Final
Staff Council Meeting
2520 UCC
April 10, 2019


Absent: Damien Blair, Suzanne Doershuk, Jackie Kleppe, Joe Lang, John Laverty, Ashley Vanorny, Linda Varvel, Cassie Walizer, Linda Weir, Tab Wiggins, and Julia Woodiwiss

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

Guests: Gary Barta, Henry B. and Patricia B. Tippie Director of Athletics Chair; Teresa Kulper, Director of UI Organizational Effectiveness; Jason Ratanen, Professor of Law; Steve Paulsen, current staff representative and Occupational Safety Manager; Megan Hammes, Director of UI Wellness; Cristobal McKinney, Writer, UI Office of Strategic Communications; Glenda Smith, UI Patient Access Center

Welcome, Roll Call, and Minutes

Minute Adoption:
- March 13, 2019 - UI Staff Council meeting – adopted by majority with no edits

Minutes Review:
- March 19, 2019 - UISC Executive Committee Meeting, no edits to bring forth

Iowa Athletics Update: Gary Barta

As part of roll call, those present called out their favorite sport to indicate their attendance. The University of Iowa has twenty-four sports teams, totally 650 student athletes. Gary Barta went on to thank our group for volunteering our time by serving on the Staff Council to help continue making Iowa a great University. “Win. Graduate. Do It Right!” is a value statement UI Athletics exercises at its core.

“Win”: While winning is important and easy to track win and loss records, Iowa has had a great year. Iowa was the only Athletic Department in the country to have won its bowl game and had both it’s men’s and women’s basketball teams go to the NCAA tournament. Wrestling finished third and all four sports are victors in terms of playing our inner-state rival, Iowa State. A new softball coach was recently hired, baseball did very well this year and the accomplishments go on and on, but the next two values are even more important than all of this.

“Graduate”: UI’s student athletes have a 90% graduation rate which places Iowa 4th in the Big 10 with GPAs just above a 3.0.

“Do It Right”: UI student athletes have tracked 10,000 volunteer hours and many hours go uncounted. Athletics is a great vehicle to reach fellow Hawkeyes and others, within Iowa, out of state, the nation, and internationally. “The Wave” brought attention during the football season by the crowds and players stopping at the end of the first quarter to wave to the pediatric patients in the newly built Stead Family Children’s Hospital just east of Kinnick Stadium. Not only does this highlight our new children’s hospital, but the pediatric patients and their families can watch the games and be included. Another great source of pride is to hear how respectful the student athletes are when volunteering on campus and in the community. While the Athletic Department is self-sustaining, raising over $130 million annually, their greatest value is our
people. $13-14 million of this revenue is provided for student scholarships. Athletics has also supported many programs within the University to help with student success initiatives. Their highest revenue sources are: television revenue, ticket sales, and fundraising. They also pay for their own utilities. Along with student success, they have developed a task force to enhance their Diversity, Equity, and Inclusion.

Lastly, a new Finkbine Clubhouse is under construction which is 100% donor funded.

**Human Resource (HR) Updates: Cheryl Reardon**

As Cheryl’s presentation followed Gary’s, she asked Staff Council if anyone heard Megan Gustafson interview after our loss to Notre Dame women’s basketball game in the NCAA final four quoted, “And finally, to anyone who wants to dream big — keep dreaming, work as hard as you possibly can, love what you do, and most importantly, thank the people who will help you achieve success because you couldn't have done it without them!” What a great way to look at life.

The University of Iowa has so much to be proud of. Together, we were awarded first place in the [National Wellness Challenge](https://hr.uiowa.edu/administrative-services/hr-2020) and second place for Leadership & Organizational Development Programing for our Executive Leadership Academy. Hard work pays off, but it can be a much more meaningful experience as a team.

One of our newest initiatives launched this past late November, early December 2018, is HR 2020. With sixty HR community members involved, realignment and redesign, offering enhancements and a new welcome center in the University Services Building (USB), will assist guests and callers with more ease and efficiencies. Currently, guests enter a long hallway with no direction or assistance on which way to go unless they inquire themselves. By creating a welcome center, staff will be ‘triaged’ to the area of their need with a welcoming feel. More information can be found on UIHR website: [https://hr.uiowa.edu/administrative-services/hr-2020](https://hr.uiowa.edu/administrative-services/hr-2020)

If you would be interested in advising, please contact Cheryl to join her and others from the HR enterprise.

Also highlighted are the Diversity, Equity, and Inclusion [Universal Competencies](https://hr.uiowa.edu/administrative-services/hr-2020). Universal Competencies are those that apply to all University jobs (P&S, SEIU and Merit), which support our mission, and are consistent with our core values. The University of Iowa’s core values are: [Diversity, Equity and Inclusion; Collaboration/Positive Impact](https://hr.uiowa.edu/administrative-services/hr-2020); and [Service Excellence/Customer Focus](https://hr.uiowa.edu/administrative-services/hr-2020). UI Health Care have similar core values called “ICARE” (Innovation, Collaboration, Accountability, Respect, and Excellence). Definitions and an opportunity for universal behavioral description training will be offered in the near future.

The presentation provided to the councilors is available for your viewing on our [UISC website](https://hr.uiowa.edu/administrative-services/hr-2020).

**UI Values Refresh: Teresa Kulper, Steve Paulsen, and Jason Ratanen**

At our core, values are the guiding principles that shape how an organization carries out its mission and are the foundation from which an institution builds community and culture. While the UI had a set of core values documented in the 2010-2016 strategic plan, they are now well known or utilized by faculty, staff, or students. The purpose of the 2019 UI Values Refresh Project is to bring renewed relevance and usefulness to the UI’s current set of values. This new working group is tasked with the following objectives:

- Understand the context and landscape of current UI Values, including both their history and how the campus understands them today
- Create meaningful, useful and relevant definitions for the UI Core Values
• Recommend ways to communicate and utilize the UI Core Values across the university

Teresa, Steve, and Jason presented to our council and sought feedback to take back to their work group. Core values guide behavior and unite the UI community on common grounds. These values now have descriptions that can help provide that guidance. Please consider how you can use UI Core Values in your work. Please visit the UIISC website to view their presentation.

LiveWELL Annual Report and ‘More’: Megan Hammes
Megan provided councilors with the 2018 Wired for Wellness report.
• Campus PHA data for 2018 reveals positive progress for campus in health areas of tobacco use, regular exercise, and using strategies to manage stress
• Data also points to thousands of employees wanting to continue to make positive health changes. Focus areas include physical activity, nutrition and healthy weight, emotional well-being and resilience
• Programs that improve workplace well-being and culture are strong, but we always need help reinforcing the importance of a healthy culture by weaving programs, services and messages into the local work areas.
  o 86% report “my supervisor supports health and wellness within my unit”
  o 85% report “my physical work environment provides opportunities for me to make healthy choices”
  o 841 staff and faculty who participated in Health Coaching in 2018 reported:
    ▪ 93% say their ability to perform optimally has increased
    ▪ 94% say their personal well-being has improved
    ▪ 92% say their satisfaction with working at UI has increased

Reminders of local-level programs that can help with a culture that supports wellness
• Wellness Ambassadors – we want every UI staff member to know who their wellness ambassador is and receive a monthly update from them!
• Wellness Heroes
• Wellness Grants
• FREE Health Coach Services
  o Locations (CRWC, PBB, UEHC), phone, skype, zoom
  o 7:30 a.m. – 7:30 p.m.
  o Referrals to Personal Training and Mindfulness-Based Stress Reduction
• My Health & Wellness portal (at Self Service) – Earn points for program participation, monthly healthy habits, etc. that can be ‘spent’ in the Wellness Store (partnership with University Book Store and SFCH Safety Store).

Did you know UIISC helps fund the annual Health Fair held in the UI Fieldhouse and several of the Wellness Store items you can win by participating? Wellness grants are a popular free opportunity to treat your colleagues for their hard work and positive contributions to our everyday lifestyles.

Megan was joined by Pat Kutcher, who led us in a rejuvenation session in chair yoga. President Michael Hesseltine was presented a Wellness Hero gift and certificate for spreading the word and working with this office to bring this healthy learning opportunity to his fellow staff members. It was great to have a mindful moment and end the presentation with this fun activity. If you were not able to attend this session or need another desk yoga or relaxation moment, you can check out some online videos on the Livewell video resources page.
Staff Council Meeting
2520D UCC
Wednesday, April 10, 2019

Nominations for UISC leadership: Mike Weaver, Chair, UISC Elections Committee
Nominations were received during our meeting. Anyone who would like to be removed or added to this list, please contact Mike Weaver or Marla Rosenblum by May 1st, 2019. Elections for officer positions will take place by paper ballot during our May meeting. Participation for being a candidate would have supervisor approval prior to May 1st as well. Good luck everyone!

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UISC President Announcements: Michael Hesseltine
- Executive Committee members decided to table the pending by-laws forward to the June meeting, which will also be our new councilor’s first meeting. This will help to instill the by-laws process for all councilors at the very start of the new term.
- Thirteen UI staff councilors joined fellow shared governance attendees to this year’s Hawkeye Caucus. This was the largest number of attendees in recent history. Participants met with twenty-one legislators from thirteen counties thanking them and speaking on behalf of the University of Iowa P&S staff. We conducted many conversations with legislators from all over the state and from both sides of the isle. Even though our funding has decreased over the years, the State of Iowa is still our largest ‘donor’, our sole general education funding source. We have a lot to be thankful for.
- Shout out to all the UISC committee chairs for a great year! Please plan on speaking 3-5 minutes during the May meeting to talk about what your committee achieved and summarize the committee’s concept for new members. It’s time to celebrate those achievements!
- Gayle Robertson, Community Outreach chair, reminded councilors of the last opportunity to volunteer at this year’s Pow Wow event. Upcoming volunteer opportunities will be carried over to next year’s tracking. A couple to consider are: Festival of Flowers who’s proceeds benefit United Action for Youth, Commencement ceremonies, and Flipping for Finals pancake event.

Meeting adjourned: Heather Mineart motioned; Matt Watson confirmed motion.

Next Meeting: Wednesday, May 8, 2019; 2:30 – 4:30 PM, 2520D UCC