

UI Staff Council
Wednesday, October 11, 2023
2:30 – 4:30 pm
2520D UCC & Zoom

Present

Neda Barrett, Josey Bathke, Brian Baxter, Amanda Bibb, Bradley Carson, Nima Chaudhary, Dawn Coffman, Monica Dreyer-Rossi, Richard Dvorsky, Chandler Easley, Carl Follmer, Jadvyga Gerasimovic, Joseph Herwehe, Anne Hinkle, Michele Hogue Erika Holm-Brown,, Gregory Hopson, Jordan Immerfall, Makur Jain, Molly James, James Jorris, Jackie Kleppe, Lindsay Lansberry, Shuhui Lin, Sarah Livesay, Sam Mitchell, Brian Morelli, Jamie O'Meara, Sam Patel, Tammy Paulus, Yelena Perkhounkova, Ashley Peters, Molly Rechkemmer, Vickie Roesner, Rubia Ruiz, Teri Schnelle, Tony Senio, Mary Shumaker, Sonia Slevinski, Warren Staal, David Stenersen, Kathleen Tandy, Bridget Toomey, Santhana Velupillai, Heath Vignes, Donna Wong-Gibbons, Jennifer Yoder.

Absent

Jerusalem Alleyne, Maria Bruno, Robert Butler, Brett Cloyd, Hilary Jensen, Evans Ochola, Jessica Welter, Darrelle Wilkinson.

Administrative Liaisons

Kellie Digmann, Joni Troester.

Presenters

Jennifer Banta, Diana Kremzar, Erin Litton, Liz Tovar, Mallory Valentine.

Guests

Amanda McFadden, Amy J. Mattix, Andrea Sheehan, Angie Tiedt, Charlie Fuller, Deb Henricks, Diane Fountain, Emma Kirk-Alvarez, Judith Hatch, Meredith Ringel-Ensley, Paul Oh, Ebony Parks.

Minutes

September Staff Council minutes approved unanimously with one edit correcting the date of the Health Fair.

Meeting

Jorris updated his three priorities as president of Collaborate, Communicate, and Celebrate.

Collaborate

- Met with TIAA's new executive leaders during their campus visit. Also participating were UI HR leaders and other shared governance leaders. Jorris reported TIAA members were impressed with UI's shared governance model.
- Met with Regents DEI committee who sought perspectives of DEI on campus. Jorris shared his personal connection to UI from childhood, student, student employee, professional, and now Staff Council leader. He noted DEI is captured in the fabric of the UI a community regardless of the words we used. Jorris left with a positive impression of the meeting.

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- Jorris spoke at a Shared Governance joint session. He focused on Staff Council's goal of philanthropy and the focus on expanding participation with United Way. The event included a roundtable with discussion points on mental health, basic needs, academic freedom, and philanthropy.

Communicate

- Staff Council's Instagram following is growing. Search Instagram for @uistaffcouncil to follow the account.
- Communications committee is communicating out staff spotlights.
- Awards committee celebrates winners in person.
- Website is being updated to become easier to navigate.
- Microsoft Teams is being piloted as a communication tool for the exec committee. It will be rolled out to all SC in the future.
- Staff Council is promoting participation in the UI HealthCare Working at Iowa survey, Flu Fighter campaign, and the United Way campaign.

Celebration

- SC members participated in Homecoming Parade, Hope Walk to support suicide awareness, and Shelter House BBQ Bash.

United Way – Liz Tovar, Executive Office of DEI, and Jennifer Banta, United Way

Tovar and Len Devaisher, of MidWestOne Bank, are co-chairs of the UI Campaign Advancement Team for UW. Tovar has been working with United Way for years, including supporting Day of Caring and volunteer efforts of UI athletes. When considering why to give, Tovar pointed to the ability to give to multiple nonprofit agencies through United way. The tagline for this year's campaign is United in Purpose. The fundraising goal is \$2.2 million.

Banta spoke of the role UW plays in supporting 29 vetted partner agencies. United Way provides the agencies with consistent reliable funding, which means staff and volunteers of the organization can focus on their work rather than raising money. An example of the value of UW is the 2023 tornado, which displaced 36 families. Many of the families were immigrants and did not qualify for state aid. UW was able to quickly pull together resources from multiple agencies to respond to the major needs, for example, hotels, food, clothing. A staff member in attendance stated UW was vital during the pandemic in coordinating volunteer childcare for workers. Banta noted 85 percent of money raised by UW go to programs in Johnson and Washington Counties. UW pools resources and provides strategic thinking about how to address problems and inform the public about critical needs.

Call to action for staff

- Organize a Department Campaign. Get more info at https://forms.office.com/Pages/ResponsePage.aspx?id=BlxZqHI_Xku26K5tJJ6-MAAIMIC5R3xGpFOqrOOEAIhUNkc1TIJZUTcxTTRWUDI4R0YzTFZOVII1UC4u&origin=QRCode.
- Connect UW with your Wellness Ambassadors
- Share UW Ad Campaign on Digital Displays

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- Organize a Day of Caring
- Like, Follow, Share UW campaign efforts in social media.
- The UW contact is kaila.rome@unitedwayjwc.org.

Campaign Timeline

- United Way Campaign Information Session October 31, 8:30 am at MERF
- Campaign kick-off November 15th
- Campaign wrap-up Mid December 22nd

HR Update: Future of Work – Joni Troester, Senior Asst VP & Deputy CHRO - Total Rewards, and Diana Kremzar, Director, UI Family Services

UHR's requirement for workplace arrangements is that they support UI's mission of an on-campus student experience, optimizes service delivery, and aligns with the function of the position. Remote work continues to be permitted for staff when it makes sense and adds value to the staff member and the university. Work arrangements are managed at the local unit level if it complies with UI policies. Troester noted allowing work from home arrangement may have a positive impact on space utilization. UHR recognizes the importance of flexibility in work arrangements for staff. A focus area for UHR is "intermittent flexibility," which provides flexibility in work schedule or location in response to a life/family priority, such as childcare needs for illness or snow days. Staff work arrangements are revisited annually during performance evaluations. UHR provides guidance to supervisors on workplace arrangement discussions.

For permanent out-of-state work arrangements, there must be a compelling need. These requests are reviewed on a case-by-case basis and consider the legal and compliance framework for taxes and workers in the state in question. Out-of-state workers are now required to complete remote attestation forms stating where they live annually.

Staff members noted inconsistency in how workplace arrangements are viewed across campus. A request was made for establishing an appeal process and panel when off campus work arrangement requests are denied.

More resources:

<https://hr.uiowa.edu/employee-well-being/workplace-flexibility>

<https://hr.uiowa.edu/employee-well-being/workplace-flexibility/work-arrangement-application/domestic-out-state-remote>

<https://hr.uiowa.edu/employee-well-being/workplace-flexibility/work-arrangement-application>

Campus Recreation & Membership Programs – Mallory Valentine, Associate Director of Strategic Initiatives, Rec Services

Valentine gave an overview of the wide scope of services and facilities available to staff (and faculty, students, and the community). Rec Service facilities has 1 million visits a year to facilities and programs.

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Campus Recreation and Wellness Center (CRWC) is the most used facility. It has a climbing wall, variety of strength training equipment, an indoor track, multiple pools, basketball and volleyball courts, and fitness classrooms. Field House has many of the same options as well as racquetball courts. Fitness East is a small facility in Halsey Hall near the IMU. Hawkeye Tennis and Recreation Complex is on the west side of campus. There are other small facilities. The Adventure Recreation program includes adventure trips, lifetime leisure skills classes, the challenge course for team building, and a fully equipped outfitter called the Outdoor Rental Center. Programming including aquatics (Red Cross certification and swim lessons), fitness (group fitness, small group classes, personal training), rowing (rowing clubs for all ages and events), sport programs (intramurals and sport clubs), and tennis (lessons and drop in).

Access to facilities for staff is \$10 a day, \$40 a month, or \$480 a year. UI has a LiveWell incentive program that allows monthly members to get a 50% reimbursement if they visit any facility or online program four times per month. From Oct. 18-Nov. 1, there is a promotion to become a member and have the ~\$40 activation fee waived. Contact rec-services@uiowa.edu.

Staff are also being encouraged to take the Personal Health Assessment and attend the UI Health Fair on Nov. 1.

Council Corner

SC member split into small groups to discuss strategies to help SC members engage in a meaningful way and best practices for communication with constituents. Debrief to come.

DEI Committee Update

Find upcoming notable dates at <https://diversity.uiowa.edu/Celebrations>.

Community Outreach Committee Update

SC members participated in:

- HopeWalk on Sept. 16
- Shelter House BBQ Bash on Sept. 22
- Homecoming parade on Oct. 6.

Upcoming volunteer opportunities:

- Adopt-a-Highway fall cleanup on Oct. 28.
- United Way volunteer opportunities: <https://unitedwayjc.galaxydigital.com/>
- Log volunteer hours: <https://workflow.uiowa.edu/entry/new/4485/>

Bylaws Committee First Reading of Suggested Bylaws Changes – Josey Bathke, Bylaws Committee

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Bylaws committee is proposing a change to the Bylaws to increase the Staff Council roster to meet the required ratio of SC members to employees. Given increase in the employee population, SC needs to increase by two members.

Proposed new language: Revise Article III, Section 1 to read as follows: “The Council will be comprised of 57 members (see Table 1): 37 representing Job Functions/combined Job Function Categories, herein referred...” In addition, tables within the bylaws must be replaced to reflect new numbers, and the website will also be updated as part of this change.

Action: Motion to update the bylaws passes unanimously. Motioned by Jain. Seconded by Morell.

Adjournment

The meeting is adjourned.

Next Meeting

November 8, 2023
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