

UI Staff Council
Wednesday, December 13, 2023
2:30 – 4:30 pm
2520D UCC and Zoom

Present

Jerusalem Alleyne, Neda Barrett, Josey Bathke, Brian Baxter, Amanda Bibb, Maria Bruno, Robert Butler, Nima Chaudhary, Brett Cloyd, Dawn Coffman, Richard Dvorsky, Chandler Easley, Carl Follmer, Jadvyga Gerasimovic, Anne Hinkle, Michele Hogue, Erika Holm-Brown, Greg Hopson, Jordan Immerfall, Makur Jain, Molly Jain, Hilary Jensen, James Jorris, Jackie Kleppe, Lindsay Lansberry, Shuhui Lin, Sarah Livesay, Sam Mitchell, Brian Morelli, Evans Ochola, 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, Darrelle Wilkinson, Donna Wong-Gibbons, Jennifer Yoder.

Absent

Brad Carson, Monica Dreyer Rossi, Joe Herwehe, Jessica Welter.

Administrative Liaison

Kellie Digmann, Cheryl Reardon.

Presenters

Corey Pass, Adam Zabner, Erica Blaha, Erin Litton, Cheryl Reardon, Rachel Napoli, Beth Goetz, Chanelle Reese.

Guests

Carol Adamson, Heidi Anaya, Steven Anderson, Staci Anderson, Ashley Ball, Mihaela Bojin, Rose Bracken, Amy Brewster, Corey Campbell, Angela Davis, Brenda Van Dee, Natalie Dejardin, Dan Dirks, Mishelle Eckland, Lisa Ellenson, Colleen Fitzgerald, Cassandra Gordon-Fletcher, Christopher Fomon, Diane Fountain, Gabriela Garcia, Steven Garry, Eric George, Caroline Gochanour, Sylvia Gomez, Kylie Hagenow, Betty Hartman, Deb Henricks, Shelby Herig, Susana Montero Herrera, Suzanne Hilleman, Ashley Hinman, Nikki Hodous, Stephen Hoffman, Pam Hoogerwerf, Alexa Iben, Kate Klefstad, Cassandra Lacina, Jon Ladage, Corey Landstrom, Elizabeth Leiffert, Amy Mattix, Tara Maurer, Chad McDonald, Cathy McGinnis, Katie McGowan, Kim Merchant, Katherine Michalski, Katie Minehart, Jennifer Modestou, Karen Noggle, Susmita Pal, Tomeka Petersen, Kristine Pinter, Christal Quigley, Marla Rosenblum, Denise Schieffer, Trent Siver, Kelly Smith, Heather Snakenberg, Rachel Spengler, Brenda Steinmetz, Aaron Strike, Sara Sullivan, Jonathan Swearingen, Kyle Vanderploeg, Nick Villareal, Danny Wayson, Ke Yu, Kevin Zihlman, Mallory Zitek.

Minutes

November Staff Council Minutes approved with edits.

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Meeting

Jorris provided an overview of the three Cs platform.

Collaboration activities included meeting with CLAS Staff Council, a Legislative Forum with Faculty Senate and local legislators discussing campus climate and state of the legislature, DEI councils across campus including the UI Latinx Council, Hawkeye Caucus in Washington D.C., and UIHC Human Rights Week.

Celebration activities included delivering awards to Staff Council Award winners, creation of a new institutional award, Staff Spotlights in the Newsletter and Website, and SC social events.

Communication activities include promoting nominations for Staff Council Awards, Iowa GROW (Guided Reflection on Work), United Way campaign, Food Pantry Volunteering, and updating the SC website to make it easier for constituents to find their SC representative.

HR Update: Overview of Strategic Plan – Retention – Cheryl Reardon and Rachel Napoli

Reardon and Napoli presented on efforts to improve workforce retention. This presentation follows the November presentation on workforce recruitment. HR is implementing an eight pronged approach to improve retention that fall under the following guiding principles: Employee Value Proposition, Employee Communication, Engagement Programs, Student Pathways, Student Classification Redesign, Recruitment Efficiencies.

The eight approaches include:

- Mapping employee lifecycle: Map lifecycle for all staff populations (merit, P&S, SEIU) to identify moments that matter throughout the employment lifecycle, strengths to build on and opportunities for improvement to drive engagement and retention.
- Career Pathways: Clarify pathways to career advancement to drive recruitment and retention; identify skill gaps to build talent readiness; normalize talent mobility & equip supervisors to support development.
- Leadership Excellence: Identify internal and external opportunities for cultivating emerging leaders and provide training to expand leadership skills.
- Supervisor Training: Enhance supervisor development opportunities including new courses and content.
- Team Coaching: Team coaching facilitates focused problem-solving, boosts team unity, and reenergizes an under-performing team. It also creates alignment and engages the collective power of the team. Designed to unearth unhealthy communication patterns, interpersonal conflicts, and silos.
- Total Rewards Package: Analyze existing total rewards package for competitiveness across employee groups.
- Innovative Workplace Strategies (FOW): Implement and evaluate Future of Work (FOW) workplace strategies, such as flexible work practices, staff recruitment and retention (main campus and healthcare).

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- Merit Experience – P3 Project: Implement and evaluate Future of Work (FOW) workplace strategies, such as flexible work practices, staff recruitment and retention (main campus and healthcare)

UI Athletics Update – Beth Goetz

The interim athletics director provided an update on key priorities in athletics. Goetz noted athletics is self-supported and funding from athletics goes into the University's general fund. Focus areas include Athletic Success, Student-Athlete Well-Being, Academic Success, Diversity, Equity and Inclusion, Hawkeyes@Work, Fiscal Responsibility, Fan Engagement, Forces and Trends Impacting Collegiate Athletics. The athletics budget for FY2024 is \$140.3 million.

Name, Image, Likeness, which allows student-athletes to benefit financially, was changed the landscape in intercollegiate athletics and Universities are still adapting. At Iowa, NIL deals are managed by a third-party group called the SWARM. Goetz noted that UI athletics has a good relationship with the SWARM, but per NCAA policies is not involved in its business dealings. The Hawkeye FLIGHT Program is a cross-departmental effort that creates and oversees Name, Image, Likeness (NIL) educational programming for all Hawkeye student-athletes. FLIGHT programming provides Hawkeye student-athletes the opportunity to understand NIL, in addition to receive training and resources that enhance their NIL potential.

Hot topics on Goetz plate include Big Ten Conference Expansion (UCLA, USC, Oregon and Washington were added to Big Ten by approval of university presidents, which considered academic fit), Sports Wagering (NCAA rules may change in the future but not in time to help athletes punished in Iowa), Facility Updates/Construction (wrestling facility nearing completion, Carver-Hawkeye Arena and a practice facility for gymnastics and the Spirit Squad are on the horizon), National Landscape of College Athletics (at least 20 lawsuits including pay for play and antitrust), and the Hawkeye Women Rise (women's basketball success and the new women's wrestling program).

Wellbeing Update: Live Healthy Iowa | Register Your Team Now! – Erica Blaha and Erin Litton

The wellbeing update was to encourage staff to sign up for Live Healthy Iowa, a fitness challenge. Last year, 59 teams and 411 participants logged more than 1 million minutes. A wide range of options can be considered as physical activity. The activity only need be intentional.

Staff are encouraged to form a team of 2-10 people and sign up. Registration is paid for the first 1,000 people to sign up. Registrants also get a discounted \$10 rate for the Live Healthy Iowa 5K.

Office of the Ombudsperson Annual Report, 2022-2023 – Chanelle Reese

The Ombuds office has a code of ethics to be confidential, impartial, informal, independent. Reese noted the Ombudsperson can't sit in on a meeting to represent staff, for example, with HR. Reese said Ombuds action is based on data. Reese also noted the office will take time to investigate a claim and get full background before action is taken.

Key data:

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- Visitors: Staff 49%; faculty 21% (450 cases)
- Issues: Evaluative relationships 41%; Peer and college relationships 10% (1790 issues)
- Top sub issues, all under evaluative relationships: Communication-evaluative, Performance appraisal/grading, Respect/treatment-evaluative, Supervisory effectiveness.
- Merit staff reported top issues were department climate, supervisory effectiveness, compensation, respect/treatment.
- Another topic was consistency in the use of use of performance improvement plans and clarification of expectations. Additionally, some felt concerns were first introduced in the performance review process rather than in advance.
- Top actions by the ombuds office (474 cases) were listening and consultation/problem solving. Of visitors, 80% leave satisfied. Reece noted that the office has moved away from doing trainings/workshops because often key people miss the meeting, so the impact is limited.

Legislator visit - Jorris

State Rep. Adam Zabner, of Iowa City, attended the meeting and was allowed to provide a brief introduction. Zabner noted his district has the primary representation for University of Iowa and its employees. He encouraged staff get in touch with issues or concerns. He provided the following contact email: Adam.Zabner@legis.iowa.gov.

DEI Update – Hilary Jensen

Jensen noted she joined the Latinx Council and reported it was very welcoming. She noted that there are many opportunities to get involved around days of recognition. A list of upcoming DEI dates can be found at: <https://diversity.uiowa.edu/Celebrations>.

Community Outreach – Molly James

- There are numerous opportunities to volunteer at Holiday Lights at the Lake in supporting the Hospice Home of Johnson. [Sign Up Genius Link](#).
- Dance Marathon – Staff were urged to participate in a Staff Council volunteer team.
- Donation Drive for UI Food Pantry.
- Shelter House book sale

Communications – Mitchell

ASC Digmann will be sending out premeeting agenda and post packet to all constituents rather org reps. Helps cover gaps.

The January meeting is Zoom only. February meeting is located in Kinnick Stadium.
February in Kinnick.

Adjournment

Jorris adjourns the meeting.

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Next Meeting

Wednesday, January 10, 2024
2:30-4:30 p.m.
Zoom only