Walsh, Gabby Wilson, Donna Wong-Gibbons, Kate Woods

### **Not Present**

Kesten Anderson, Marie Adams, Michael Chimenti, Michael Fletcher, Michael Nosbisch, Molly Collins, Nima Chaudhary, Tammy Paulus, Ashley Peters, Brittany Grabe, Casey Westlake

### **Administrative Liaisons**

Kellie Digmann

### **Presenters**

Erica Blaha, Madison Coyne, Jessie Cunningham, Rachel Napoli, Scott White, Campbell Wood, Debby Zumbach

### **Constituents**

Lisa Abuka, Morolake Adeagbo, Paul Adesokan, Katelyn Anderson, Staci Anderson, Christine Bachrach, Jodi Bauers, Julie Boothby, Allie Brandriet, Mia Brunelli, Terence Cain, Alyssa Campbell, Denise Carlin, Melissa Christianson, Caitlyn Connell, Julie Crow, Jenna Davidson, Shaeloren Deering, Ciara Demings, Sean Devlin, Carey Dieleman, John Elwer, Jody Fisher, Jenny Fitzpatrick, Justin Fraase, Andrea French, Renee Funk, Valerie Garr, Joel Gavin, Rachel Gold, Tamara Griffith, Christopher Harrison, Jan Heidemann, Kai Herkert, Conor Hilton, Eli Hotchkin, Niko Iben, Natasha Johnson, Kelly Kauffman , Mackenzie Keil, Diaba Keita, Kevin Keyser, Nick Klein, Diana Kremzar, Renee Kurtenbach, Cori Langfitt, Shannon Lehman, Chris Leichty, David Lippe, Maria Lugo, Tim Lyttle, Amy Mattix, Inez Mattke, Kathy Maxey, Glen Maylone, Youssoupha Mbodji, Cathy McGinnis, Rachel McGuire, Megan Meyer , Amber Mower, Ali Nelson, Janet Niebuhr, Hailey Nielsen, Sara Novotny, Amy Ollinger, Rebecca Onagoruwa, Greg Pappas, Alicia Peden, Yelena Perkhounkova, Lisa Pfannebecker, Lily Phonphiboun, Melia Pieper, Travis Pogmore, Gina Pottorff, iPhone 13 Pro Max, Hillary Ramaker , Katy Rasmussen, Jennifer Ritchie, Sherry Roe, David Rooney, Corey Rubin, Nicholas Rudzianski, Blake Rupe, drussell, Corina Sanders, Diane Schaeffer,

Denise Schieffer, Melissa Shriver, Alec Shultz, Mindy Sickels Sterbenz, Kim Stoltz, Rob Svetly, Bonnie Thornton, Derek Timmerman, Yoko Tsoi, Doris Vaske, Kristina Venzke, Molly Walter, Connie Wason, Julie Weber, April Wells, Sachin Yawalkar

### **Leadership**

Cheryl Reardon

### **Past President**

James Jorris, Kevin Zihlman

### **Minutes**

The December Staff Council Minutes were approved. Digmann launched a virtual poll, and the minutes were approved.

### **Meeting**

#### **Welcome, Agenda Overview and Minute Approval/Volunteer Highlights**

Barrett opened the virtual meeting with an overview of the agenda and encouraged constituents to remain for the Constituent Corner. A motion to approve the December meeting minutes was made and seconded, with no edits requested; Digmann launched a virtual poll, and the minutes were approved.

Bibb, Community Outreach Chair, provided volunteer highlights and upcoming event announcements. She shared that December volunteer participation broke the record with 98 hours recorded. Lindsay Lansberry, Michelle Hogue and Brian Morelli were the volunteers of the month. Bibb reviewed December activities and outlined upcoming events for January and beyond, including Dance Marathon, and reminded members to log volunteer hours and take photos.

#### **Parking and Transportation**

Debby Zumbach, Associate VP and Director of Parking & Transportation and Business Services, provided an overview of the Parking & Transportation (P&T) department, noting her 35 years of service with the University. She used a Rubik's Cube analogy to illustrate the many different ways parking operations can be configured across campus. Zumbach reviewed recent changes to night and weekend parking intended to free up patient parking in Ramps 2 and 4 and acknowledged areas where misalignment with other campus needs has been identified. She emphasized that no other university manages academic, healthcare, and athletics parking all within the same limited geographic area. Zumbach presented proposed parking rates for FY27, explaining that rates had remained stable for nine years prior to FY24; however, rising debt service ratios, reductions in cashiering positions, and the department's self-supporting status necessitated increases to both hourly and permit rates. The Parking Charter Committee has reviewed and approved the proposed FY27 rate adjustments, which will next move to the Board of Regents for approval.

Zumbach also provided project updates, including the Hawkeye Ramp, which opened in Spring 2025 on time and under budget, and the Arena Ramp, expected to open in Fall/Winter 2027 as the largest campus ramp with 1,200 spaces. Even with the Hawkeye

Ramp's opening, the planned removal of Ramp 1 will result in a net loss of approximately 200 spaces on the west side of campus. Additional updates included the need to replace the Plaza Ramp (with costs shared between UI and UIHC), cashiering equipment upgrades scheduled for summer 2026–2027 across all ramps, and the CAMBUS maintenance facility modernization project. She noted that CAMBUS has reached maximum capacity for bus growth, and the team been awarded a DOT grant proposal to support expansion and modernization of the facility.

### **Performance Management**

Rachel Napoli and Scott White from Organizational Effectiveness provided an overview of the annual performance review process, highlighting its purposes: communicating expectations, offering meaningful developmental feedback, setting and reviewing goals, discussing career aspirations, informing discretionary salary decisions, clarifying roles, identifying learning needs and available resources, and reviewing accomplishments. They outlined how staff can actively engage in their own review by highlighting accomplishments, understanding unit priorities, and offering ideas for improvement.

White shared improvements made to the review system over the past year, including increased clarity and efficiency, automated supervisor notifications, and the removal of unnecessary rating sections. He noted new form enhancements such as updated goal-setting prompts and prioritization of goals and accomplishments to support more effective review conversations. White also reviewed available resources for both staff and supervisors and walked through the employee guide, encouraging staff to maintain ongoing records of accomplishments, complete thoughtful self-reviews, reflect honestly on their performance and growth, and look ahead to future development opportunities.

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### **Q&A Highlights**

- We receive frequent feedback that some supervisors do not follow the performance review process or meaningfully engage in it. How should this information be used, and how can Staff Council help improve consistency and accountability across campus?
  - Organizational Development acknowledged that practices vary across units, as departments have some flexibility in how reviews are conducted. Staff who are unsure about expectations are encouraged to consult their local HR representative.
- Is there a reason staff performance evaluation do not use “meets/does not meet expectations,” as faculty evaluations do?
  - A binary rating system has been discussed but is generally not well-liked, and there is ongoing debate about how many rating levels are appropriate. Peer institutions across the Big Ten use a wide range of approaches. Additionally, the university cannot eliminate rating scales entirely because state code requires them for salary-based pay processes.

- Are there clear pathways for advancement linked to performance evaluations, and how does the university ensure high performers are recognized and retained?
  - Supervisors are expected to discuss career pathways as part of the performance review process. Advancement and retention may include opportunities within the current unit or, in some cases, movement to another department where growth opportunities better align with the employee's goals.
- Can there be clearer communication that performance review ratings are not required to be tied to salary increases?
  - Salary policy is determined at the institutional level and approved by the Board of Regents. Orgs have some discretion about how the salary policy is implemented in their organization.

### **New Year, New Goals! Support for Your Health**

Erica Blaha and Madison Coyne from Benefits Health & Productivity presented “New Year, New Goals! Support for Your Health,” highlighting the many ways liveWELL supports employee wellbeing. They encouraged participation in the confidential 10-minute Personal Health Assessment (PHA), which connects employees to resources and provides valuable data to guide campus-wide wellbeing initiatives. They reviewed additional liveWELL benefits, including monthly communications, the recreation membership incentive program (50% discount), and personalized feedback through the program dashboard. They also highlighted available live support options—such as mindfulness-based stress reduction, the diabetes prevention program, and individual health coaching to promote healthy habits—and shared digital offerings designed to support remote staff.

### **Dance Marathon**

Campbell Wood, Executive Director for Dance Marathon 32, and Jessie Cunningham, Dance Marathon Advisor, provided an overview of Dance Marathon, the largest student organization on campus. They explained that the organization fundraises year-round in support of pediatric cancer patients and their families, with all funds going directly to the Stead Family Children's Hospital. To date, Dance Marathon has raised more than \$37 million. They outlined the various ways the program supports families—including pharmacy copay assistance, meal support, funeral assistance when needed, and ongoing “famspiration” programming. The presenters shared opportunities to donate and volunteer, and highlighted the upcoming 24-hour Dance Marathon celebration on February 6–7, where participants remain on their feet with no sitting or sleeping.

Check out ways to volunteer and donate:

- Volunteer: <https://www.signupgenius.com/go/10C0C49A5AE2CAAFB6-60906185-draft#/>
- Donate: <https://events.dancemarathon.com/index.cfm?fuseaction=donorDrive donate&eventID=6680>

### **Constituent Council Corner**

Barrett provided an overview of how the Constituent Corner will function. Staff Council has implemented a similar “Council Corner” in recent years, which has been highly successful in gathering issues and concerns heard from constituents. Given the high number of constituents attending recent meetings, the Executive Committee felt it would be beneficial to incorporate constituents directly into this session as it is virtual only.

During the Constituent Corner, attendees were asked why they participate in Staff Council meetings, what topics they would like to learn more about, and any suggestions for improvement. Each breakout group was facilitated by an Executive Committee member, who later shared the collected feedback with Digmann.

The Executive Committee will review the feedback at the February meeting.

### **Staff Council Bylaws Committee**

The second reading of Articles XI and XIII was conducted by Bathke using the same slides presented at the previous meeting. The group reviewed all proposed officer-related changes for the Executive Committee. Faust moved to approve the revisions, and Mitchell seconded. A voice vote was held; all votes were in favor, with no opposing votes. Motion passed. Article revisions approved.

### **Staff Council Committee Update**

The University Relations Committee, chaired by Anne Lawler and Bridget Toomey, provided an overview of the committee’s purpose, scope, and goals for the year. They highlighted recent progress on updating the website, which had not been refreshed in some time, and shared that they have been actively fostering collaboration with shared governance groups. The committee is also planning a shared governance social event, tentatively scheduled for March or April, and is working to arrange for local elected officials to attend an upcoming Staff Council meeting.

### **Staff Council Quick Tips & Reminders**

Mitchell addressed a question about why Staff Council does not offer an anonymous reporting system. She explained that such a system could involve serious allegations—such as mistreatment, fraud, abuse, discrimination, illegal activity, safety concerns, or compliance violations—and Staff Council does not have the infrastructure or continuity, given its three-year turnover, to review or investigate these matters appropriately. Mitchell also noted the potential for misuse and the inability to follow up with the employee when reports are anonymous. Instead, Mitchell provided information on existing anonymous reporting resources and emphasized the importance of guiding staff to the appropriate established reporting channels.

### **Adjournment**

- Toomey motioned to adjourn, Jorris seconded; motion carried.
- Meeting adjourned at 4:25 pm.

### **Next Meeting**

February 11, 2025

UCC 2520-D and virtual