

UI Staff Council Executive Committee
Wednesday, Dec. 7, 2022
2:30 – 4:30 pm
2520B UCC

Attendance

Present

Brian Baxter, Brett Cloyd, James Jorris, Jackie Kleppe, Brian Morelli, David Stenersen, Jessica Welter

Absent

Molly James, Kevin Zihlman

Administrative Liaison

Kellie Digmann

Guests

Minutes

The Nov. 3, 2022 UISC Executive Committee Meeting are approved with no edits.

Discussion topics

December Staff Council meeting agenda review

- HR Topic: Recruitment and Retention: Keith Becker, Senior Director, Talent Acquisition and Trevor Glanz, Senior Director, Comp/Class & HR Data Mgmt
- UI Athletics Update: Gary Barta, Athletics Director
 - Discussed topics for Barta.
- Communications Committee – Social Media Proposal: Sam Mitchell, Staff Council Communications Committee Chair
- DEI Committee – Updates: Neda Barrett and Darrelle Wilkinson, Staff Council Diversity, Equity and Inclusion Committee Co-chairs
- Office of the Ombudsperson – Overview and Introduction of New Ombudsperson Chanelle Reese – Reese and Meenaskshi Gigi Durham, Ombudsperson
 - Annual report released in September
- Well-Being Topic: Gratitude, Joni Troester, WBMHC Co-chair – Gratitude at work

UI Messenger Breakout – Councilor Feedback

Recruiting and retention remain a concern among UI staff. Discussion focused on how to promote the strong benefit package and other perks of working at the university. Examples include vacation buyback, job stability, banked vacation days, opportunities for additional compensation such as teaching, the tuition assistance program, flex spending, and discount rec center membership.

It was noted some positions can compete with the private sector on salaries and employees in parts of the UI are feeling stretched and asked to do more with less. One role SC could play is inform employees of their rights when they are concerned about being overloaded, including requesting a job audit.

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Discussion included possible future speakers including government relations to help navigate how to manage political issues, a finance official for a budget 101, and strategic communications official for an overview of branding resources.

Budget Status Updates – Stenersen

No new budget requests. The fund has approximately \$57,000 left. Stenersen noted we are budgeting around \$2,000 for a DEI event.

Mid-Year Committee Check-in/Planning for January Meeting – Kleppe

Kleppe reviewed a new template for committee chairs to provide updates toward goals each month. The intent is to have a sharable, concise report to share with UI leadership. The report includes goals as metrics and indicators of success toward reaching the goals as well as photos of committee work. This report will also be useful for future committee chairs to reflect back on previous work of the committee. EC discussed establishing a committee chair training program to start the council year to help chairs understand their role and best practices for running meetings.

Mental Health Days

There is discussion at the university of establishing mental health days in UI policy within the sick leave program. State code recognizes mental health days, but UI does not officially. Staff Council discussed various approaches to this.

Adjournment

EC voted unanimously to adjourn the meeting.

Next meeting

Jan. 4, 2023

2:30-4:30pm

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