
Absent: Mihaela Bojin, Angela Charsha-Harney, Dennis Crall, Michelle Highly, Joe Lang, John Laverty, Adam Miller, Heather Mineart, Melanie Ostmo, Glenda Smith, Jim Verry, Nancy Wagner, Tab Wiggins, and Cheryl Reardon, Associate Vice President and Chief Human Resources Officer

Administrative Liaisons: Kevin Ward, Assistant Vice President for Human Resource Administration

Guests: Joni Troester, Assistant Vice President Total Rewards, University Human Resources; Megan Hammes, Director, UI Wellness/University Human Resources; Dr. Brooks Jackson; Vice President for Medical Affairs and Dean, Carver College of Medicine; Cristobal McKinney, UI Writer and Editor of Internal Communications, Office of Strategic Communications

Welcome, Roll Call, and Minutes

Minutes Approval:
- February 14, 2017 - UI Staff Council meeting – APPROVED
  - Lorna Golson – motioned
  - Suzanne Doershuk – seconded

Minutes Review:
- February 21, 2017 - UISC Executive Committee Meeting

Human Resources Updates: Kevin Ward
The benefit of career status includes notice and priority considerations for finding another University position. The current process for UI’s P&S Furlough Program is not compatible in the new Talent Acquisition system, therefore there is a need to modify the way priority consideration of furlough employees are part of the search process.

What will be the same?
- Furlough candidates will self-identify to exercise priority as part of the application process.
- Furlough candidates that meet the qualification of the position will be guaranteed an interview, working directly with the local recruiter. This local recruiter role will be developed to support the application of furlough priority.
- Furlough candidates continue to have ability to use resume data base, furlough networking and support from Compensation and Classification.
- Maintaining the university commitment to furlough staff.

Changes and advantages
- Hiring process will not be stopped to interview a candidate with furlough priority.
- Compensation and Classification will work with local recruiters to audit the process to monitor effectiveness.
- Reducing negative reactions when stopping a search, resulting from an application of a furlough candidate.
Becomes part of a larger focus on internal talent pipelines, of which furlough candidates are one part.

Next Steps

- Complete configuration of Taleo system.
- Intensive training for local recruiters using the Taleo system.
- Continue consultation with campus leadership.
- Prepare modest changes in the Operation Manual policy to reflect modified process.

UI liveWELL 2017 Report: Megan Hammes
Healthy employees help build a healthy culture which leads to organizational success. This success is a value to UI through healthcare cost management, increased performance with better attendance and effort, improved morale and attitude which leads to higher satisfaction and employee retention.

2017 Highlights

- 13,801 PHA participants
- 4,068 Recreation Memberships
- 665 Health Coach Clients
  - New for 2017
    - On-site at IRL (quarterly) and HSSB (monthly)
    - Group Topics: Juggling It All for Busy Families, Train Your Brain, Unwrapping the Science of Sugar
    - Workflow scheduling
- 83 presentations/training reaching 2,900
- A 1-minute video summarizing our healthy campus culture for 2017 is also available.

Please visit our Staff Council website to view the UI liveWELL 2017 report and Megan’s presentation within our presentation section or view the report directly from the UI HR website along with additional program news and programs. You can also be a leader in well-being and contribute to the culture of health in your department. A “Departmental Well-Being checklist” can also be found online or within our Staff Council presentation section.

University of Iowa Health Care Overview: Dr. Brooks Jackson
Three and a half months ago, Dr. Jackson started as UI’s Vice President for Medical Affairs and Dean, Carver College of Medicine. He is impressed by University of Iowa Health Care being a truly integrated health care system and by the strength of our tripartite mission of research, education, and patient care. Please visit our website to view his power point in our presentation section.

UI Staff Council Vice-President Comments: Michael Hesseltine, UISC President Elect
As the current Staff Council nears its end, VP Hesseltine reached out to councilors asking what we want out of these monthly meetings. Are there speakers you’d like to invite to learn more about the University of Iowa? We look forward to a collaborative year.

Sub-committee Updates (during the meeting):
By-Laws: Any request needs to be brought forward at our April Staff Council meeting in order to get the second approval by the end of this operational year.

Committees on Committees: The application period is running two weeks this year. It has only run one week in past years.
Communications Committee: Focusing on website navigation to enhance users experience and be more user-friendly. Check out our Facebook page!

Diversity Committee: Diversity Council Networking event on April 12, 2018 3-4:30pm in the IMU Divine Nine room (formerly the Nebraska Room). This event is open to all.

Education Committee: “GAP training” is complete and has been sent to HR. They have changed the title to “Leadership Core” which defines the purpose of the training. The mentoring program will start up again. This program assigns our incoming members with another Staff Council member who can be their mentor. You can tailor your interactions; it can be sitting next to them during our meetings, explaining the intricacies of our council, etc. Please contact Rudia Kihura or any other Education members if you’re interested in mentoring this coming operational year.

Elections: Nominations are currently running for open Staff Council positions (March 12-April 2, 2018). Once nominations close, the election will open on Friday, April 6 and run through Friday, April 20. The current positions open are:

Positions (with Job Codes) are available for the following non-bargaining job function vacancies, term starting in June:

- Academic Support Services & Libraries (PC & PL) 2 open
- Administration; Audit, Compliance, Legal and Risk Management (PA & PN) 1 open
- Arts, Cultural and Entertainment; Athletics; Student Services; Hospitality (PE, PS, PQ, & PY) 1 open
- Behavioral Health; Health Care (PJ & PV) 2 open
- Business and Finance (PB) 1 open
- Engineering and Architecture/Facilities Operations (PW & PF) 1 open
- Information Technology (PI) 4 open
- Research/Scientific Services (PR, PH, & PP) 3 open

To find your Job Code, search the Ulowa Directory.

Here are some high-level expectations of Staff Councilors (for more in-depth information, please visit the Staff Council website and review the Bylaws)

• Advocate on behalf of your Function constituents
• Solicit information and opinions from your constituents and share those with Council
• Inform your constituents of the activities of Council
• Regularly attend meetings and participate in discussions
• Actively participate in at least one Council committee assignment
• Discuss the expectations of Staff Council with your supervisor so that regular participation can occur for you

For more information, you may visit the Staff Council Election Committee page or contact Elections Chair Erin Brothers (erin-brothers@uiowa.edu).
**HR committee:** The Volunteer Release Update is going forward as well as the request to extend the hours for family caregiving.

**UIHC Staff Council Committee:** This committee will meet with Dean Brooks Jackson for the first time, alongside the other UIHC leaders, on March 20th. They are also finalizing their purpose statement for the April meeting by-laws approval.

**Announcements**
For those interested, there was a self-guided tour of the Kinnick Press Box. Thank you to the Department of Athletics for hosting our meeting.

**Meeting adjourned:** Apryl Betts motioned; Kimberly Keister confirmed motion.

Next Meeting: April 18, 2018, 2:30-4:30, Senate Chamber, Old Capitol