

UI Staff Council
Wednesday, Nov. 09, 2022
2:30 – 4:30 pm
2520D UCC and Zoom

Present

Askling, Wendy; Barrett, Neda; Baxter, Brian; Beadle, Abbie; Bojin, Mihaela D; Bruno, Maria; Butler, Robert; Cloyd, Brett; Coffman, Dawn; Dreyer Rossi, Monica; Dvorsky, Richard; Follmer, Carl; Gerasimovic, Jadvyga; Heick, Shari; Hinkle, Anne; Hogue, Michele; Holm-Brown, Erika; Hopson, Greg; Immerfall, Jordan; Jain, Makur; James, Molly; Kleppe, Jackie; Laverty, John; Livesay, Sarah; Mitchell, Sam; Morelli, Brian; Ochola, Evans; O'Connell-Moore, Debra; O'Meara, Jamie; Paulus, Tammy; Perkhounkova, Yelena; Peters, Ashley; Piper, Lisa; Potter, Ted; Pritchard, Tracey; Rechkemmer, Molly; Ruiz, Rubia; Shumaker, Mary; Scandrett, Kelby; Slevinski, Sonia; Staal, Warren; Stenersen, David; Tandy, Kathleen; Welter, Jessica; Wilkinson, Darrelle; Wong-Gibbons, Donna; Yoder, Jennifer; Zihlman, Kevin.

Absent

Blair, Damien; Chaudhary, Nima; Dreyer Rossi, Monica; Girazian, Zach; Jorris, James; Mason, Mark; Noggle, Karen; Patel, Sam.

Administrative Liaison

Digmann, Kellie; Reardon, Cheryl.

Guests

Britton, Jenny; Cuchna, Melanie; Diebel, Tami; Emry, Andrea; Finnegan, Morgan; Forkenbrock, Pete; Gandia, Jordyn; Gorney, Elena; Hammes, Megan; Henricks, Deb; Hospodarsky, George; Hynek, Lauren; Jackson Amato, Kelli; Kennedy, Jodi; Lagneaux, Ashly; Matthes, Anne; McGranahan, Claire; Mitchell, Billi; Nelson, Ali; O'Neill, Maureen; Schreier, Barry; Schumacher, Lisa; Taylor, Charlie; Wason, Connie; Wise, Romeliza.

Meeting

Kleppe acknowledges changes in the SC roster:

- Kellie Digmann joins as Administrative Services Coordinator of Staff Council.
- Brian Baxter has been appointed to the Staff Council Executive Committee as a Member at Large to fill the vacancy of Isaac Podolefsky, who is no longer with the UI.
- Kathleen Tandy joins Staff Council as the Organization Representative for the Graduate College. Tandy works as Program Administrator, Academic Clinical Program Management Specialist.
- Sarah Livesay joins Staff Council as Function Representative, Administration. Livesay works as Audit, Compliance, Legal & Risk Management Senior Compliance Coordinator, UIHC.

HR Topic – Supervisor Training and Best Practices, Sean Hesler, Director, Organizational Effectiveness Operations – Organizational Development

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Hesler provided an overview of supervisor training. 3,807 have completed all 4 requirements of the training. 236 supervisors are currently assigned (both due or overdue) and there is a 6 month window to complete. The pool is constantly changing from day-to-day. DEI is threaded throughout the training.

The supervisor training was piloted in November 2019 and it has been largely successful with a high compliance rate. Next steps include refreshing and adding content particularly in the area of mental health and wellbeing as well as change management. The organizers strive to find the right balance of offerings.

Hesler recommended supervisors “be yourself” because authenticity is key to being effective. Some tips included self-reflecting on the core belief you as leader are trying to role model, self-awareness, relational transparency, internalized moral perspectives, and balanced information processing. Trainings are open to anyone.

Minutes approval

- November 2022 SCEC Minutes were provided to councilors prior to the UISC meeting; no questions or comments
- October 2022 UISC Minutes were provided to councilors prior to the UISC meeting. Minutes passed with no changes.

Wellness Grant in your Area, Melanie Cuchna, Senior HR Specialist, Benefits Health & Productivity and Kelli Jackson Amato, HR Specialist, Benefits Health & Productivity

The Wellness team encouraged include wellbeing as part of work day because it can lead to more energy, better relationships at work and home, and being more productive. Tips for doing so is incorporating a break after meetings.

The [liveWELL Health Coach Service](#) is a free resource for employees. SC member Brett Cloyd recorded a video sharing his experience health coach. He said it helped form healthy habits, have more quality time with family, and encourage a running hobby.

Units can apply for wellness grants of up to \$500 per year for a wellness program, such as classes or a physical item. Many units across campus also hold weeks of wellness and there are opportunities to become wellness ambassadors. Staff Council was asked to [nominate a “wellness hero.”](#)

United Way of Johnson and Washington County – Matt Henderson, UI Campaign Co-Lead, and Trisha Smith, VP of Marketing and Development

Henderson and Smith encouraged Staff Council to donate and-or volunteer for United Way as they attempt to ramp up participation this year. They stated UI has only a 1% participation rate which is the lowest in the Big 10 and lower than Iowa State. The goal is to double that to 2% - roughly 250 participants to 500. They offered to come speak with groups on campus who would like to invite them.

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They spoke of three priority areas: birth to adult education, building financial stability, access to health care. Of donations, only 16 cents on the dollar is used for administrative overhead. United Way pitches itself as a one-stop shop to help a lot of agencies. United Way works with 29 partner agencies. Most people who need services work with multiple agencies. Smith provided an example of a woman who used Domestic Violence Intervention Program for immediate help, Iowa Legal Aid for divorce paperwork, day care services, food pantry, job training, home placement and more as she tried to get back on her feet.

Donations can be made through the HRIS website by navigating under “Time and Pay” to “Giving.”

Best Practices, Tips and Techniques for Different Work Modalities – Dr. Beth A. Livingston, Assistant Professor in Management and Entrepreneurship at the Tippie College of Business

Livingston discussed tips and techniques for navigating different work modalities as more people are working from home and others remain in person. She noted employees who have been able to work remotely have had largely positive experiences, while it has created stress for many managers who feel they don't know what their staff are doing. Employees felt empowered because they could control their time and schedule, they perceived their manager trusts they know how to do their jobs, and it allowed for individual preferences such as breaking up the day with nonwork tasks.

Livingston recommended allowing employees to be in control of their situation (whatever it is) and fairness. Fairness does not mean everyone has the opportunity to work remotely. Livingston noted some jobs by nature are in person and those in those positions recognize that. Managers can work toward fairness by requiring the same outcomes, using the same treatment and procedures, and providing the same information and respect.

Livingston provided a variety of tips for this new era of work modalities including managing deliverables versus management by monitoring, holding shortened meetings (ex: 50 minutes instead of 1 hour) to give people time for short breaks between meetings, consider what can be done by email or asynchronously.

UI Students for Disability Advocacy & Awareness (UISDAA) – Designated Space Petition, Abbie Steuhm, President and Will Guiler, Graduate Research Assistant, Psychiatry

The group is seeking support in establishing a cultural center for those with disabilities. They noted an 80% increase in disabled students over 10 years, yet those with don't have a designated space on campus to gather. They provided examples of how those with disabilities are remain overlooked. A center is important to building community and could lead to retention and progress toward graduation. They identified Wild Bill Coffee Shop, somewhere within the Main Library, and being included in the new Cultural Center building in Hubbard Park.

They are asking people to sign their petition: <https://actionnetwork.org/petitions/lets-get-the-space-we-deserve-designated-area-for-disabled-students/>

Outreach Committee updates

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Strong participation in homecoming parade. A video of participation is available here. https://youtu.be/tPWhE_XQuA?t=4053 (starts at 1:07:35)

Seeking volunteers for:

- Iowa football concessions Nov. 12 and Nov. 25.
<https://www.signupgenius.com/go/30E0C4EA4AE22ABF85-kinnick>
- Holiday Lights at the Lake - The Bird House Hospice-Home of Johnson County on Friday 12/9, Saturday 12/10, and Thursday 12/15
<https://m.signupgenius.com/#!/showSignUp/60b044baaab2ba7f58-holiday7/73854060>

SC members are reminded to log volunteer hours at: <https://workflow.uiowa.edu/entry/new/4485/>

DEI Committee updates

Native American Heritage month is in November. SC members are encouraged to review this page every month for upcoming DEI activities: <https://diversity.uiowa.edu/Celebrations>.

Adjournment

Kleppe adjourned the meeting at 4:34 p.m.

Next Meeting

December 14, 2022
2:30-4:30pm
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