

UI Staff Council
Wednesday, June 14, 2023
2:30 – 4:30 pm
2520D UCC

Present

Jerusalem Alleyne, Neda Barrett, Josey Bathke, Brian Baxter, Amanda Bibb, Maria Bruno, Nima Chaudhary, Brett Cloyd, Dawn Coffman, Chandler Easley, Carl Follmer, Jadvyga Gerasimovic, Anne Hinkle, Michele Hogue, Erika Holm-Brown, Gregory Hopson, Jordan Immerfall, Makur Jain, Molly James, Hilary Jensen, James Jorris, Jackie Kleppe, Lindsay Lansberry, Brian Morelli, Evans Ochola, Sam Patel, Tammy Paulus, Yelena Perkhounkova, Ashley Peters, Molly Rechkemmer, Vickie Roesner, Kelby Scandertt, Tony Senio, Mary Shumaker, Sonia Slevinski, Warren Staal, David Stenersen, Kathleen Tandy, Santhana Velupillai, Heath Vignes, Jessica Welter, Darrelle Wilkinson, Donna Wong-Gibbons, Jennifer Yoder.

Absent

Robert Butler, Bradley Carson, Monica Dreyer-Rossi, Richard Dvorsky, Shuhui Lin, Sarah Livesay, Mark Mason, Sam Mitchell, Jamie O'Meara, Ruiba Ruiz, Teri Schnelle.

Administrative Liaison

Kellie Digmann, Cheryl Reardon.

Guests

Laura Brouwer, Timothy Brown, Mishelle Eckland, Lyndsey Mascher, Jason Mascher, Amy J. Mattix, Jessica Muschaweck, Greg Pappas, Blake Rupe, Eileen Sullivan, Jean Willard.

Minutes

May Staff Council minutes approved unanimously.

Meeting

Nominations are being sought for the Behavioral Health, Health Care – Function Rep. Submissions can be directed to Makur-Jain@uiowa.edu.

Introduction of recently elected/re-elected Staff Council members

- Josey Bathke: Function Rep, Administration; Audit, Compliance, Legal & Risk Management
- Amanda Bibb: Org. Rep, College of Law
- Dawn Coffman: Function Rep, Behavioral Health, Health Care
- Chandler Easley: Org Rep, Athletics
- Heath Vignes: Function Rep, Research; Scientific Services
- Erika Holm-Brown: Org Rep, College of Medicine; ICTS
- Molly James: Org Rep, College of Nursing
- Hilary Jensen: Org Rep, Senior administrative offices
- Lindsay Lansberry: Function Rep, Research; Scientific Services

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- Lin Shuhui: Function Rep, Academic Support Services, Library
- Brian Morelli: Org Rep, College of Engineering
- Tammy Paulus: Org Rep, Finance and Operations
- Vickie Roesner: Function Rep, Behavioral health, health care
- Kelby Scandrett: Org Rep, College of Dentistry
- Tony Senio – Function Rep, MSEC
- Santhana Velupillai: Function Rep, Research; Scientific Services
- Donna Wong-Gibbons: Function Rep, Business and Finance.

End of the Year Impact, Past-President Jackie Kleppe

Kleppe highlighted Staff Council accomplishments for the 2022-23 year. Kleppe helped develop a framework for gathering and managing Staff Council feedback: Educate, Explore, or Elevate. Where as some topics require education to staff, some require further exploration to determine how to proceed, and some topics require the topic be elevated to senior leadership.

Highlights of success included:

- Health and Well-being: (160% increase in Kognito training, collected 697 pounds of food for UI Food Pantry)
- Engagement: (31% newsletter open rates, Science Thursday table, recommended 15 charter committee members.)
- Recognition and support. (New ASC, \$500K in tuition assistance up from \$250K, DEI celebration)
- Impacts. (Donated \$103K to Dance Marathon, 60% of SC volunteered, 17 attended Hawkeye Caucus Day)
- Collaboration (Campus Culture, Big Ten meetings, Presidential Charter review, Juneteenth Celebration)
- Advocacy (budget explanation video, pronouns on business cards, attendance policy for UI Health Care, etc.)

UISC Path Forward, Goal Highlights 2023-2024, President James Jorris

Jorris laid out his vision and priorities for the coming year. He hopes to incorporate Kleppe's priorities of growing relationships with health care leadership, emphasizing mental health of staff, and recognizing staff. Jorris framed his goals in terms of Collaborate, Celebrate, Communicate.

- Collaborate: DEI, HR, UIHC Leadership, Mental Health/Wellbeing, Shared Governance/City/State Leaders, United Way and Iowa Grow. Jorris emphasized a strong desire to connect as a staff body with the community at large. He highlighted growing participation in United Way as a specific goal.
- Celebrate: UISC Award for Volunteerism outside of UISC in your community, Staff Spotlight, Start the Award ceremony in person at unit meetings, highlight staff accomplishments, return to SC practice of different venues and social events.
- Communicate: What is Staff Council and what do you do? Will work at communicating who we are and what we do. Plan to launch Instagram and post photos only and turn off comments. Plan to spruce up the website. Use Microsoft Teams. Simplified Visual marketing (i.e. pivot from text-heavy handouts). Hold "Council Chats" each month to share issues/concerns/ideas from constituents.

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Jorris urged members to take advantage of short time on Staff Council to make a difference. Be active. Take pictures of staff activities to share on Instagram. Explore other parts of campus and get to know people.

HR Goals, Cheryl Reardon, Chief HR Officer & Associate Vice President

Reardon provided an overview of UI Human Resources (UHR), which works closely with Staff Council. Staff Council is part of the UI Shared Governance. Shared Governance maximizes opportunity for participation of community members at all levels-in discussions, idea sharing, and input to the decision-making processes that serves to guide strategic direction at UI. Reardon has been at UI for three decades, including working in residence halls, physics and astronomy, serving as Staff Council President, Office of the Vice President for Research and Economic Development, and now as the Chief HR Officer and Associate VP. Reardon explained the value she sees in Staff Council to have a voice, provide input, and give back.

Staff success is a foundational element of the UI Strategic Plan. UHR works to bring that to life. HR supports the employee life cycle with programs and services. A goal is to attract, recruit, and retain staff. Goals for recruiting include: Employee Value Proposition, Discover Your University Engagement Programs, Develop Student Pathways/Pipeline Programs, Student Classification Redesign (Functions/Families), and Recruitment Efficiencies (pipeline recs, KPI). Efforts to retain include: Mapping Employee Lifecycle, Clarify pathways, Automated Exit Surveys/Dashboard, Refresh Supervisory Training, Supervisory Training Module (Supervising remote & Hybrid teams, Support for mental health/well-being, Launch Team Coaching, Adoption Assistance Program, Health Equity/Flex Spending, Future of Work (Attestation, performance review integration, Risk Mitigation).

UHR will present regularly at Staff Council meetings throughout the year. Reardon urged staff to complete a survey seeking ideas for HR topics and presentations they'd like to see at upcoming meetings.

ACTION: Please complete the short survey linked below no later than Friday, June 30.

https://uiowa.qualtrics.com/jfe/form/SV_bHGcVubSh18rEZO

DEI Updates – Wilkinson

- Juneteenth is June 19 and honors the end of slavery. Staff are encouraged to attend the Iowa City Concert and Celebration on June 16. Several SC members will be volunteering at the event.
 - [UISC Video with Dr. Tovar](#)
 - [UI DEI Juneteenth](#)
- Pride Month is a month-long celebration of LGBTQ+ activism, culture, and the support of LGBTQ+ rights. [Iowa City Pride is on June 17 - Info](#)
- June 28 is the anniversary of the Stonewall Riots, which occurred after New York City police raided the Stonewall Inn, a gay club in Greenwich Village in New York City.

Community Outreach Updates

- March in Iowa City Pride Parade on Saturday, June 17 All of UI is marching together with a Cambus as caboose. Show up around 11AM at College Green Park for lineup, march at Noon. Cambus should be near S Dodge & E College streets.

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- UISC Community Outreach Committee is volunteering at RAGBRAI as a group on Friday, July 28 in Coralville
- UISC will be at Science Thursdays on July 13 at 11AM-1PM with an information table and a table for people to make seed bombs, which can be donated to UI/UIHC RAGBRAI teams, or individuals can take home.

Council Corner - Break-Out Session to Discuss Issues/Concerns. Notes reported up to SC leadership.

[Adjournment](#)

Jorris adjourned the meeting at 4:23 p.m.

[Next Meeting](#)

**July 12, 2023
2:30-4:30 pm
2520D UCC (No virtual option) – SC Retreat**