
Absent: Angela Charsha-Harney, Nancy Davin, Heath Davis, Lorna Golson, Joe Lang, Melanie Ostmo, Ted Potter, Craig Spitzer, Mary Starks, and Tab Wiggins

Administrative Liaisons: Cheryl Reardon, Associate Vice President and Chief Human Resources Officer

Guests and newly appointed Staff Council representatives: Lindsay Elliott, Kathleen Ford, Jadvyga Gerasimovic, Gregory Hopson, Genevieve Johnson, Karen Kluesner, Monica Madura, Ursula Mueller, Steve Paulsen, Yelena Perkhounkova, Lisa Piper, Kathryn Reynolds, Jessica Richardson, Sonia Slevinski, Mary Shumaker, Cassie Walizer, John Weyer, and Angela Ward; Michael Geneser, unable to attend; Hans Hoerschelman, 2016 Staff Council president

Welcome, Roll Call, and Minutes

Minutes Approval:
- April 18, 2018 - UI Staff Council meeting – APPROVED
  - Heather Mineart – motioned
  - Tom Moninger – seconded

Minutes Review: no edits or questions
- April 4, 2018 - UISC Executive Committee Meeting

Human Resources Update: Cheryl Reardon
Cheryl Reardon, a past UI Staff Council President in 2005, welcomed the new members and reflected on her first meeting. Staff Council is the opportunity to grow, to share, and to get involved.

A power point presentation is posted on our website with content from this month’s HR updates.

Dependent Eligibility Verification: A mass email was sent May 8 regarding dependent eligibility verification for those with UI Choice Plans. It is best practice to periodically audit dependent status. When the dependent age was extended to 26, insurance companies have seen more fraud. The university hired Health Management Systems to conduct this verification and they will keep any documentation provided private and secure. The audit should close by the beginning of calendar year 2019.

Employment Practices Review: Fredrikson & Byron, P.A. out of Des Moines is conducting an independent external review of University of Iowa employment policies and practices. A thirty-nine page report was released April 18, 2018 with a recommendation to clarify and communicate on human rights, sexual harassment, anti-retaliation, and violence policies, and the related Athletics Department policies, to be compliant with state and federal workplace laws. A recommendation to change policy in anti-harassment policy does not accurately communicate what constituents’ protected-class harassment in the workplace in compliance with applicable law.
A summary of Talent@IOWA progress was presented to update current members and introduce its mission to our new councilors, if not familiar with the process. Fourteen cross-campus committees began implementing Talent@Iowa proposals in three phases during the 2016-2017 year. Phases 1 and 2 are complete. Phase 3 is nearing completion of the implementation stage, as well as the evaluation stage. Five questions about this mission were sent to the HR community with favorable results. These questions and results can be found on the presentation noted earlier.

Lastly, Talent Acquisition is continuing their efforts to replace Jobs@UIowa following the contract with Oracle Talent Acquisition Cloud (OTAC). A timeline is outlined within the presentation.

Bylaw Changes Vote: H Pedelty, Bylaws Committee Chair
Two motions were revisited following a review during our April 18 All Staff Meeting.

First motion: Amend Article XVI, Section 2, Diversity Committee Scope of Concern 1

Current: Develop and encourage staff participation in programs to promote diversity awareness, including annual Staff Council Martin Luther King Celebration and the UI Celebrating Cultural Diversity Festival.
Amended: Develop and encourage staff participation in programs to promote diversity awareness.

Motion to Approve: Matt Watson; Seconded, Apryl Betts – Motion passed with no objections.

Second motion: Amend Article XVI, Section 2 (to include Health Care Committee)

Current: no current version, UI Health Care Committee has been operating as ‘ad-hoc’
Amended: Health Care Committee
Purpose: To facilitate discussion regarding the issues facing UI Health Care staff, and to develop recommendations for a proactive and collaborative approach to problem solving and issue resolution where indicated and with the best interests of staff in mind.

Scope of Concern:
1. Organize and present relevant information to staff council on health care specific topics.
2. Provide feedback to UI Health Care leadership on a quarterly basis or as needs arise.
   • Amended: Provide feedback to UI Health Care leadership on a quarterly basis or more frequently as needed.
   ▪ Motion to approve amendment: Michael Weaver; Seconded: Carly Armour-Amendment approved
3. Attend UI Health Care forums and meetings as appropriate.

Membership:
1. All function and org reps currently in positions which fall under UI Health Care orgs will have membership to the committee.
2. A chair and pro-tem chair will be appointed yearly by the Executive Committee with no finite restriction on number of members.

Motion to approve: Libby Conley, Seconded, Sally Fisher-Motion passed with no objections.
Officer Speeches & Elections: Erin Brothers, Elections Committee Chair
Voting for open officer positions was held following each candidates speech. Categories and newly appointed officer members are in bold.

President Elect/Vice President:
- Ted Potter (speech read by John Laverty)
- Michael Weaver

Secretary:
- Heather Mineart
- Brenda Van Dee

At Large (four openings):
- Mihaela Bojin
- Libby Conley
- Nancy Davin (virtually)
- Jeri King
- Katie Millard
- Heather Mineart
- Ted Potter
- Gayle Robertson

Councilor Recognition: Brian Brotzman, Community Outreach Committee Chair
All councilors were thanked for their continuing support. The top five volunteers were recognized with a certificate: Craig Spitzer, Mike Weaver, Glenda Smith, Sally Fisher, and Jim Verry. The top volunteer of the year, who is engraved on the Staff Council Volunteer of the Year plaque, is Jim Verry!
Congratulations and thank you to all whom contributed by giving back to the university!

Committee Updates and Announcements:

Awards: Apryl Betts, outgoing chair, reminded councilors of the upcoming June 1 deadline for our Board of Regents, Skorton, and Outstanding Staff awards. A prior mass email was sent to all faculty, staff, and students. Kimberly Lebeck will be the incoming chair of this committee.

Committee on Committees: Tom Moninger, outgoing chair, announced there is one open seat remaining on the Faculty/Staff Parking Appeals Committee. Several councilors showed an interest in filling this open seat, yet to be determined. This committee has not confirmed a chair for the upcoming year. The objective of this committee is to rally and assign staff members to the UI Presidential Charter Committees.

Diversity: Carly Armour, current co-chair, reminded councilors of the Iowa City Pride Parade (noon to 1pm) and Festival (1-6pm) on Saturday, June 16. Contact Carly and/or Tab Wiggins if you’d like to support this event by walking in the parade.

Education: Rudia Kihura, outgoing chair, announced the incoming co-chairs: Linda Varvel and Julia Woodiwiss. In addition, the mentoring program duos were announced.
2018-2019 UI Staff Council Mentor Match

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<tr>
<th>Newly-Elected</th>
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<tr>
<td>Steve Paulsen</td>
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<td>Yelena Perkhounkova</td>
<td>Brenda Van Dee</td>
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<td>Karen Kluesner</td>
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<td>Cassie Walizer</td>
<td>Lorna Golson</td>
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<td>Monica Madura</td>
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<td>Kathleen Ford</td>
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<td>Lindsay Elliott</td>
<td>Ashley K. Vanorny</td>
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<td>Jessica Richardson</td>
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<td>Genevieve Johnson</td>
<td>Tom Moninger</td>
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<td>Jadvyga Gerasimovic</td>
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<td>Gregory Hopson</td>
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<td>Michael Hesseltine</td>
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<td>Kathryn Reynolds</td>
<td>Linda Weir Jacobi</td>
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<td>Ursula Mueller</td>
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<td>H Pedelty</td>
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<td>Lisa Piper</td>
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<td>Kevin Zihlman</td>
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<td>Michael Geneser</td>
<td>Denny Crall</td>
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<td>Angela Ward</td>
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<td>Sonia Slevinski</td>
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**UI Health Care Committee:** Two individuals have signed up for co-chairing this newly official Staff Council subcommittee to be announced at our June meeting.

**UIISC President Farewell and Transition:** John Laverty, UIISC President
Today was John’s last All Staff Council meeting as President and gratitude was the common thread of his farewell speech. From the councilors to President Harreld, there were many to thank and reflect from our past years accomplishments, which were many. As part of the acknowledgements, the following outgoing councilors were recognized: Apryl Betts, Erin Brothers, Brian Brotzman, Angela Charsha-Harney, Collin Davis, Heath Davis, Michelle Highly, Kimberly Keister, Rudia Kihura, Melanie Ostmo, Nate Robinson, Glenda Smith, Craig Spitzer, Jim Verry, Nancy Wagner, and Tim Wolf. Lastly, the presidential succession honors commenced. John recognized Erin Brother’s many years of service in multiple roles in
Staff Council and ceremoniously bestowed the presidential box to our incoming president, Michael Hesseltine. Michael acknowledged his two mentors, John and Erin, and then briefly talked about his vision for the Staff Council’s upcoming year as the “Year of Visibility”.

Meeting adjourned - 4:50pm: Erin Brothers motioned; Kimberly Keister confirmed motion

Next Meeting: Wednesday, June 13, 2018; 2:30 – 4:30 PM - 2520D UCC