
FY23 Staff Council Priorities & Strategic Plan

Mid-Year Update

January 11, 2023

2022-23 Staff Council Executive Board

President



Jackie Kleppe, Function Rep,
Marketing, Comm & Outreach

Past President



Kevin Zihlman, Org
Rep, *Athletics*

VP/President-Elect



James Jorris, Function Rep,
Behavioral Health; Health Care

Budget Officer



David Stenerson, Function Rep,
Business and Finance

Secretary



Brian Morelli, Org Rep,
Engineering

At-Large Member



Brett Cloyd, Org Rep,
University Libraries

At-Large Member



Molly James, Org Rep,
Nursing

At-Large Member



Brian Baxter, Function Rep
*Arts, Athletics, Student Services,
Hospitality*

At-Large Member



Jessica Welter, Org Rep
Health Care, UIHC, etc.



Kellie Digmann, Administrative
Services Coordinator

2022-23 Staff Council Committee Chairs

Awards:

Tracey Pritchard

Bylaws:

Nima Chaudhary and Sam Patel

Committee on Committees:

Maria Bruno and Yelena Perkhounkova

Communications:

Sam Mitchell

Community Outreach:

Anne Hinkle and Jenni Yoder

Diversity, Equity and Inclusion:

Neda Barrett, Darrelle Wilkinson

Education:

Wendy Askling and Jordan Immerfall

Elections:

James Jorris

Health Care:

Dawn Coffman and Erika Holm-Brown

Human Resources:

Brian Baxter and Makur Jain

MSE/C:

Damien Blair

University Relations:

Monica Dreyer Rossi and Brian Morelli

2022-23 Staff Council Priorities Summary

UI Strategic Plan 2022-27

1. Staff Well-Being

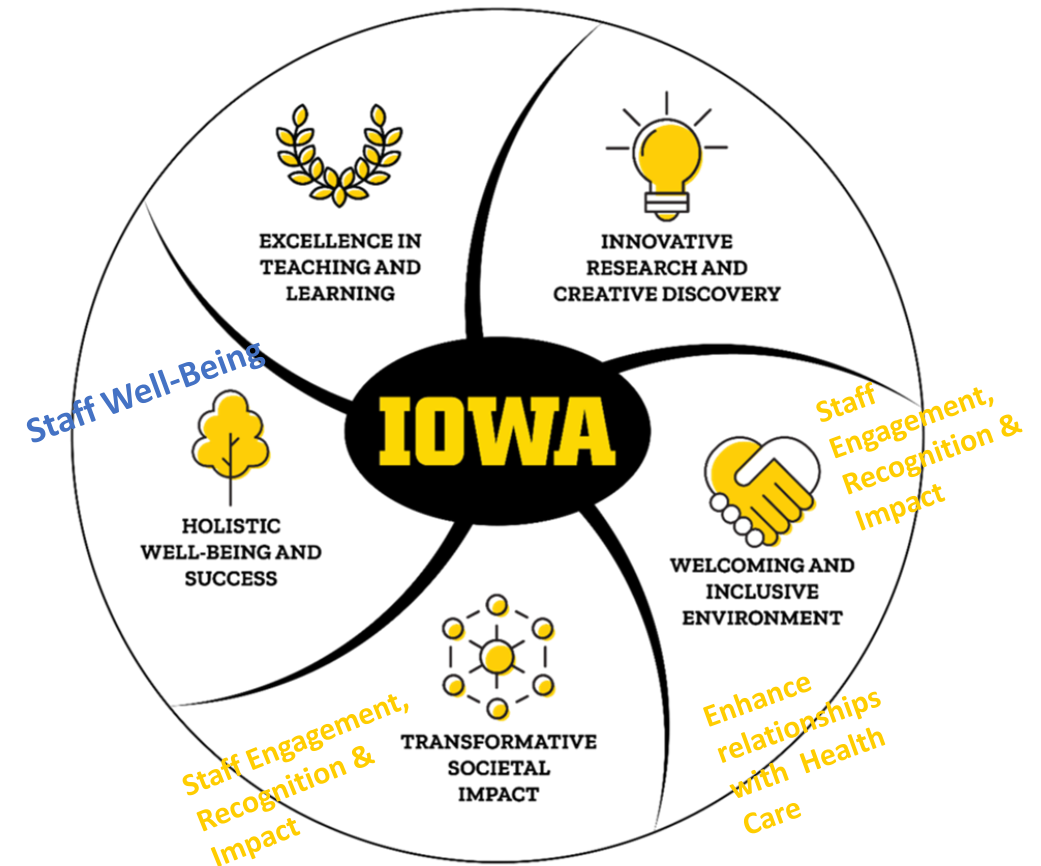
- Staff mental health and resiliency and overall well-being

2. Staff Engagement, Recognition & Impact

- Re-engaging staff ‘post’ covid and those who are remote
- Continue recognizing and showcasing staff who go above and beyond.
- Engaging staff to demonstrate and support statewide impact

3. Enhance relationship between UI Health Care leadership/staff and Staff Council

- Engage UIHC leadership
- Establish awareness of staff council activities
- Identify gaps, how to bridge them and opportunities



2022-23 Staff Council Priorities

Staff Well-Being

❑ Staff mental health and resiliency and overall well-being

❑ Partnering with UI well-being collaborative

- ❑ Based on priority areas of Well-being and Mental Health Collaborative, information, services and calls to action were shared from UI experts at monthly staff council meetings including:
 - ✓ Supporting Mental Health: Kognito: At Risk Training, Scanlon School for Mental Health
 - ✓ Action: Councilors to take Kognito At Risk Training and share with constituents
 - ✓ Nutrition Opportunities: healthy food options, food pantry support
 - ✓ Action: Attend the Health Fair; UI Staff Council hosted a booth at the Health Fair
 - ✓ Well-being at the local level
 - ✓ Action – nominate wellness hero; submit a wellness grant in your area
 - ✓ Staff Council president received wellness hero award for prioritizing well-being
 - ✓ Gratitude
 - ✓ Action – gratitude journals; pay it forward
- ✓ **Communications Committee:** Shared well-being resources and content in monthly newsletter
- ✓ **Human Resources Committee** researching language around mental health in the operations manual and opportunities to clarify and update.



2022-23 Staff Council Priorities

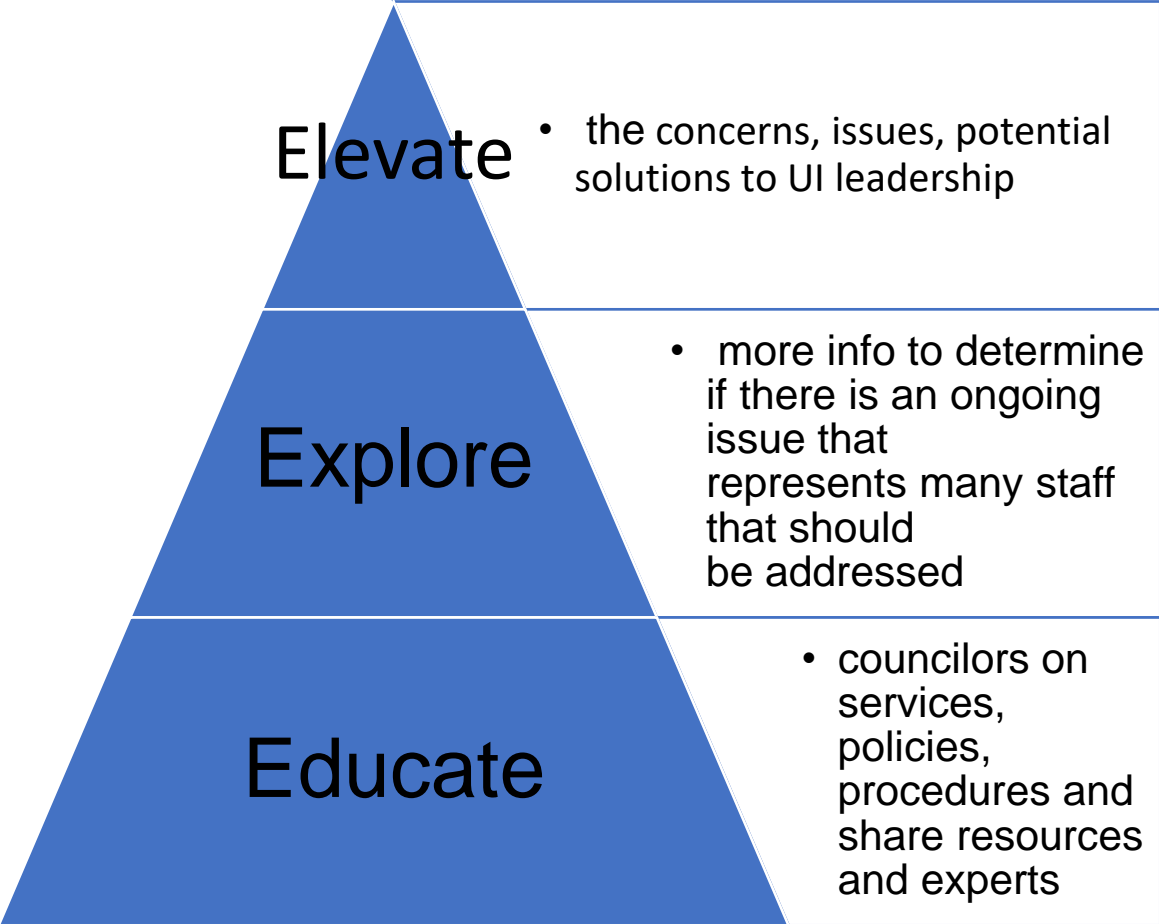
Staff Engagement, Recognition & Impact

- ❑ Re-engaging staff ‘post” covid and those who are remote
 - ❑ Sharing information, resources with staff through our staff councilor channels
 - ✓ Shared information via email from staff councilors to constituents 20 times
 - ✓ Sharing DEI and OSC Talking points monthly to staff councilors
 - ✓ Engaged in Councilor Feedback session during October staff council meeting to understand staff hot topics, concerns and knowledge gaps.
 - ✓ Invited United Way to share about their efforts and the UI United Way campaign
 - ✓ More than 50% of staff council have participated in community outreach activities and 33% have participated in more than one.



Councilor Feedback: Being the UI Messenger

Developed 3 Categories for Councilor Feedback Follow up



2022-23 Staff Council Priorities

Staff Engagement, Recognition & Impact

❑ Continue recognizing and showcasing staff who go above and beyond

- ✓ **Awards Committee:** Actively seeking nominations for 18 staff council awards totaling \$14K.
- ✓ **Awards/Communications Committees:** Have showcased 25 staff that were nominated for staff council awards last year in multiple communications channels

❑ Engaging staff to demonstrate and support statewide impact

- ✓ **Outreach Committee:** Coordinated 7 Staff Councilors to volunteer 2 days at the Iowa State Fair
- ✓ Staff representation on UI campus wide committees and UI leadership search committees



New Staff Council Representation on Campus-wide Committees

Well-Being & Mental Health Campus Collaborative 

- Jessica Welter, Maria Bruno

HR Staff Success Teams 

- Makur Jain, Maria Bruno, Kevin Zihlman, Monica Dreyer Rossi, Mihaela Bojin, Brian Baxter

Communications Advisory Committee 

- Sam Mitchell

Hancher-Finkbine Medallion Selection Committee 

- Shari Heick

Travel Advisory Committee 

- Donna Wong-Gibbons

Staff Council Representation on Search Committees

Vice President for Medical Affairs (active)

- Jackie Kleppe

Vice President for Legal Affairs & General Counsel (completed)

- Brett Cloyd

Organizational Effectiveness Director (completed)

- Shari Heick

2022-23 Staff Council Priorities

Enhance relationship between UI Health Care leadership/staff and Staff Council

- ❑ **Engage UIHC Leadership**
 - ✓ Quarterly meetings set with VPMA, CEO, Exec Dean and Sr. HR leaders
- ❑ **Establish awareness of staff council activities with UIHC staff/leaders**
 - ✓ Active use of UIHC internal comms to share SC announcements, features through internal channels (Noon News, The Loop)
 - ✓ **Health Care Committee** hosted Science Thursday table
- ❑ **Identify gaps, how to bridge them and opportunities**
 - ✓ Established a meeting cadence with VPMA chief of staff to enhance communication, make connections and advance our relationship



Staff Council Committees

Mid-Year Reports, As of December 31, 2022

Awards Committee Goals & Strategies

Goals/Strategies

Operations

- ✓ Phase 2 Award Timeline Adjustment
- ✓ Investigate History of Awards
- Recommend and Identify New Awards

Selection Process

- Update Selection Committee Scoring Rubric/Ranking Process

Expand Collaboration with Staff Council Committees

- Communication Committee: Work together to find new and expansive ways to highlight award nominees
- ✓ ByLaws Committee to Adjust Scope of Concern: Adjust Membership Guidelines for Awards Selection Committee
- HR and HR Committee to Consider Broadened Scope: Discuss and consider oversight of I.O.W.A Awards; collaborating and expanding the longevity awards

Indicators of Success:

- # of nominations received: (Last year received 25)
- # of 2021-22 nominees highlighted: 25

Awards: Success Towards Goals

As of December 2022

Key Metrics:

- ✓ 11 nominations received as of 12/31
- ✓ 25 of 25 nominees from 2021-22 highlighted

Outcomes or Impact

- ✓ Reached out to new and expanded areas for communication of awards and
- ✓ Worked with the communications committee to feature and showcases the great work of 25 nominees from last years

awards process
IOWA

By-Laws Committee Goals & Strategies

Goals/Strategies

Survey

- Committee chair selection process views
- Review the efficacy and perceived fairness, sustainability, with feedback from key stakeholders via survey. Adjust as necessary and include procedure in the Policies and Procedures Manual.

Policies & Procedures Manual

- Review Policies and Procedures Manual, adjust and change P&P as deemed appropriate by committee and Staff Council Executive Committee Finalize this term's draft and link to the Bylaws document.

Expand Collaboration with Staff Council Committees

- Serve the needs of other committees as they evaluate their own bylaws and propose updates as needed, with a commitment to keep a Diversity, Equity, and Inclusion lens on to ensure that all updates promote DEI principles.

Indicators of Success:

- Policies and Procedures manual finalized
- # of Bylaws changes made

By-Laws: Success Towards Goals

As of December 2022

Key Metrics:

0 Bylaws updates or changes made

1 Policies and Procedures updated

Outcomes or Impact

- ✓ Crafted committee chair selection policy
- ✓ Committee chair selection policy accepted by Executive council in December

Communications Committee Goals & Strategies

Goals/Strategies

Better enable staff councilors to communicate with their constituents

Develop and disseminate communication recommendations and tools, including best practices, templates, and sample communications. Increasing bidirectional communication with constituents. Maintain the monthly newsletter. Be a hub for staff council members to reach out to for communication guidance.

Determine the need for social media presence. If adopted, develop a social media strategy.

Determine what our goal(s) would be for using social media. Assess current social media usage and discuss the cost/benefits of increasing and maintaining a greater social media presence. Research current social media platforms. Determine which option(s) would be most applicable to staff, and how those can be used and maintained with minimal increase to overall committee workload. If adopted, develop guidelines determining what information would be shared via social media, how responsibilities would be shared amongst committee members, and how social media interactions should be monitored and followed up on.

Expand Collaboration with Staff Council Committees

Develop a comprehensive strategy to partner with other committees to disseminate information. Review the current work of the SC committees and how we can repurpose what they are already doing

Continue to infuse our work with the principles of Diversity, Equity, and Inclusion.

Develop a comprehensive strategy to partner with other committees to disseminate information. Review the current work of the SC committees and how we can repurpose what they are already doing (example: Awards committee: use the applications for awards as basis for Staff Spotlight articles). Assign liaisons for other UISC committees and check in regularly. Liaisons connect with committee chair and develop relationships. Feature their work regularly in communications.

Indicators of Success:

Timely distribution of newsletters

Newsletter open rate

of articles/resources developed and shared

Inclusion of content related to DEI, Advocacy, Health & Wellbeing, and Staff Spotlights in each published newsletter

Finalized recommendation for SC social media usage

Communications: Success Towards Goals

As of December 2022

Progress towards goals (to date):

- ☑ Timely distribution of newsletters: All newsletters for this fiscal year have been distributed on time. No delay was experienced due to departure of previous ASC.
- ☑ Newsletter open rate: November 33%
- ☑ 31 articles/resources developed and shared
- ☑ Inclusion of content related to DEI, Advocacy, Health & Wellbeing, and Staff Spotlights in each published newsletter: Have achieved

Outcomes or Impact

- ☑ Developed and presented social media proposal on 12/14/2022
- ☑ Preplanned first 3 months of social media postings
- ☑ Meeting with Office of Strategic Communications to review social media proposal on 1/5/2023
- ☑ Plan to meet with James Jorris to further discuss ways of incorporating DEI into the SC website.



Committee on Committees Goals & Strategies

Goals/Strategies

- Continue to prioritize inclusion efforts congruent with University Strategic Planning**
 - Request and schedule annual committee-specific Implicit Bias Training through collaboration with the Office of Diversity, Equity and Inclusion
 - Review application process and survey questions for ways to improve accessibility and lessen bias
 - Consider collaboration with University Diversity Councils to promote awareness of Presidential Charter and Non-charter Committee membership opportunities for staff
- Increase and diversify efforts to improve accessibility to Presidential Charter and Non-charter Committee membership for Merit Staff**
- Clarify and document procedures and roles**
- Improve overall communication**
 - Other Shared Governance bodies, in particular Faculty Senate, which plays a large role in Presidential Charter and Non-charter Committee membership management

Indicators of Success:

- Visited 70% of committees with vacancies**
- # of midyear vacancies filled (2)**
- # of committees with vacancies (10)**
- # of expected vacancies (15)**
- # of applications (?)**
- Filled vacancies**

Committee on Committees: Success Towards Goals

As of December 2022

Progress towards goals (To date):

- ✓ Filled 2 midyear vacancies
- ✓ Visited 7 of 10 committees with vacancies
- ✓ 15 expected vacancies to fill

Outcomes/Impact

- Implicit Bias training completed
- Application reviewed
- Improvements to accessibility suggested
- Staff applications reviewed and recommendations made

Community Outreach Goals & Strategies

Goals/Strategies

- Volunteer outreach opportunities:
 - Provide meaningful opportunities for UISC members
 - Photographs to document involvement
- Review the scope and purpose in Bylaws for this committee, recommend changes as needed.
- Communications outreach:
 - Partner with Communications Committee:
 - UISC Page for upcoming volunteer events
 - Social Media to show impact/engagement of SC in community
 - Share events at SC meetings

Indicators of Success:

- Goal of 65% UISC participation in one event
- Goal of 35% participate in 2 or more events
- Goal of 12 volunteer opportunities to Staff Council

Community Outreach: Success Towards Goals

As of December 2022

Progress towards goals (To date)

- 56% of Staff Councilors have participated in at least one community outreach event getting close to our goal of 65%
- 33% UISC participation in two or more events
- 10 opportunities to volunteer from June to December, one or more each month

Outcomes or Impact

On track to meet participation goals and offering



DEI Committee Goals & Strategies

Goals/Strategies

Celebrate DEI work and support campus DEI events

- DEI Annual Event
- Juneteenth

Collaboration

- Work with UI diversity councils with the goal of supporting their work and recruit more diverse staff council members, to include Council on Disability Awareness.
- Work with DEI success collaborative with the goal of supporting DEI work on campus

Metrics

- Analyze results from last year's DEI survey. Launch new survey. Compare results, create action points.

Inclusive email signature

- Work with ITS to create name pronunciation link on email signature lines. Educate on why it matters.
- Educate campus on the importance of pronoun usage in email signature, zoom name, etc.

Indicators of Success:

- 80% of UISC completed DEI survey
- Contacted African American Council, Iowa City community groups for collaboration with Juneteenth
- Heard back from 5 UI Diversity Councils
- Venue and date of DEI annual event being decided

DEI Committee: Success Towards Goals

As of end of December 2022

Key Metrics:

- ✓ Launched a new DEI survey with 80% return rate of staff council members (44)
- ✓ Held zoom meetings for discussion with 3 of the UI Diversity Councils

Outcomes or Impact

- ✓ Received and analyzing survey feedback for future DEI efforts
- ✓ Working with UI diversity councils with the goal of supporting their work and recruit more diverse staff council members and met with 3 of the UI Diversity Councils to date.
- ✓ Outreach with UI DEI continues and will be meeting with the African American Council soon to discuss collaborative effort around Juneteenth events.
- ✓ DEI annual event venue and date Zoom meeting set
- ✓ Promoting DEI across campus every UISC meeting

Education Committee Goals & Strategies

Goals/Strategies

- ❑ **Create a UISC informational video to be used as an introduction to new staff, in lieu of UISC visiting orientations since they are now virtual.**
 - Education committee review and DEI review of draft video script to ensure inclusive content.
 - Record video
 - Request and obtain funding to hire a professional to edit the video.
 - Post video on UISC website and promote video (via new staff email, UISC newsletter, etc).
- ❑ **Annual recurring goal: Maintain UISC mentorship program.**
 - Send out reminders to meet mentee/mentor in August & October. Ensure new councilors are being contacted by requesting feedback if they have not heard from their mentor.
 - Send surveys spring 2023 (by end of March at the latest)
 - Determine best approach to solicit volunteers for mentors
 - Pair mentors/mentees for the 2023-2024 council year
- ❑ **Document UISC Mentor Program procedures.**
 - Create timeline procedures document
 - Gather communication templates and review language.
- ❑ **Research the various resources and opportunities available to staff for education and professional development and explore how to promote these resources and opportunities to staff.**
- ✓ **(Late addition) Re-establish UISC presence at UI Health & Well-Being Fair**
 - Gather staff topics of interest
 - Meet with constituents and spread awareness of UISC

Indicators of Success:

- ❑ **Video completed**
- ❑ **All mentors/mentees paired**
- ❑ **Mentor process documentation complete**
- ✓ **Coordinated and staffed booth at Health & Well-Being Fair**

Education Committee: Success Towards Goals

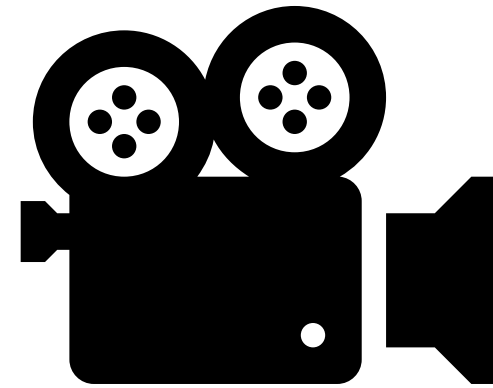
As of December 2022

Key Metrics:

- ✓ Paired 19 new councilors with mentees and re-matched mentors with 5 replacement councilors during 2022-23
- ✓ 18 councilors staffed the UISC booth and interacted with 400+ attendees at the UI Health & Well-Being Fair

Outcomes or Impact

- ✓ Submitted video script to DEI staff for review of inclusive language. Currently exploring methods of video production.
- ✓ Sent out two touch-base reminder emails and one new councilor check-in to ensure success of UISC mentor program
- ✓ Shared staff feedback from the UI Health & Well-Being Fair with UISC leadership and concerns have been brought forth to the respective committees



Election Committee Goals & Strategies

Goals/Strategies

- ❑ Review the UISC election process in a hybrid model
 - Plan to review closer to election season
- ❑ Support inclusivity and increase awareness within current staff council membership about Executive Committee opportunities and responsibilities related
 - Reviewing UISC DEI survey on the current status of UISC diversity
 - Share Executive Committee descriptions and testimonials closer to election season
- ❑ Explore new avenues of communication across campus
- ❑ Collaborate with UISC Bylaws on any inquiries on Election process
 - Reviewed with Bylaws on correct procedure to fill an Org Rep vacancy
 - Reviewed with Bylaws on correct practice in event of election ties
- ❑ Collaborate with UISC Communications for nomination promotion
- ❑ Assist and collaborate with the various departments around campus to run elections
 - Have worked with College of Liberal Arts & Graduate College to fill UISC vacancies

Indicators of Success:

- ❑ **of nominees for function rep elections (increase from last year)**
- ❑ **# of attendees in recruitment forum**
- ❑ **# of voters (increase)**
- ❑ **6 of vacancies filled (SO FAR)**
- ❑ **# of communications pushed out to soliciting nominees and to vote**

Elections Committees: Success Towards Goals

As of December 2022

Key Metrics:

- 6 vacancies filled currently in this UISC year
- 2 policies reviewed in collaboration with UISC Bylaws

Outcomes or Impact

- Filled 6 mid-year staff council vacancies due to resignation from UI or movement to other positions that disqualify staff from their elected position.



Health Care Committee Goals & Strategies

Goals/Strategies

- Maintain an engaging and meaningful relationship between UI Staff Council Health Care Committee and UI Health Care Leadership Team**
 - Continue bi-annual meetings with leadership, consider increase frequency
 - Prepare meaningful agenda items for presentation and questions prior to meetings
- Continue our commitment towards diversity, equity, and inclusion issues**
 - Engage with hospital wide DEI committees
 - Evaluate BUILD for Health Care, encourage councilors to participate and complete at least one course
 - Invite DEI speakers
- Support employee resiliency, safety, and mental health**
 - Engage with UI and health care services, such as Office of Patient Experience, EAP, Pastoral Services, LiveWell, Safety and Security to share current and future initiatives; invite speakers from these services
 - Explore opportunities to engage remote workers
- Increase Staff Council visibility within the UI Health Care Community**
 - Engage with Staff Council Communications Committee
 - Participation in Hospital Week
 - Science Thursday Table
 - Noon News Awardee Notices, Staff Council Activities

Indicators of Success:

- # leadership meetings
- # of engagement/visibility events
- # of DEI related activities

Health Care Committee: Success Towards Goals

As of December 2022

UIHC Leadership Meetings

- ✓ September meeting with top UIHC leaders and will meet again on Jan. 26
- ✓ Established meeting cadence with VPMA Chief of Staff to improve communication and access to leadership. Plan to meet approximately every 6 weeks

Visibility

- ✓ Participated in Science Thursday table
- ✓ Volunteered at the Health Fair table

DEI related

- ✓ Health Care BUILD program to begin January 2023

Additional Activity:

Guest Speakers:

Jennifer Harbison,
Health Care Policy

Chanelle Reese,
UI Ombudsperson Office

Human Resources Committee Goals & Strategies

Goals/Strategies

- Tuition Assistance Program (continuing from last year)
 - Continue to advocate for increased funding for tuition assistance for both employee and dependent(s).
- Paid Parental Leave (continuing from last year)
 - Continue to work with UNI, ISU and HR to increase the 80-hour cap or get more paid parental leave.
 - Invite Wendy Loney/Neda Barrett from the Family Issues Charter Committee to one of our meetings.
- Standardize and Require Exit Interviews
 - Work with HR/OE to identify standardization of exit interviews at an institutional level and require exit interviews, even for departmental changes, to identify and resolve retention issues.
- UI Strategic plan: Find and retain staff, and attract student talent
 - Identify and advocate for ways to find good staff and retain them.
 - Identify and advocate for ways to attract student talent and retain them as future faculty/staff.
- Furlough Process
 - Work with HR to identify how the furlough workflow can be instituted better so as to not be disruptive for employees. Invite Jan Waterhouse to one of our meetings.

Indicators of Success:

- Edit Operations Manual to update language around mental health and sick leave usage.**
- Update the HR website regarding 360-degree interviews to be more inclusive for all University employees. View it as a part of professional development.**
- Budget review board approval for an increase to the staff tuition assistance program budget.**
- Standardized exit survey.**
- Culture of feedback: increase use of stay interviews.**

Human Resources: Success Towards Goals

As of December 2022

Key Metrics:

- ☑ 3 presenters educated committee on various topics at committee meetings so we can be better advocates.
- ☑ 4 committee members (Brian Baxter [Student Classification and Compensation/Student Complaint Process], Makur Jain [Employee Lifecycle and Career Pathways Implementation], Maria Bruno [Leadership Excellence and Supervisor Training], Mihaela Bojin [EVP & Recruitment Process Implementation]) serving on strategic plan sub-committees around recruitment and retention of staff.

Outcomes or Impact

- ☑ Committee Education: Cheryl Reardon presented on Exit Interview and the Employee Life Cycle.
- ☑ Committee Education: Jan Waterhouse and Trevor Glanz presented on the Furlough Process.
- ☑ Committee members serving Mental Health and Well-Being Collaborative, Built and Natural Environment, and Food, Nutrition and Movement
- ☑ Have identified some potential operations manual update recommendations specific to mental health that the committee is working towards

MSE/C Committee Goals & Strategies

Goals/Strategies

- Update MSEC specific survey to send in Fall and Spring to allow our constituents to voice concerns anonymously.
- Communicate with Regents Institutions (IA State, UNI, ISD, and IESBVI) in January to compile updated MSEC employee data for 2023. Double check on Regents Institutions interest in RISCAC.
- Prepare RISCAC Statement to Board of Regents. Have final draft completed by the end of February 2023.
- Pass along MSEC Committee procedures/knowledge to smoothly transition to new committee chair next year.

Indicators of Success:

- First Survey successfully sent on time**
- 16 Responses Received**
- Began drafting communication to the 5 Regent's institutions to gather updated MSEC numbers for 2023.**
 - University of Iowa
 - Iowa State University
 - University of Northern Iowa
 - Iowa School for the Deaf
 - Iowa Educational Services for the Blind and Visually Impaired

MSE/C: Success Towards Goals

As of December 2022

Key Metrics:

- Sent Fall 2022 Survey
- 16 Responses Received

Outcomes or Impact

- Began drafting communication to all 5 Regent's institutions to send out this month requesting MSEC data to be used for the annual letter to the board office.
- Began drafting annual letter to the Board Office on behalf of RISCAC using the responses from the Spring and Fall 2022 surveys. Plan to have the letter finalized to send mid-March for the April BOR meeting.

University Relations Committee Goals & Strategies

Goals/Strategies

1. Engage State Legislators with consultation from UI Office of Government Relations

- Receive information from Gov't Relations team during committee meetings
- Plan Legislative Candidate Forum with Faculty Senate
- Outreach to Legislators
 - Pick a legislator (from list provided) and outreach. Research that legislator and share in preparation for Hawkeye Caucus.
- Plan Hawkeye Caucus
 - Outline story ideas from Staff Council and local staff councils to share with legislators as we meet with them and during Hawkeye Caucus. Stories should cover a diversity of staff experiences and identities

2. Strengthen relationships with UI shared governance groups and local staff councils

- Work with Faculty Senate Government Relations Committee
- Help amplify DEI work.
- Engage with local UI staff councils to share best practices
- Clarify communication with Presidential Charter committees and other governance groups connected to UISC committees.

3. Build relationships with Big 10 peers

- Discussions on shared governance and best practices at Big 10 universities (ongoing and new efforts).
- Outreach to peers about their experiences advocating for staff/their institution with legislators.

Indicators of Success:

- Host Legislative Candidate Forum with Faculty Senate – Oct. 4, 2022
- Hosted Keith Saunders and Kim Moss for overview of Gov't Relations Office – Oct. 4, 2022
- Pete Matthes Scheduled to present on legislative priorities
- Coordinating small group meetings with local legislators
- Clarified role with charter committees
- Begun planning Hawkeye Caucus
- Hosting regular meetings with Big Ten Staff Leaders
- Increase number of meetings to foster more collaboration across the Big Ten

University Relations: Success Towards Goals

As of December 2022

Key Metrics:

- ✓ 10 of 13 legislative candidates participated in forum
- ✓ 60 people attended forum online or in person
- ✓ Invited all 10 Johnson County legislators to small group meetings (Dec-Jan.)
- ✓ Increase Big Ten collaboration to 2 meetings per semester

Outcomes or Impact

- ✓ Begun relationship with new legislators
- ✓ Raised awareness of impact of Staff with local legislators
- ✓ Starting the planning of Hawkeye Caucus Day.
- ✓ Helped staff across Big Ten enhance leadership capacity

