

UI Staff Council
Wednesday, April 5, 2023
2:30 – 4:30 pm
2520D UCC and Zoom

Present

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

Absent

Alleyne, Jerusalem; Girazian, Zach; Laverty, John; Mason, Mark; Schnelle, Teri; Tandy, Kathleen; Welter, Jessica.

Guests

Hammes, Megan; Bullock, Mark; Crooks, Liz; Giannakouros, Stratis; Kaufman, Carolina; Troester, Joni; Bell, Nancy; Bibb, Amanda; Bodensteiner, Heidi; Cooper, Elis; Cooper, Kerry; Duffy, Linda; Fountain, Diane; Guillen, Niki; Harper, Aarin; Henricks, Deb; Hunter, Debbie; Macdonald, Gavin; Marek, Rachel; Melchin, Erica; Nelson, Ali; Oh, Paul; Page-Jamison, Janeil; Torno, Kate; Venenga, Christa; Wason, Connie.

Administrative Liaison

Digmann, Kellie; Reardon, Cheryl.

Minutes

March Staff Council minutes approved unanimously. (Jorris motioned. Seconded by Mitchell)

Meeting

HR Topic – Future of Work, Update on Implementation and Evaluation, Joni Troester, Senior Asst VP & Deputy CHRO – Total Rewards, Benefits Health & Productivity

UI is examining work arrangements in alignment of Goal 4 of the strategic plan: Holistic Well-Being and Success. The purpose is to retain talented faculty and staff through professional development, recognition, and a culture of connection and employee value. To do so, the UHR team is assessing the potential impact of innovative workplace strategies, such as flexible work practices on staff recruitment and retention

A microunit was created to look at how to manage out of state remote work. Remote work is a job that can be done fully off campus. Hybrid work can be performed effectively on and off campus locations. To justify a work arrangement, these conditions must be met: work arrangement is

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supportive of the residential campus experience; the work arrangement maintains or enhances service delivery to students, visitors, employees, patients, and stakeholders; the work arrangement is in alignment with the functions of the position.

Microunit team consists of Diana Kremzar, team lead; Heidi Zahner-Younts, Terri Hein, Nichole Singer, Kyle Anson, Talinda Pettigrew. Outputs of their work include establishing work arrangement application that when finalized attaches to each person e-personnel file. It also integrates with UIHC. Eligible UI Health Care began using work arrangement form.

A multistate compliance team examined risk of out of state workers (about 150) and found very little risk. They created an annual remote work attestation for fully remote workers. Created supervisor training process for those teaching remote and hybrid teams. UI is still a residential campus with an expectation of instate work, and there must be a valid business reason to justify out of state arrangements, so at this point no expectation of expansion of out of state work.

There are about 3,000 flexible work arrangements at UI.

Campus Safety Realignment, Mark Bullock, Assistant VP and Director, Public Safety-Department + Cheryl Reardon, Chief HR & Associate Vice President, Administration

Reardon and Bullock previewed plans to realign the campus safety structure. The changes reflect the University's campus safety priority. The approach is intended to create a holistic approach to public safety with increased communication and collaboration between units that respond to public safety needs. The effort reinforces the University's dedication to effective safety and security measures, personal safety planning, and support and care resources for individuals in distress. Key components of the realignment include Create Structure, Communication, and Formalizing Process.

Create Structure. Phase I: A new Campus Threat Awareness Roundtable will meet weekly to improve communication regarding high-risk, concerning, or potentially public cases. Participants include Threat Assessment Team, Employee and Labor Relations, Office of General Counsel, Office of Institutional Equity–Equity Investigations, Office of Institutional Equity–Title IX and Gender Equity, Office of the Provost, UI Police, Office of Student Accountability, and University of Iowa Hospitals and Clinics. In addition, the Threat Assessment Team will be realigned under campus safety organization. Phase II: Realign structure under Office of Campus Safety to include UI Police, Office of Clery Compliance, Security, Emergency Management, Dispatch, Fire Safety, and Key and Access Services.

Timeline: January 2023, initiative begins; March 2023, Campus Threat Assessment Roundtable launches, July 2023, Campus Safety restructuring begins, January 2024, Campus Safety realignment complete, July 2024, Review progress.

Bullock discussed a couple of training programs including CRASE and Run Hide Fight.

<https://police.uiowa.edu/training-programs>
<https://police.uiowa.edu/contact-us>

Eli Hotchkins, Director of Threat Assessment Team, presented about the Threat Assessment Team. He noted anyone can report concerns anonymously via website or phone.

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<https://hr.uiowa.edu/threat-assessment>

Well-Being Topic – Built and Natural Environment (Earth Month), Stratis Giannakouros, Office of Sustainability and Environment and co-chair of BNE subcommittee of WBMHN + Carolina Kaufman, Pentacrest Museums

Campus spaces are being examined with an eye toward wellness. The hope is to incorporate more consideration for wellness into the design process for user-occupied spaces at minimal or no cost. Campus-managed outdoor spaces will have the same target with the addition of programmatic and thematic elements such as areas of historic significance, natural areas maps, recurring campus events and programs. For example, a built space could incorporate more space, outdoor spaces could be more agile and bring you closer to nature. Well-being benefits of outdoor experiences were outlined to include: Reduced Stress, Improved Mood, Improved Self-Esteem, Improved Physical Health, Strengthened Social Connections

A project underway includes reopening the long-shuttered Lagoon Shelter House. Other ideas in exploration include creating fire pits by the Lagoon Shelter House, hammock and slackline spaces, outdoor music gardens, fitness playgrounds, and edible landscapes. An overarching goal for outdoor space is to make campus more of a living landscape.

Upcoming activities available include Summer Wellness Scavenger Hunt, Architectural Tour, Tree Tours, and Art & Write Night on first Fridays of the month, 6-8p.

Upcoming seasonal tree tours.

Pentacrest Tree Tours:

Earth Day, Sat. April 22 1:30 and 3:00 p.m.

Summer—Sat. June 17, noon-1

Fall—Sat. October 14, noon-1

West Campus Tree Tours

Spring — Friday, April 28, noon - 1

Summer — Friday, June 23, noon-1

Autumn — Friday, October 20, noon-1

Mental Health Training Resolution

Action: Consider adopting a joint resolution of USG, GPSG, Faculty Senate, and Staff Council in support of all University of Iowa faculty and staff participating in Kognito mental health training to be equipped with the skills and knowledge necessary to handle a student mental health crisis. Joint Resolution for the University of Iowa Staff and Faculty participating in Kognito Training - **Passes unanimously.**

UISC Mentor Program, Wendy Askling, Education Committee Co-chair

Staff Council members are reminded to submit survey about the mentorship program. Staff Council should consider volunteering to be a mentor. Brett Cloyd and Jordan Immerfall offered perspective as mentor/mentee relationship. Jordan appreciated light touch communications from Brett being available for any questions.

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Elections - Call for Officer Nominations, James Jorris, Elections Committee Chair

- President (Pick one): Neda Barrett, Maria Bruno, Makur Jain
- Secretary (Pick one): Brian Morelli
- Budget Officer (Pick one): David Stenerson
- At Large (pick four): Sam Mitchell, Monica Dreyer Rossi, Neda Barrett, Nima Chaudhary, Monica Dreyer Rossi, Molly James, Brian Baxter, Evans Ochola, Ashley Peters, Tammy Paulus, Robert Butler, Makur Jain.

Vote to occur at May meeting. People can still be nominated (including self-nominate). Those nominated can decline running. Note: May meeting is in person only. No hybrid.

Community Outreach Update

- Food Drive: UI Staff Council collected and donated 627 pounds of dry goods, plus online monetary donations.
- Hope Lodge Concert – April 17 at 6p. No more volunteers needed.
- Road side cleanup near Kent Park – May 20 morning, pizza lunch to follow.
- Pride Parade – June 17

DEI Update

DEI event was held and very successful. Excellent speakers. DEI committee had a debrief after and will transfer the notes to subsequent DEI committees.

[Adjournment](#)

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

[Next Meeting](#)

May 10, 2023
2:30-4:30 pm
2520D UCC (In person only)