

UI Staff Council
Wednesday, Dec. 14, 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; Lavery, 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; Tandy, Kathleen; Welter, Jessica; Wilkinson, Darrelle; Wong-Gibbons, Donna; Yoder, Jennifer; Zihlman, Kevin.

Absent

Beadle, Abbie; Blair, Damien; Butler, Robert; Carson, Brad, Cloyd, Brett; Dreyer Rossi, Monica; Girazian, Zach; Holm-Brown, Erika; Immerfall, Jordan; Kleppe, Jackie; Mason, Mark; Noggle, Karen; Stenersen, David.

Guests

Ashley Ball, Kimberly Brislawn, Adam Connell, Kerry DuBay, Pete Forkenbrock, Diane Fountain, Ryan Frede, Jon Garringer, Jeff Hackbarth, Aarin Harper, Mark Johnson, Marla Johnson, Dustin Kleba, Ashly Lagneaux, Gavin Macdonald, Amy Mattix, Jessica Muschaweck, Paul Oh, Blake Rupe, Shelly Skala, Arielle Watson, Connie Watson, Pamela Wilhoite.

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

December Executive Committee minutes and November Staff Council minutes were received without comment or changes. November SC minutes approved unanimously (Jorris motioned, Scandrett seconded.)

Zihlman introduces Brad Carson as the new org rep for CLAS.

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UHR Update - Recruitment and Retention, Keith Becker, Senior Director, Talent Acquisition & Trevor Glanz, Senior Director, Comp/Class & HR Data Mgmt

UHR updated retention and recruitment strategies given present labor market challenges. Glanz explained retention efforts. He provided an overview of UI's process for understanding the workforce including key needs by department, turnover, staff mobility, "stay interviews," and identifying flight risks. UHR is also analyzing salaries of current employees. The focus on compensation is credentials, performance, competition/demand for the position, and market comparisons for similar positions. Strategies for departments to be more competitive include conducting salary adjustment review process and adjusting the salary to reflect the market, promotions, career shifts, and special bonus compensation through lump sum payments, flexible pay awards or retention payments. UHR has encouraged units to review P&S salaries with a focus on high performers who appear to be below their market. UI has implemented wage increases for grades 3-7 merit staff, vacation hour payouts, and increased use of Spot awards. Some SC members stated some units don't take advantage of Spot awards.

Becker focused on recruitment efforts. UI has improved navigation for job searchers including expanding job categories to make it easier to find opportunities, and making application instructions available in multiple languages. UHR created a dual post process and is piloting a pipeline requisition process which allows applications to be considered across a number of openings for a period of time rather than requiring multiple applications. UHR received a P3 Funding Award for "external job placement services for partners of recruited faculty and select senior-level staff." UHR retained Corridor HR Solutions to identify job opportunities. Contact Adam Potter (adam-potter@uiowa.edu). There is a Staff Diversity Opportunity Program to enhance recruiting and retention of minorities and women in P&S staff categories. More information is available <https://hr.uiowa.edu/careers/talent-acquisition/staff-diversity-opportunity-program>.

UI Athletics Update – Gary Barta, Director of Athletics

Highlights of the briefing included:

- Barta noted the passing of former UI President Sandy Boyd and the value Boyd placed on the people that make up a university.
- He urged participation in the United Way campaign.
- UI athletics spent \$6 million on daily COVID testing of student-athletes, a requirement of the Big Ten Conference. UI athletics is in a 15-year repayment of \$50 million to the UI reserves to cover losses sustained during the pandemic. The athletics budget is back to pre-COVID numbers.
- UI athletic teams have won 11 Big Ten championships over a two year span. The football team has earned 20 bowl game appearances out of 24 opportunity during Kirk Ferentz tenure as coach.
- The athletics department is 100% funded without taxpayer dollars. The athletics budget receives the same public review and approval as other departments at the university.

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- UI has begun selling alcohol at athletic events. The initiative has been successful, not only in terms of revenue but also to meet fan demand and because evidence has suggested allowing alcohol sales at the events may lead to fewer incidents on game days. One third of the \$1 million generated has gone back to the University for the Alcohol Harm Reduction Task Force.
- There are at least 30 different state laws governing name-image-likeness programs for student-athletes. UI would like one set of national rules for all to follow.
- The UI Staff Appreciation Basketball Game is Dec. 21: <https://offer.fevo.com/university-of-iowa-faculty-staff-appreciation-games-64dc847>

Communications Committee - Social Media Proposal, Sam Mitchell, Staff Council Communications Committee chairs

Mitchell presented a tentative plan to expand Staff Council presence on social media. Key aspects include enhancing Facebook use, launching a Staff Council LinkedIn page, and incorporating polls to drive engagement. The strategy will be to include weekly posts, primarily posting content created for the monthly newsletter. Mitchell noticed the committee is still meeting to review concerns presented about social media use.

DEI Committee - Updates, Neda Barrett & Darrelle Wilkinson, Staff Council Diversity, Equity and Inclusion Committee Co-chairs

Staff Council members are encouraged to review DEI activities each month.
<https://diversity.uiowa.edu/Celebrations>

Office of the Ombudsperson - Overview & Introduction of New Ombudsperson - Chanelle Reese, University Ombudsperson - Meenakshi Gigi Durham, Ombudsperson - Annual report released in September

Chanelle Reese was recently appointed as the new university ombudsperson. The Office of the Ombudsperson is a confidential, impartial, informal, and independent service for any member of the campus community with a university related concern. The office saw approximately 650 visitors last fiscal year with staff making up nearly half of the visits. Evaluative relationship issues account for more than half of the visits, followed by peer relationships and career/academic progression. Approximately, one-third of visitors reported experiencing disrespectful behavior. The office mantra is “no problem is too big or too small” to bring to them. The office attempts to meet with visitors in the manner, time, and place that works best for them. The office can be reached at ombudsperson@uiowa.edu.

2021-22 themes include:

- Bullying concerns involving residents, fellows, post-docs, graduate students, international scholars, and grant-funded staff.
- Advisor-advisee relationships involving graduate students and their academic mentors.
- Interpersonal conflict in the health sciences and health care areas.
- The 2021-22 annual report is available at <https://ombudsperson.org.uiowa.edu/sites/ombudsperson.org.uiowa.edu/files/2022-09/Ombuds%20Annual%20Report%202021-2022%209-23-2022%20Final.pdf>

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Well-Being Topic - Gratitude, Joni Troester, WBMHC Co-chair - Behaviors that support gratitude at work - Creating community through appreciation and gratitude - Call to action - pay it forward: gratitude in your work unit

The wellness theme for December is gratitude. Troester recommended infusing gratitude into work and life. Actions to incorporating gratitude include journaling, thanking someone, a gratitude jar, and volunteering. Prompts for journaling could be who is someone in your life that really supports you, how many of your basic needs do you have to worry about today, and what about today is better than yesterday. Be a gratitude leaders can stand out by making others feel seen, heard, and appreciated. Tactics for incorporating gratitude into the workplace include bringing gratitude into meetings, leading by example, and holding listening posts. Troester promoted a web resource: <https://mentalhealth.uiowa.edu/grateful-hawks>. Troester's call to action. Included thanking a colleague for something specific with a handwritten note, and regularly practicing gratitude by journaling for 3 to 5 minutes a day. Staff can request a free gratitude journal at livewell@uiowa.edu.

Adjournment

Jorris adjourned the meeting at 4:25 p.m.

Next Meeting

January 11, 2023
2:30-4:30pm
Zoom only