

UI Staff Council
Wednesday, January 10, 2024
2:30 – 4:30 pm
Zoom

Present

Jerusalem Alleyne, Neda Barrett, Josey Bathke, Brian Baxter, Amanda Bibb, Maria Bruno, Robert Butler, Bradley Carson, Nima Chaudhary, Brett Cloyd, Dawn Coffman, Monica Dreyer Rossi, Chandler Easley, Carl Follmer, Jadvyga Gerasimovic, Joseph Herwehe, Anne Hinkle, Michele Hogue, Greg Hopson, Jordan Immerfall, Makur Jain, Molly James, 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, Jessica Welter, Darrelle Wilkinson, Donna Wong-Gibbons.

Absent

Richard Dvorsky, Erika Holm-Brown, Jennifer Yoder.

Administrative Liaison

Kellie Digmann, Cheryl Reardon.

Presenters

Madi Amos, Michelle Kongable, Diana Kremzar, Erin Litton, Sushma Santhana, Sydney Wade, Zach Wahls, Janice Weiner.

Guests

Farzana Akhtar, Elissa Alton, Maria Avila-Hannam, Spencer Baker, Angela Ballard, Erica Blaha, Jie Cheng, Melissa Christianson, Mary Cross, Kristy Crow, Melanie Cuchna, David Bostick Jr, Eliza Rose, Lisa Ellenson, Keniese Evans, Naomi Fei, Diane Fountain, Justin Fraase, Nonalee Gardner, Sandy Gerard, Samantha Goblirsch Paradis, Sylvia Gomez, Cassandra Gordon Fletcher, Alyse Gray Parker, Katy Griner, Aarin Harper, Deb Henricks, Vicki Jaeger, Bri Johnson, Haley Kamps, Lauren Kovarna, Jacob Krejchi, Nancy Kroeze, Molly Kucera, Liz Lara, Pamela Lenz, Queena Lin, Suzanne Malo, Rachel Marquard, Amy Mattix, Cathy McGinnis, Kim Merchant, Heather Mineart, Nilza Molina, Jessica Muschaweck, Thong Nguyen, Emory Nighswonger, Hellecktra Orozco, Hannah Ossman, Corey Pass, Kristine Pinter, Christal Quigley, Bailey Rickels, Ethan Rogers, Debbie Ross, Susan Rucker, Robin Ruetenik, Diane Schaeffer, Kathy Schellenberg, Jamie Sexton, Alec Shultz Colton Smith, Caroline Smith, Kim Stoltz, Yoko Tsoi, Ingrid Valencia, Jessica Voelker, Maureen Walterhouse, Mike Weaver, April Wells, Jessica Welter, Hilary Wilken, Andi Woods, Kristin Wurster, Mallory Zitek.

Minutes

December Staff Council Minutes approved.

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Meeting

Wellbeing Update: New Year, New Goals – What's coming in 2024? - Litton

Litton advised on a variety of health and wellness programs available to staff through the UI Wellness program. If staff become members of the campus recreation program, they can get a 50% monthly discount with at least 4 check ins per month. Personal Health Assessment are encouraged. The PHA is a way to benchmark your health, track progress, and become aware of resources on many health-related fronts. Litton said personal health information is stored securely and privacy is taken seriously. PHA can be taken once every three months and are asked to do so once annually. January is the ideal time if only taking once per year.

UI offers a health coach service, mindfulness training, and lifestyle change programs. Several mental health services are available through the employee assistance program, including short term counseling and suicide prevention training. For families, services include elder caregiving and childcare resources.

A handful of events, initiatives and educational resources also are designed promote wellbeing including Wellness Ambassadors, Wellness Heroes, Wellness Grants, Well-Being Toolkits, Online Programs, and the Health Fair

UI has a mental health planning team and has launched a health and well-being collaborative, which is a strategic effort to improve support and services campus-wide.

New in 2024 is an effort to improve employees' sense of belonging. Also related to belonging, UI is participating in the Surgeon General's 5-for-5 Connection Challenge, Feb. 5-16. The initiative helps support a campus culture of connections through intentional efforts to build relationships.

HR Update: Parental Leave Policies and Resources – Kremzar and Kongable

Kongable provided an overview of the program. Kongable noted that needs when it comes to parental leave are highly individualized. The university has many services and programs, and it is wise to work with a staff member to determine which programs and services will be most supportive.

Regarding pregnancies, the University provides reasonable accommodations to keep employees who are pregnant in active work status. Pregnancy discrimination is not allowed in any aspect of employment: hiring, layoffs, access to training, promotions, etc. Employees are afforded 12 weeks within one year of FMLA. Paid leave related to pregnancy must come from leave banks: sick, vacation, and catastrophic. Employees may also use unpaid leave for additional time.

Place to start to use these benefits: unit HR reps, Faculty Staff Disability Services, Leave & Disability Services (UI Healthcare), UI Family Services, Employee Assistance Program, liveWELL Health Coaching Program, and Parental Leave Webpage: <https://hr.uiowa.edu/support/faculty-and-staff-disability-services/parental-leave>

Child Care referral resources include Iowa Child Care Resource and Referral, which has parent advocates who are trained and knowledgeable of community resources. lowaccrr.org/families Back-up child care is available for UI faculty and staff through Handicare. This is at no cost. This service is designed for situations when a regular provider is not available. There are drop in spots for kids up to 10-12 years old. <https://hr.uiowa.edu/well-being/family-services/child-care/back-child-care/handicare-inc-well-back-child-care>

There are at least 80 On-Campus Lactation Rooms. A Medela Symphony breast pump is available.

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There are summer programs for kids available through UI. More information can be found at <https://hr.uiowa.edu/child-care/summer-programs>.

Iowa Legislators - Wahls and Weiner

Weiner is the state senator who represents most of the local UI community. Weiner noted the Condition of State did not touch on universities, which she viewed as a good thing. Weiner wants to promote how UI benefits the entire state, particularly around health care. Wahls noted Taylor Collins is calling for a review of the university system. He does not see this leading to legislation now, at least not in the senate. However, Wahls is aware there is pressure of facing higher education.

Dance Marathon – Wade, Santhana, and Amos

The student leaders of Dance Marathon provided an overview of plans for Dance Marathon 30 and discussed ways staff and Staff Council can get involved.

Amos related the story of pediatric oncology patient and his family. They call these stories “Famspiration” because they remind the students why they put in the effort. The story was about when the family of Max Bailey discovering he had leukemia, his 3.5 years of treatment, and post treatment recovery. Student volunteers provided support to the family throughout and Dance Marathon resources helped with gift cards and entertainment.

Dance Marathon 30 is scheduled February 2-3. Participants stay on their feet without the aid of caffeine for 24 hours as part of a fundraiser to raise money for pediatric cancer research and patient support. Drop-in hours are February 2, 7:30-9:30 p.m., and February 3, 2:30-7 p.m. The announcement of the total money raised during the year is scheduled for 7 p.m., February 3.

Opportunities remain to volunteer: <https://www.signupgenius.com/go/10C0C49A5AE2CAAFB6-45641685-dance#/>

Opportunities to donate: <https://donate.dancemarathon.uiowa.edu>

Collaborate, Celebrate, Communicate - Jorris

Jorris provided an update on his priorities for Staff Council this year.

Collaborate

- Council member Barrett provided an update about the UI DEI Task Force. Jorris and Barrett are serving on task force, which was formed to review the recommendations in the Regent’s DEI study and then provide responses. The task force intends to have responses drafted by March. The responses would be presented to the Regents in April. A competency on performance reviews is changing from DEI to Welcoming and Respectful Environment. The task force is seeking input to help inform its responses. Feedback can be submitted at <https://diversity.uiowa.edu/form/dei-forward-task-force-feedback>.
- Jorris noted Staff Council will have a role on the Hancher-Finkbine Award nomination team. The team selects the recipients of the Hancher-Finkbine Medallions, which are considered prestigious awards at Iowa.
- Staff Council leadership has been sharing a proposal to extend or make permanent the Tuition Assistance Program. The tuition assistance program is a benefit available to staff that helps defray the cost of a college course. The proposal is expected to be presented to the campus budget review committee.
- Council member Hopson participates on behalf of Staff Council in the Big 10 Academic Alliance. Staff from each Big 10 university are represented. At the last meeting, alliance members discussed

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that most schools had seen top-level changes and the impact. Some of the universities are looking to expand recognized holidays. In Wisconsin, state lawmakers are looking to tie pay raises to enactment of DEI cuts.

- Jorris participated in the P&S ISU/UI/UNI Leadership Check-In. Jorris noted he would be advocating in support for a salary appropriation bill before the state legislature.
- UIHC Human Rights Week Committee: - <https://mlk.uiowa.edu>

Celebrate

- Working with the College of Liberal Arts (CLAS) Staff Council to partner and assist with funding for the 2023 Mary Louise Kelley Professional Development Award for job-related continuing education, training, and professional activity.
- Staff Council Funds the Staff Appreciation Grant Program, which provides units \$300 on an application basis for staff events and programs. <https://hr.uiowa.edu/recognition/staff-appreciation-grant>

Communicate

- The nomination period has been extended to January 19 for the Staff Council Awards.
- A Domestic Violence Intervention Program (DVIP) volunteer opportunity is on January 24. Contact at michele-hogue@uiowa.edu for more information.
- Iowa City Free Medical and Dental Clinic on behalf of United Way needs volunteers before February 1. Contact jschmidt@freemedicalclinic.org for more information.
- Other programs and events to be aware of include Holiday Lights at the Lake, Iowa Basketball staff tickets, U Eye Spy, Dance Marathon, Live Healthy 10-Week Wellness Challenge, Dr Martin Luther King.

Bylaws Committee Update – Schnelle

The Education Committee has proposed updating its language regarding its scope and purpose to focus on educating SC members more squarely on their roles and educating the campus community about SC. Existing language focuses on educating the campus community about professional development opportunities. These changes fall under the scope of bylaws.

Schnelle provided a first reading of the updated language.

Purpose: To inform the staff of the existence and function of the council. To educate and provide resources to incoming and current staff council members regarding the responsibilities, operations, and functions of Staff Council.

Scope of Concern:

- 1. Organize and present Council information to new staff council members through the mentorship and orientation programs.*
- 2. Provide education to the University Community about the function of Staff Council.*

The intent is to vote on the changes at the February meeting.

DEI Committee Update – Jorris

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Jorris noted there are several MLK Day/Human Right Week volunteer opportunities and notable days coming up. For more information go to <https://diversity.uiowa.edu/Celebrations>

Community Outreach Committee Update – Hinkle

- Hawkeye Elvis has been an outreach partner for SC. He was featured in a UICA article: <https://magazine.foriowa.org/story.php?ed=true&storyid=2382>.
- The Holiday Lights at the Lake volunteer effort was a success. SC members are encouraged to team up to support the event in the future.
- Volunteer opportunity at DVIP, January 24, 3-5 p.m. Contact is michele-hogue@uiowa.edu.
- Dance Marathon February 2-3. Volunteer opportunity: https://www.signupgenius.com/go/10C0C49A5AE2CAAFB6-45641685-dance#.
- Blood Drive, February 9, MERF atrium, 10 a.m. to 2 p.m.
- United Way volunteer opportunities: <https://www.unitedwayjwc.org/volunteer-express-signup>.
- Staff Council members are encouraged to log volunteer hours at https://login.uiowa.edu/uip/auth.page?type=web_server&client_id=workflow-hris&redirect_uri=https://workflow.uiowa.edu/auth/login&response_type=code&scope=workflow.gui+workflow.api+workflow.api.gui

Awards Committee Update – Schnelle

There are 18 awards. The deadline to nominate has been extended to Jan. 19. <https://staff-council.uiowa.edu/about-staff-council/staff-council-awards>

Council Corner Breakout

Council members convened in group discussions with a summary to be provided at a future meeting. The following questions were considered.

- What have you enjoyed about Staff Council so far this year?
- What would you like to still see us accomplish in the second half of this Staff Council year?

Adjournment

Jain motions to adjourn. Hopson seconds. Jorris adjourns the meeting.

Next Meeting

Wednesday, February 14, 2024
2:30-4:30 p.m.
Ted Pacha Family Club in Kinnick North