

UI Staff Council
Wednesday, Jan. 11, 2023
2:30 – 4:30 pm
Zoom

Present

Wendy Askling, Neda Barrett, Brian Baxter, Abbie Beadle, Damien Blair, Mihaela Bojin, Maria Bruno, Robert Butler, Bradley Carson, Brett Cloyd, Monica Dreyer Rossi, Richard Dvorsky, Carl Follmer, Zach Girazian, Shari Heick, Anne Hinkle, Michele Hogue, Greg Hopson, Jordan Immerfall, Makur Jain, Molly James, James Jorris, Jackie Kleppe, John Laverty, Sarah Livesay, Mark Mason, Sam Mitchell, Brian Morelli, Evans Ochola, Jamie O'Meara, Tammy Paulus, Yelena Perkhounkova, Ashley Peters, Lisa Piper, Ted Potter, Tracey Pritchard, Molly Rechkemmer, Rubia Ruiz, Kelby Scandrett, Mary Shumaker, Sonia Slevinski, Warren Staal, David Stenersen, Kathleen Tandy, Jessica Welter, Darrelle Wilkinson, Jennifer Yoder, Kevin Zihlman.

Absent

Nima Chaudhary, Dawn Coffman, Jadvyga Gerasimovic, Erika Holm-Brown, Debra O'Connell-Moore, Sam Patel, Donna Wong-Gibbons.

Guests

Joni Troester, Megan Hammes, Mercedes Juelfs, Jan Waterhouse, Heidi Bodensteiner, Linda Duffy, Ryan Frede, Deb Henricks, Dani Sigler, Eileen Sullivan, Aarin Harper.

Administrative Liaison

Kellie Digmann, Cheryl Reardon.

Minutes

December Executive Committee minutes and December Staff Council minutes were received without comment or changes. December SC minutes approved unanimously.

Meeting

HR Update – Embedding DEI in HR policies and practices, Jan Waterhouse, Asst VP – Employee Relations and Inclusion

Waterhouse started by discussing the culture of belonging: The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. She next discussed how DEI must be the foundational piece centered on people and from which functions are built, rather than a tangential component. She recommended thinking of DEI from a systems level and asking key questions. Who benefits from policies? Who does not? How do processes create barriers? How do you remove those barriers. Whose input has been included? Examples of ways DEI has been embedded, 2020-22: Recruitment, ADA Accommodation Fund, Assessment, Development. Current projects to embed DEI: Mapping Employee Lifecycle, Exit Surveys, Policy Reviews, Development. Waterhouse identified DEI resources including DDEI, UI BUILD certificate, DEI Style Guide, Path to Distinction, BeMindful Calendar, LinkedIn Learning.

- <https://diversity.uiowa.edu/resources>
- <https://provost.uiowa.edu/path-distinction>

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UI Dance Marathon – Mercedes Juelfs, Campus Relations Director for Dance Marathon 29

Dance Marathon is the largest student-led philanthropy and student organization on campus. It provides financial and emotional support to pediatric cancer patients on Level 11 of the Stead Family Children's Hospital and their families. The focus – the “Big Event” – is a 24-hour long event where student fundraisers stay on their feet through dancing, games and entertainment in celebration of the total amount raised that year. The event is scheduled for Feb. 3-4. This year’s event marks a return to in person and traditional programming. People can also watch the festivities via livestream. Last year’s event raised \$1.36 million.

Taking Actions:

- Juelfs said the group is seeking volunteers to help with check in, activity rooms, family rooms, and other roles. They are also seeking financial donations. Reach out to Kelsey Dausel dm-volunteer@uiowa.edu
- <https://dancemarathon.uiowa.edu/>
- Staff Council volunteer sign up:
<https://www.signupgenius.com/go/10C0C49A5AE2CAA6B6-dm29>

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

Barrett reported a DEI survey had 80 percent. Suggestions included increased recognition of DEI advocating for DEI, increasing diversity on Staff Council, and going beyond the usual suspects. The committee urged participation in MLK Day and Human Rights Week activities and taking the Cultivating Inclusive Communities training.

- <https://medcom.uiowa.edu/the-loop/2023-martin-luther-king-jr-celebration-of-human-rights-week-full-events-list>
- <https://diversity.uiowa.edu/Celebrations>
- <https://diversity.uiowa.edu/programs/training-programs/cultivating-inclusive-communities>

Well-Being Topic – New Year, New Goals – What’s coming in 2023, Megan Hammes, Senior Director, UI Wellness

Hammes started by urging staff to take the **2023 Personal Health Assessment**. The assessment is available at <https://hris.uiowa.edu/healthCoach/livewell.php>. Benefits include a tailored feedback report on your individual well-being, entry into a monthly drawing for \$250 (*Two winners every month!*), eligibility for the Recreation Membership Incentive Program (\$19.50/month value/discount), 100 points added to your My LiveWELL Portal (*points redeemed for prizes/gift cards*), option to sign up for wellness text-message and do recharge+ resilience program. The participation goal is 60 percent, which would bring UI back to the rate in 2019, prior to COVID.

Hammes encouraged to join teams for the **Live Healthy Iowa** 10-Week Team-Based Challenge. This is a team-based challenge around getting active in the New Year. More information is available at <https://hr.uiowa.edu/employee-well-being/livewell/live-healthy-iowa>. Hammes highlighted the Wondr 10-Week: Weight Management Program: <https://hr.uiowa.edu/livewell/lifestyles/lifestyles-10-week-weight-management>. Hammes

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highlighted the Mindfulness-Based Stress Reduction program:
<https://hr.uiowa.edu/livewell/mindfulness-based-stress-reduction>.

Hammes closed with an activity for staff to choose a word that can serve as mantra for a personal well-being goal for 2023.

Mid-Year Update of Staff Council Priorities and Goals, Jackie Kleppe, Staff Council President and Committee Chairs

Kleppe updated on the three top priorities for 2022-23.

- **Staff Well-Being:** Staff Council has partnered with UHR on monthly well-being focus topics (gratitude, mental health, nutrition, well-being at the local level). Staff Council members have also engaged in the UI well-being collaborative.
- **Staff Engagement, Recognition and Impact:** Staff Council is engaged in seeking nominations for 18 awards totaling \$14,000, has participated on several University-wide committees and candidate searches, and many volunteer activities.
- **Enhance relationship with UI Health Care leadership/staff:** Quarterly meetings set with VPMA, CEO, Exec Dean and Sr. HR leaders, use of UIHC internal comms to share SC announcements, features through internal channels (Noon News, The Loop), and established a meeting cadence with VPMA chief of staff to enhance communication, make connections and advance our relationship.

Committee updates:

Awards has received 16 nominations for staff awards and has helped highlight 25 of 25 nominees from 2021-22. Nomination link: <https://staff-council.uiowa.edu/about-staff-council/staff-council-awards>

By-Laws got the committee chair selection process and policies and procedures manual finalized. Communications has produced and shared 31 articles and resources with regular features highlighting staff, DEI, health/wellbeing.

Committee on Committees has filled 2 mid-year vacancies, visited 7 of 10 committees with vacancies.

Community Outreach: 56% of Staff Councilors have participated in at least one community outreach event, which is close to their goal of 65%, and 33% of members have participated in two or more events. Upcoming opportunities include food pantry, highway clean up, and Hope Lodge.

DEI has launched a new DEI survey with 80% return rate and held Zoom meetings for discussion with 3 of the UI Diversity Councils.

Education 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.

Elections: 6 vacancies filled currently in this UISC year and 2 policies reviewed in collaboration with UISC Bylaws. Elections are coming up in the spring.

Health Care held a September meeting with top UIHC leaders and will meet again on Jan. 26 and established meeting cadence with VPMA Chief of Staff to improve communication and access to leadership.

HR hosted presenters to discuss various topics at committee meetings so they can be better advocates. 4 committee members served on strategic plan sub-committees around recruitment and retention of staff.

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MSE/C sent the fall 2022 Survey and received 16 responses.

University Relations hosted 10 of 13 local legislative candidates at a forum put on in coordination with faculty senate, have participated in Big Ten staff meetings, and are preparing of the Hawkeye Caucus Day on April 12.

Adjournment

Kleppe adjourned the meeting at 4:30 p.m.

Next Meeting

February 8, 2023
2:30-4:30pm
2520D UCC and Zoom