

UI Staff Council
June 10, 2026
2:30-4:30 pm
UCC 2520-D and Zoom

Present

Marie Adams, Jyoti Arora, Neda Barrett, Abbie Beadle, Ben Beeson, Ian Bjurstrom, Erica Blaha, Amir Bozorgzadeh, Xirui Chen, Brett Cloyd, Laura Croteau-Lopez, Natalie Dejardin, Kayla Faust, Michael Fletcher, Monica Frank, Cathe Franz, Anna Gaw, Ashley Glassberg Nazette, Sydnie Harris, Dave Hartley, Molly Hicks, Tom Hicks, Anne Hinkle, Michele Hogue, Andrew Holland, Tara Jennerjohn, Heather Johnson, Constance Judd, Holling Kniffin, Ashly Lagneaux, Lindsay Lansberry, Liz Lara, Ann Lawler, Adrienne Maxwell, Ali McCue, Angela Melsa Worrell, Sam Mitchell, Evans Ochola, Alex Paternostro, Ashley Peters, Breno Rodrigues, Kayla Rojas, Blake Rupe, Mel Sanders, Jon Scanlan, Monica Smith, Lisa Smith, Bridget Toomey, Rebecca Tritten, Adam Walsh, Casey Westlake

Not Present

Kesten Anderson, Josey Bathke, Amy Burklund, Nima Chaudhary, Sarah Livesay, Brooke Swain, Dustin Wherry, Kate Woods

Administrative Liaisons

Kellie Digmann

Presenters

Cheryl Reardon, Trevor Glanz, Mike Kaplan

Constituents

Mindy Adams, Staci Anderson, Ruth Appleton, Emily Bacatan Anderson, Tim Banko, Hugh Brown, Mia Brunelli, Alyssa Campbell, Rina Chaudhary, Erika Christiansen, Candice Clark Stevens, Melissa Close, Amber Cross, Julie Crow, Rick Crow, Erin Dahlstrom, Michelle Davenport, Carey Dieleman, Rob DuBay, Gabi Eis, Ted Fitzgerald, Diane Fountain, Justin Fraase, Andrea French, Dana Gafeller, Joel Gavin, Sandy Gerard, Kara Gerardi, Katherine Gonzales, Aarin Harper, Kathryn Harrison, Dana Hartman, Kunjal Harwani, Maxi Hedlund, Deb Henricks, Angelica Hernandez, Elizabeth Holm, Ann Huss, Jody iPhone, Sonja James, Jennifer Jennings, Hilary Jensen, James Jorris, Kelly Kalinowski, Diaba Keita, Deborah Kephart, Nick Klein, Andy Kness, Brett Koenig, Lauren Kostoglanis, Alison Kramer, Cassandra Kruse, Alexa Lavin, Diana Lesmes, David Lippe, Erin Litton, Maria Lugo, Beth Mackenzie, Laura Macrowski, Kileen Martin, Amy Mattix, Scott McKnight, Judith Meyer, Kayla Miller, Katie Minehart, Zoe Morris, Erin Moses, Kim Moss, Amber Mower, Janet Niebuhr, Vicki NoLastName, Sara Novotny, Rebecca Olson, Rebecca Onagoruwa, Hellecktra Orozco, Alicia Peden, Yelena Perkhounkova, Tomeka Petersen, Jennifer Reed, Haley Resewehr, Sherry Roe, David Rooney, Debbie Ross, Dillon Sampson, Diane Schaeffer, Alec

Shultz, Trent Siver, Lainey Stahle, Kim Stoltz, Sarah Strack, Janelle Sturtz, Abigail Sullivan, Rob Svetly, Bonnie Thornton, Sarah Tillman, Rosemary Tiwari, Hannah Tjarks, Becky Tjelmeland, Nathan Topping, Cate Unruh, Jissele Verdinez, Megan Walker, Vanessa Weisskopf, Ryan West, Norah Wolfe, Julia Woodiwiss, Kara Wright, Sachin Yawalkar, Justin Zaugg

Leadership

Cheryl Reardon

Past President

Neda Barret

Minutes

The March Staff Council Minutes were approved. Motion by Kayla Faust, second by Neda Barrett. [approved with no edits].

Meeting

Welcome, Expectations, Agenda Overview, & Minute Approval

President Sam Mitchell opened the meeting by welcoming members to the first Staff Council meeting of the year. Mitchell reviewed expectations for both in-person and virtual participation, as well as guidelines for presenters.

HR Priorities & Staff Council Engagement for 2026–2027

Cheryl Reardon, Chief HR Officer and Associate Vice President, shared updates on Human Resources priorities and engagement with Staff Council. Reardon reflected on her previous experience with Staff Council and encouraged councilors to actively share ideas, concerns, and feedback from their constituents. She emphasized that HR operates within a structured framework of policies and procedures while partnering closely with Staff Council to elevate staff voices.

Reardon discussed the scale and complexity of the university workforce, which includes over 35,000 employees across more than 11 employment categories, and noted the complexity of the workforce that spans healthcare/clinical and the academic enterprise. Recruitment and retention continue to be top priorities, with a focus on strengthening the employee experience. Most employee inquiries relate to benefits, pay, and workplace experience, all of which impact the broader employee experience.

HR initiatives include the modernization and centralization of recruitment processes, with particular emphasis on converting student employees into full-time staff roles. Flexible work arrangements, including hybrid and remote roles, continue to attract significantly more applicants. Performance review submission rates are strong, with a 99.4% completion rate, and new recognition programs such as Hawkeye High Five and SPOT awards have been a part of modernizing and expanding recognition for staff.

Reardon highlighted recent enhancements to employee benefits, including the addition of short-term disability insurance and the upcoming launch of pet insurance. Career development remains a key focus, with the Career Pathways initiative generating more than 2,000 interactions and engaging over 1,200 unique employees. Efforts to improve

onboarding and early employee retention include standardized processes and a new hire survey, which has collected over 2,200 responses. While feedback shows strong initial engagement, a decrease in employee engagement occurs within the first nine months, reinforcing the need for continued focus on first-year retention and continuation of collection of data until they hit the first-year mark of employment for the new hire survey. Overall, HR data indicates improving retention and decreasing turnover. Reardon concluded by inviting feedback from Staff Council on topics of interest for the 2026-2027.

Staff Council Presidential Vision for 2026-2027

Sam Mitchell shared her vision for the upcoming year, including her personal journey to the University of Iowa and connection to the campus community. Mitchell outlined key priorities, including improving communication in both directions between staff and leadership, expanding outreach to ensure more voices are heard, strengthening sustainability efforts through advocacy and practical initiatives, and enhancing opportunities for staff development across the university.

Introduction of the 2026-2027 Staff Council Executive Committee

New Staff Council members were welcomed and introduced. Mitchell noted that a more comprehensive introduction process would take place during the July Staff Council retreat. Behavioral Health representatives were also introduced to the council.

Welcome Our New 2026-2027 Staff Council Members

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Volunteer Highlights, Opportunities, & Upcoming Events

Anne Hinkle, Community Outreach Chair, shared updates on volunteer engagement and recognized standout contributions from council members. Kayla Faust was recognized for attending the most events, while Lindsey Lansberry logged the highest number of volunteer hours.

Hinkle reviewed Staff Council's recent volunteer activities, which included participation in the University of Iowa's 29th annual Powwow, DV Shop for Survivors, tree planting initiatives, Faculty and Staff Awards, Healthcare Week tabling, Finals@IMU, spring finals test proctoring, the Coralville Asian Festival, and the Adopt-A-Highway program.

Upcoming volunteer opportunities include support for the Food Pantry, the Iowa City Downtown Block Party, the Savannah Bananas event at Kinnick Stadium, North Liberty Blues & BBQ, and the UISC Book and School Supply Drive. Hinkle also reviewed the volunteer hour tracking process, noting that travel time can only be tracked from a 15-minute radius or greater from Iowa City, and emphasizing the importance of consistency in reporting participation.

Total Rewards Presentation

Trevor Glanz and Mike Kaplan presented on Total Rewards, outlining the university's comprehensive approach to employee compensation. They emphasized that total rewards extend beyond salary to include comprehensive benefits, paid leave, variable pay,

professional development, and career advancement opportunities, all of which combine to attract, retain, and support talented professionals.

The presenters discussed how compensation is benchmarked against local, state, and national markets to ensure competitiveness, particularly for Professional and Scientific staff. Benefits include health insurance options (UIChoice and UISelect), dental coverage, and retirement plans such as TIAA and IPERS. Additional employer-provided benefits include group life insurance and long-term disability coverage.

Paid time off offerings include 192 annual vacation hours for P&S, 144 hours of sick leave, and nine paid holidays annually, with options to convert sick leave to vacation after meeting eligibility criteria. Leave accruals are prorated based on percentage of appointment. Supplemental compensation opportunities include extra effort pay, performance-based rewards, SPOT awards, and institutional recognition programs such as university awards.

The presentation also highlighted additional benefits such as tuition assistance, professional development resources, and wellness initiatives through LiveWell programs.

Retirement savings options, including 403(b) and 457(b) plans, were reviewed.

Glanz and Kaplan discussed ongoing efforts to manage costs and improve benefits through initiatives via operational cost reductions, plan optimization, and retirement plan modernization. They also highlighted the use of survey data and exit interviews to identify retention trends and ways to improve retention and recruiting efforts.

High Level Orientation Points

Sam Mitchell provided an overview of expectations for councilors, emphasizing the importance of advocacy, communication, and active engagement. Council members were encouraged to maintain a positive and professional approach, actively listen to constituents, and thoughtfully raise and follow up on issues.

Expectations include attending monthly meetings, serving on committees, staying informed through provided materials, supporting shared governance, and acting as effective representatives of staff. Communication structures were reviewed, including the use of Teams, organizational representative updates, and coordination among functional representatives.

Executive Committee Report Out

Mitchell provided a summary of recent Executive Committee discussions and activities, including ongoing initiatives and planning efforts around homecoming and the upcoming plan for the staff council retreat for the July Staff Council Meeting. Also discussed the voting for budget items and open discussion questions for this meeting.

Council Corner Breakout Session

Council members participated in a discussion focused on sustainability in the workplace. Topics included identifying small changes that can create meaningful impact, recognizing barriers to sustainable practices, and exploring ways Staff Council can support and promote sustainability initiatives across campus.

Adjournment

- Kayla Faust motioned to adjourn, Neda Barrett seconded; motion carried.

- Meeting adjourned at 4:24 pm.

Next Meeting

Wednesday, July 1, 2026

2:30-4:30 PM

Old Capitol Museum, Senate Chamber (2nd level)

In-Person Meeting ONLY for SC Elections