UI Staff Council Meeting
2520D UCC
Wednesday, November 13, 2019


Absent: Suzanne Doershuk, Beau Finley, Amy Halvorson Bouffard, Tyler Lantz, Emily Milke, Robin Paetzold, Carlton Petty, Jennifer Stout, Linda Varvel, Linda Weir Jacobi, and Carrie Whittaker

Administrative Liaisons: Cheryl Reardon and Marla Rosenblum

Guests: Matthieu Biger, Cristobal McKinney, Diane Fountain, Cynthia Joyce, Erin Irish, and Melissa Shivers

Welcome and Minutes: Mike Weaver, UISC President

- Minute Adoption:
  October 9, 2019- UI Staff Council meeting: minor edit brought forth for review. Accepted as amended.

- Minutes Review:
  November 5, 2019- UISC Executive Committee Meeting.

Announcements:

- Open Enrollment is going well but there are still a lot (4,000+) of staff who have not confirmed their selections.

Presentation Topics:

Ombuds Annual Report - Cynthia Joyce, University Ombudsperson

- The University of Iowa Office of the Ombudsperson (Ombuds) is - Confidential, Neutral, Informal, and Independent. No problem too big or too small. Let’s talk!
- There was a 2% increase to 753 visitors last year from faculty, staff, students, and community members.
- The office also offers consultations. A consultation allows individuals to call in to ask about options without expecting the Ombuds Office to actively get involved in the situation.
- This is the last year the Ombuds Office will collect data on visitor demographics.
- In 2018-19, the Ombuds Office provided 39 presentations and 68 workshops serving 2,200 participants.
- How does the office track satisfaction? In short, there is a one question survey sent to all visitors that asks if they were satisfied with their visit. Survey results last year showed that 79 % of visitors reported they were satisfied with their experience.

2018-2019 CAMPUS ISSUES

- No problem too big or too small. Let’s talk! -
  - Conflict resolution processes are most likely to be successful when used early, and the Ombuds Office encourages staff, faculty and students to bring concerns to us before they escalate to crises. We also want to reinforce that we are available to help with issues that already have become extremely serious, such as safety concerns, unethical conduct, and financial mismanagement. Our new tagline is “No problem too big or too small. Let’s talk!”

  Campus Change -
  - Research and practical experience have established that change, even positive change, can be extraordinarily difficult. The University of Iowa has experienced enormous change over the last few years, including new leadership, reorganizations, new facilities, new initiatives, budget model changes, program closures, layoffs, and changes in roles and responsibilities for individual faculty and staff. This has resulted in significant stress at all levels of the campus.
community, which, at least temporarily, may reduce job satisfaction and work performance. When change is planned, it is possible to predict the consequences of this change and take proactive steps to support individuals and departments in handling the change in more effective ways. One planned change for which the University could prepare better is new leaders coming to campus, each bringing new priorities, styles, and strengths. This is especially important given the number of new leaders joining UI. There are two well-regarded but part-time staff who provide change management services within University Human Resources, but we do not believe this is sufficient to meet the needs of campus, be as proactive as possible, and minimize the negative consequences of change.

- **Effective Leadership**
  - Successful campus leaders at all levels display a number of essential characteristics. As they make decisions, effective leaders are able to balance their own needs (such as a positive reputation and career advancement) with the needs of the University and the constituents they serve. Also important are transparency, fairness, and the ability to consider multiple perspectives and multiple options. Extremely important, from our point of view, is the willingness to address conflict. We often become aware of areas on campus with chronic issues such as low morale, reduced productivity, and poor retention related to systemic conflict. In a number of these situations, we find that a leader’s inaction has contributed to the problem. We support the new University Human Resources initiative to provide required training on a number of critical topics to all supervisors across campus. However, knowing the right thing to do and actually doing it are two different things. The University must support supervisors and leaders in developing the will and courage to address conflict. The Ombuds Office is working with Learning and Development in University Human Resources on ways to encourage leaders and others to change their attitudes towards conflict so they are prepared to address it when it inevitably occurs.

- **New Location:** Third Floor Jefferson Building — 319.335.3608 — ombudsperson@uiowa.edu — https://uiowa.edu/ombuds/

**Climate Resolution** – Matthieu Biger and Erin Irish, Co-chairs Sustainability Charter Committee

- The Sustainability Charter Committee is seeking support for *A Resolution in Support of the Declaration of a Climate Emergency.*
  - The University of Iowa Student Government (UISG) has affirmed our institutional responsibility to fight climate change by unanimously passing a resolution with the Graduate and Professional Student Government (GPSG) titled "Joint Resolution on the Climate Change Call to Action". ~ https://gpsg.uiowa.edu/news/climate-strike/
  - UISG/GPSG sponsored a resolution which was approved at July 20, 2019 Association of Big Ten Students Summer Conference.
  - In October 2019, at a meeting of The University of Iowa Presidential Sustainability Charter Committee, the UISG-sponsored resolution was confirmed.

- A draft of joint resolution, Faculty Senate and UI Staff Council, has been provided to all councilors to review.
- Discussion will continue at the December 2019 meeting once all have had adequate time to review the document.

**Division of Student Life Collaboration** – Melissa Shivers, Vice President for Student Life

- **Mission Statement**- The Division of Student Life fosters student success by creating and promoting inclusive educationally purposeful services and activities within and beyond the classroom. One Division. One Mission. Student Success.

- **Three Key Priorities**-
  - Diversity, Equity and Inclusion.
  - Health, Safety, Resiliency, & Well-being.
  - Leadership Development.

- **Strategic Fundraising Priorities**-
In order to move forward with the Three Key Priorities a new shared position has been created, Associate Director of Development for the Division of Student Life. This position will be shared through the University of Iowa Center for Advancement and the Division of Student Life.

- Ashley Gredys, Associate Director of Development for the Division of Student Life, began August 1, 2019.
- Ashley will assist in developing relationships with donors to help fund the Division’s Key Initiatives/Priorities.

**Search Updates**

- Angie Reams been named Associate Vice President for Student Life and Dean of Students.
- Maria Bruno has been named Executive Director for Inclusion and Belonging and Assistant to the Vice President.

**Current Initiatives**

- The office is moving to a student well-being model with a focus on how we keep students healthy, happy and engaged on campus.
- The mission is to lead outcomes-based assessment in the co-curricular setting, support evidence-based decision-making, and promote a culture focused on the continuous improvement of programs and services. Assessment, Improvement, and Research Office (AIR) empowers staff to make evidence-based decisions when looking holistically at the student experience.
- Second-Year Experience pilot - Can we increase retention and graduation rates with a second year live on option? We are in year one of the pilot and have 76 students living in Catlett this year.
  - If we proceed forward we know capacity will be an issue.
  - To solve the issue new residence halls and remodeling of current residence halls will need to be reviewed and we will need to continue to work with our community partners.
- IMU and Westlawn Space Review has begun and we know that Westlawn will need to be torn down in the future. We will begin thinking more about how does our existing campus setup allow for synergies across programs? How can we reimagine students floating between wellness/well-being spaces?
- A review of the University Alcohol Policy has begun. Their charge is to evaluate the current alcohol policy to address vagueness, confusion, or provide further clarity on the implementation of the policy.

**Bylaws Amendments** – John Weyer, Bylaws Committee Chair

- **1st Reading, Proposal 4: Amend Article XVI Staff Council Committees to modify the Bylaws Committee Scope of Concern**
  - **Rationale:** Update committee procedure to reflect changes to the Bylaws, particularly Articles XII and XIX recently adopted.
  - **Discussion:**
    - No questions

- **1st Reading, Proposal 5: Amend Article XVI Staff Council Committees to address non-Council members of committees and to clarify the authority to appoint members**
  - **Rationale:** The Goals Committee has been eliminated and its' functions assumed by the Executive Committee.
    As to non-members, committee chairs know their needs for outside assistance; they should have some flexibility to recommend non-Council, ex-officio or advisory members be added to their committees. The Executive Committee should have the authority to accept the recommendations or not. The Staff Council President authority and responsibility to designate chairpersons for each standing committee is corrected and reiterated here to be consistent with existing language in Article XI, Section 1, item #3 that indicates the President shall “Appoint committee chairs.”
  - **Discussion:**
    - No questions

- **1st Reading, Proposal 7: Amend Articles XI and XVI to remove remaining references to Goals Committee in Articles XI and Article XVI.**
  - **Rationale:** The Goals Committee has been eliminated and its’ functions assumed by the Executive Committee.
  - **Discussion:**
    - No questions
Roundtable:

- Executive Committee has their meetings with President Herald and Provost Fuentes next week - please send any items of concern to Mike Weaver ASAP.
- Michael Hesseltine updated the committee on planned changes for parking at UIHC. Starting December 3, 2019 patients will receive 1 voucher per visit for free parking on the day of their visit for Ramps 1, 2, 3, or 4. Visitors will be able to purchase Visitor Parking Pass Booklets for $30. These booklets provide five prepaid passes for the hospital parking ramps that limit the maximum parking cost to $6 per exit.
- Diversity committee is looking forward to working with others across campus, like the DEI office, to determine their actions/goals and they plan to relate their goals back to what is already happening on campus versus creating a separate path.
- New “Proud Iowa Staff” stickers are in, make sure to grab a few before you leave to pass out.
- Committee Updates: (see attached report)

Meeting adjourned: Genevieve Johnson motioned; Sally Fisher confirmed motion.

Next Meeting: December 11, 2:30-4:30 p.m. 2520D UCC