

UI Staff Council  
Wednesday, November 8, 2023  
2:30 – 4:30 pm  
2520D UCC

### Present

Jerusalem Alleyne, Neda Barrett, Josey Bathke, Brian Baxter, Amanda Bibb, Maria Bruno, Robert Butler, Brett Cloyd, Dawn Coffman, Richard Dvorsky, Chandler Easley, Carl Follmer, Jadvyga Gerasimovic, Joseph Herwehe, Anne Hinkle, Michele Hogue, Erika Holm-Brown, Greg Hopson, Jordan Immerfall, Makur Jain, Hilary Jensen, James Jorris, Jackie Kleppe, Lindsay Lansberry, Shuhui Lin, Sarah Livesay, Sam Mitchell, Evans Ochola, Jamie O'Meara, Sam Patel, Tammy Paulus, Yelena Perkhounkova, Ashley Peters, Molly Rechkemmer, Rubia Ruiz, Teri Schnelle, Tony Senio, Mary Shumaker, Sonia Slevinski, Warren Staal, David Stenersen, Kathleen Tandy, Bridget Toomey, Santhana Velupillai, Heath Vignes, Darrelle Wilkinson, Donna Wong-Gibbons, Jennifer Yoder

### Absent

Nima Chaudhary, Molly James, Brian Morelli, Vicki Roesner, Monica Dreyer Rossi, Jessica Welter

### Administrative Liaison

Kellie Digmann, Cheryl Reardon

### Presenters

Cheryl Reardon, Keith Becker, Steve Fleagle, Justin Fraase, Diana Kremzar

### Guests

Nikki Cardenas, Katherine Deasy, Diane Fountain, Betty Hartman, Deb Henricks, Denise Jurca Adam Learnahan, Amy J. Mattix, Rachel Napoli, Corey Pass, Tracey Pritchard, Eileen Sullivan, Greg Wagner, Elizabeth Wallace, Connie Wason, Mike Weaver, Barb Wester, Liheng Xu

### Minutes

October Staff Council Minutes approved anonymously.

### Meeting

**Invitation:** check out the UI Staff Council's Instagram site, Search uistaffcouncil, and Share. Also follow University of Iowa Staff Council on Facebook. Get updates on activities and learn about the work of Staff Council.

### Collaborate

- Faculty & Staff awards were given at the Levitt Center on October 26, Faculty & Staff Awards Celebration. Jorris thanked the Awards Committee members for making it a special event, and congratulations to this year's award winners.

### Celebrate

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- Adopt-A-Highway cleanup was held October 28<sup>th</sup>. There was a good volunteer turnout, and the group retrieved a 42 cans of Busch Lite – a popular brand on this stretch of highway. Thanks to the volunteers and to Stenerson for bringing treats.
- Health and Wellbeing Fair was held November 1<sup>st</sup> – thanks for volunteers who were able to participate at the Staff Council booth. A lot of positive feedback for the event and for Staff Council's participation.

**Communicate**

- Parking & Transportation – UI Staff Council has been working with UI Parking and Transportation to explore parking updates on the health sciences campus. A new visual rendering has been developed with staff input.
- United Way – Power of the Purse event was held October 26 as a fundraiser.
- A United way Information session was held October 31<sup>th</sup>.
- Shelter House's Soup Luncheon will be November 13<sup>th</sup>.

**Awards Committee Update** – *Kathleen Tandy/Teri Schnelle*, Co-chairs. Nominations go live on November 13<sup>th</sup>. Five awards. (Board of Regents Staff Excellence, UI Outstanding Staff, David J. Skorton Staff Excellence Award in Service to the University of Iowa, Richard E. Gibson Merit Staff Award for Innovation and Excellence in Customer Service, Staff Award for Distinguished Leadership in Diversity, Equity and Inclusion). Staff Council can present up to 18 total awards to deserving staff, \$500-\$1000 prize. Share the nomination information with constituents, tell your friends to nominate, nominate a colleague. Staff are very appreciative of the awards. [Awards page](#)

**Bylaws Committee Update** – *Josey Bathke/Teri Schnelle*, Co-chairs. Bathke reported on the Bylaws committee's effort to work with other committees to review and potentially revise bylaws. The committee is looking at commitments to diversity, equity and inclusion. They've started working with some committees and looking forward to meeting with the others.

**AI: Overview and Our Response** - *Steve Fleagle*, Associate Vice President • CIO Office.

Fleagle talked about impacts to the UI of Artificial Intelligence. He described many activities taking place on the university campus. The University community has expertise across academic programs and units. Three UI Committees are currently working on AI: administrative, academic, and research. Fleagle described how AI simulates human intelligence with natural language processing, computer vision, and data science and machine learning. It dates back to the 1950s but currently making rapid advances and offering challenges to higher education and the wider world.

How can human and AI be used to complement each other? Large language models can be used to predict what will come next when generating text. It can be helpful in data analytics. One recent usage was an on-line quiz bot plugin used by students to answer quizzes in an ICON course – how to recognize this is happening, and how to best respond on an administrative or teaching level? The research AI Committee has been exploring impact on research, UI's role as the writing university, as well as legal and ethical uses. Guidance for campus activities include specific questions about RFP creation, and AI tools (data privacy, intellectual property concerns with free tools). UI is looking at offering a tool that guards privacy and IP) – a private, licensed

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version. Also looking at support models. Can AI help Health Care manage workflows around writing up patient notes, etc. There's an AI Health Care committee looking at a variety of issues. Staff Council was invited to help address concerns and questions to support the UI. As use cases are shared, Staff Councilors may have ideas on next steps. Please see the meeting slides for additional information and AI-generated pictures of campus leaders.

**HR Update: Overview of Strategic Plan - Recruitment,**

*Cheryl Reardon*, Chief HR Officer & Associate Vice President • Administration *Keith Becker*, Senior Director, Talent Acquisition • Talent  
*Justin Fraase*, Senior Director of Strategic Communications • Administration

One of the UI Strategic plan's goals is: "Holistic Well-Being and Success" Attracting and retaining talented and engaged individuals. Across the United States, Staff Success is not often included in strategic plans. UI HR meets regularly to review its plan and progress and identified 6 tactics for recruitment that include the Employee Value Proposition, Employee Communication, Engagement Programs, Student Pathways, Student Classification Redesign, and Recruitment Efficiencies. Measuring the impact of these tactics with metrics and KPI's is an embedded practice.

Fraase talked about Staff Employee Value Proposition: Support, livability and culture are three themes highlighted. Recent employee communication activities include reviewing HR content that is people-centric. They are looking at readability, and web site analytics specific to HR units. This can help with onboarding messages, employment letters, and templates. Discover Your University – support engagement of employees across the University has been very popular and successful. Over 1000 total participants and new programs are being prepared in Spring 2024. Program hosts have also expressed their happiness and satisfaction with the program.

Becker talked about the new student classification and wage system to enhance the student experience. The goal is to assist students in describing their role as well as showcase their progression of responsibilities. Another initiative is the student pathways internship program, a formalized internship opportunity that hopes to create pathways for students to regular employment at the UI, similar to what is used in the private sector. The internships will provide competitive pay and are open to graduate students. Current pilots are in development within the College of Pharmacy, Office of Vice President and Research, and University Human Resources. UHR is also looking at recruitment efficiencies to create a more positive candidate experience. They are measuring how effective the UI recruitment practices are and looking to enhance the jobs.uiowa.edu web site.

**Iowa GROW (Guided Reflection on Work)**

*Teri Schnelle*, Director, Projects & Partnerships • Division of Student Life.

Teri shared information about the Iowa GROW program. The goal of student success was highlighted, and Teri reviewed her slides. Iowa GROW supports student learning inside and outside the classroom. "Students are most successful in "seamless environments" where they can

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make connections between classroom and out of classroom experiences” - George Kuh. High-impact activities include working on campus, but we have to reframe student employment from transactional to transformational, from cost to investment, and from supervision to mentoring. UI Strategic plan calls for, “improve[d] equitable access to distinctive, high-impact educational opportunities for students”. We can create opportunities for high-impact employment using Iowa GROW. Iowa GROW – includes brief, structured conversations between student employees and their supervisors (5 minutes). They’ve collected data every spring semester for students who have had conversations with their supervisors and described 10 positive outcomes. National Association of College Employers developed a list of skills employers want and it matches up with outcomes for Iowa GROW. Relationship-rich experiences are important to students, and student employment can help students feel like they belong at UI. Student employment is a retention tool. Teri has connected with over 200 institutions about Iowa GROW. Other parts of campus are adopting Iowa GROW – beyond the Division of Student Life.

**Council Corner Feedback.** How does UI Staff Council communicate with constituents? Jorris pointed out that Organizational Representatives have the responsibility to send out ‘May Share’ items from meetings (according to the bylaws). Also please consider making meeting invites available to your constituents. You are also encouraged to send meeting information to your colleagues and networks. Pictures and social media shares also helpful. Encourage participation in Staff Council committee and Council meetings. Service to the University is part of Staff Council’s work – get in touch with President Jorris if you need assistance with time-off for Staff Council activities.

**DEI Committee Update – Hilary Jensen/Vickie Roesner, Co-chairs.**

The Iowa [Board of Regents DEI Study Group Report](#) was released this week. The Board of Regents will review at its November 15-16 meeting. Staff Council leadership is having meetings as part of campus shared governance to review the report’s recommendations and consider how the University will reassess its efforts in DEI. Jensen reviewed DEI activities for the next few months. Veterans will be recognized at next Hawkeye football game. A message of patience is being communicated to staff as this is a process and UI leadership is taking all necessary steps as we move forward as a University.

**Community Outreach Committee Update – Anne Hinkle/Molly James, Co-chairs.**

Hinkle celebrated recent events including Adopt-a-Highway. Upcoming events include the Holiday Lights at the Lake (invitation coming soon). Also Dance Marathon is coming in early 2024, as well as the Staff Council Food Drive. In addition to its financial contribution campaign, United Way also offers a way to volunteer in the community. See [their web site](#) to review the opportunities. Be sure to [log your volunteer hours](#) to help keep track of the volunteer work being completed by Staff Councilors.

## Adjournment

Peters motioned to adjourn, Jain seconded. Meeting Adjourned, Thank you!

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**Next Meeting**

The next UI Staff Council Meeting will be held Wednesday, December 13, 2023, at the College of Public Health S162-CPHB