

UI Staff Council  
Wednesday, February 14, 2024  
2:30 – 4:30 pm  
Ted Pacha Family Club in Kinnick North and Zoom

**Present**

Jerusalem Alleyne, Neda Barrett, Josey Bathke, Brian Baxter, Amanda Bibb, Maria Bruno, Robert Butler, Bradley Carson, Brett Cloyd, Monica Dreyer Rossi, Chandler Easley, Hunter Floyd, Glen Fuhrmeister, Jadvyga Gerasimovic, Anne Hinkle, Michele Hogue, Erika Holm-Brown, 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, Tammy Paulus, Yelena Perkhounkova, Ashley Peters, Molly Rechkemmer, Rubia Ruiz, Teri Schnelle, Tony Senio, Mary Shumaker, Warren Staal, David Stenersen, Kathleen Tandy, Bridget Toomey, Santhana Velupillai, Heath Vignes, Darrelle Wilkinson, Donna Wong-Gibbons, Jennifer Yoder.

**Absent**

Nima Chaudhary, Dawn Coffman, Sam Patel, Vickie Roesner, Sonia Slevinski, Jessica Welter.

**Administrative Liaison**

Cheryl Reardon.

**Presenters**

Trevor Glanz, Jiangting Hu, Erin Litton, Liz Tovar, Debby Zumbach.

**Guests**

Heidi Anaya, Staci Anderson, Steven Anderson, Chris Annicella, Subathra Aravamudhan, Julie Arnold, Esther Baker, Ashley Ball, Nancy Bell, Ellen Boos, Amy Brewster, Kenneth Bruner, Ali Casella, Angela Charsha-Harney, Jackie Chu, Candice Clark Stevens, Alysa Coppinger, Stephanie Cronin, Carrie Damon, Collin Davis, Natalie Dejardin, Jenny Dix, Emily Dose, Rob DuBay, Stephanie Duncan, Cory Dunlay, Ryan Dusil, Kristin Edwards, Esmeralda Elizondo, Brandon Ewoldt, Tricia Filloon, Anthony Fina, Beau Finley, Barb Fishman, Jason Foster, Diane Fountain, Dave Frisina, Shawn Fuhrman-Smith, Sierra Gamon, Heather Ganka, Qianyi Gao, Gabriela Garcia, Amelia Garringer, Steven Garry, Kristal Gibson, Brittany Grabe, Jamie Grecian, Shannon Grecian, Becky Griffith, Betheen Groepper, Laurie Haag, Peggy Hammes, Heather Hansen, Aarin Harper, Keri Harris, Heidy Hazen, Brad Henderson, Jill Henecke, Deb Henricks, Suzanne Hilleman, Laura Himschoot, Alexa Iben, Abby Inglis, Vicki Jaeger, Amanda Jensen, Yolanda Jimenez, Marla Johnson, Jann Johnson, Gloria Jones, Morgan Jongasma, Kourtney Kepler, Gemma Kerr, Gianna Kiebel, Emma Kirk-Alvarez, Steven Krippner, Nancy Kroeze, Denise Krutzfeldt, Katherine Lair, Corey Landstrom, Liz Lara, Queena Lin, Kylene Loughrey, Karen Lynxwiler, Bob Manders, Garrett Mangan, Ashley March, Amy Mattix, Lydia Messer, Jacqueline Miller, Jennifer Modestou, Anthony Moeller, Erin Monroe, Susana Montero Herrera, Lew Montgomery,, Lauren Mullinnix, Jessica Muschaweck, Rachel Napoli, Binh Nguyen, Katrina Oaklander, Paul Oh, Hellecktra Orozco, Thomas Pace, Susmita Pal, Heidi Parker, H J Pedelty, Lily Phonphiboun, Kristine Pinter, Heather Pompo, Gina Pottorff, Tracey Pritchard, Christal Quigley, Meredith Rahn-Oakes, Mandi Remington, Debbie Rhinehart, Michelle Ribble, Michelle

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Riggleman, Ashlin Riley, Gabriela Rivera, Ethan Rogers, Kristine Roggentien, Robin Ruetenik, Ashley Sampson, Adam Santi, Gregory Saunders, Diane Schaeffer, Jeni Schiele, Darcie Schilling, Rayf Schmidt, Kimberly Schuler, Scott Sellner, Melissa Shriver, Dani Sigler, Colton Smith, Troy Smith, Eve Stano, Michael Stanton, Kimberly Stevenson, Linda Stewart Kroon, Kim Stoltz, Kim Stout, Janelle Sturtz, Teresa Suchomel, Charlie Taylor, Jennifer Timmerman, Yoko Tsoi, Erin Turnis, Devin Ulstad, Tonya Wageman, Gregory Wagner, Rae Wajda, Elizabeth Wallace, Jan Waterhouse, April Wells, Heather Werth, Monica Wessels, Ashley Wilkens, Lauren Wittenburg, Laura Wittmann, Sam Wittrock, Andi Woods, Kevin Young, Mallory Zitek.

### Minutes

January Staff Council Minutes approved.

### Meeting

Jorris opened the meeting by thanking Council member Senio for organizing the meeting at Kinnick Stadium. Jorris moved into an overview of his platform of the “3 Cs,” Celebrate, Collaborate, and Communicate.

#### **Collaborate**

- Staff Council has been active in the welcome of staff from Mercy Hospital, which is being integrated into UIHC. Toomey, Kleppe, Jorris attended to Mercy welcome events.
- Staff Council members volunteered with the DVIP nonprofit to package health kits.
- In meetings with UIHC leadership, topics of parking and the Mercy integration were discussed.
- Staff Council members created literacy kits and distributed them at local libraries as part of a Human Rights Week/United Way volunteer effort.
- Staff Council members visited the State Hygienic Lab, which has staff of the main campus, including in Ankeny.
- In meetings with the UI Alumni Association, it was discussed how to connect with staff who are alumni as well as recruiting current students to consider careers at UI.

#### **Celebrate**

- The Awards committee secured 54 nominations for campus-wide staff awards. This was a record.
- Staff Council members volunteered in multiple roles including bag check and family support. Staff members contributed more than \$34,000 in donations.

#### **Communicate**

- The 41st annual UI Presidential Lecture will occur on Feb. 19 and will feature Professors Christopher Coffey, College of Public Health, and Cristina Tilley, College of Law.
- Nominations for the Diane L. Finnerty Diversity, Equity, and Inclusion Legacy Award and Lola Lopes Award are open.
- Staff are encouraged to participate in the upcoming UI Blood Drive.

**HR Update: Compensation & Classification Focus on Career Development – Glanz and Hu**

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UI has 18 job functions, 138 job families, 25 unique classifications, and 436. total classifications. Approximately 40% of employees use working titles, which is encouraged as long the titles are not misleading of responsibility or scope of position. There special compensation opportunities including \$200 Spot Awards which can be received up to six times per year. The college/division level has flexibility to set salary within established parameters and with oversight from University Human Resources. The market range and median zone for pay levels 2A through 8B serve as a guide when determining an appropriate salary. Colleges and divisions are encouraged to consult with University Human Resources to assist with salary reviews. Salaries offered during hiring process is done with consideration of credentials of the candidate, difficulty in filling the position, internal and external market analysis, and available budget. Employees, supervisors, and reps can initiate requests for career promotion, career shift, and career advancement. Documentation in support of these requests should employee completing the additional duties for a sustained period of time. Employees can also use a competing job offer to seek a change in salary.

### **Well-Being Update: Get Involved – Litton**

Litton focused on getting involved as the wellbeing topic for the month.

- UI is participating in the “5 actions for 5 days” initiative to combat isolation. This is an initiative of the surgeon general. The program works by committing to connect with people in your life. This can be in the form of gratitude, offering support, or seeking help. Part of the exercise is also reflection on how the connection made you feel.
- The UI Food Pantry GOLDrush campaign is occurring in February to combat food insecurity. More information is at [Givecampus.com/schools/UniversityofIowa/have-a-heart-for-ui-food-pantry](https://Givecampus.com/schools/UniversityofIowa/have-a-heart-for-ui-food-pantry).
- Employees have access to the Employee Assistance Program: Support and 24-7 Crisis Line for mental health needs. [mentalhealth.uiowa.edu/ui-support-and-crisis-line](https://mentalhealth.uiowa.edu/ui-support-and-crisis-line).
- For self-care, employees can work with a health coach to develop personalized plan. There is a 20-20-20 rule to every 20 minutes stand for 20 second and look 20 feet beyond your computer. In addition, faculty/staff are encouraged to complete the Personal Health Assessment (PHA). PHA supports campus, department, and individual well-being.
- Departments can pursue group activities. There is a resource guide at [hr.uiowa.edu/employee-well-being](https://hr.uiowa.edu/employee-well-being), well-being tool kits, units can seek LiveWell grants, and units can engage their wellness ambassadors.

### **UI DEI Task Force – Tovar**

Tovar provided an overview of activities of the DEI Task Force and took questions. The task force was assembled to respond to recommendations from the Board of Regents. SC members James Jorris and Neda Barrett are part of the task force. There is a diversity of views represented on the task force. Human resources is well represented. Tovar noted the assessment of DEI activities is a health process. Regardless if some of the terms change, diversity will remain a core value at UI. The group has met five times beginning in December and will provide a report to campus leaders in March. While the Regents recommendations challenged the need for certain positions, Tovar stated that people are not at risk of losing their jobs. DEI specific positions must be tied to accreditation and compliance. The challenge to the task force and campus is to think about DEI in new, more broad ways so it is more encompassing and it is in not viewed as only about race,

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gender, and LGBT. Feedback can be submitted to the DEI Task Force website:  
<https://diversity.uiowa.edu/BoR%20DEI%20Study%20Information>

### **Parking & Transportation Update – Zumbach**

Zumbach began with some “fun facts.” The department manages 17,314 parking spaces, 5,265 bike spaces, approximately 2.4 million transactions per year, and has seen a 47% reduction in parking citations issued annually since 2002. A number of commuter programs exist including employee vanpool, U-PASS, employee carpool, UI RideShareNetwork, bicycle, and 380 Express. Zumbach noted the department sent a letter advocating for the extension of 380 Express. The department generates around \$23 million in parking revenue, which is near evenly split between public parking fees and permits, with the final 7% of the pie coming citations, athletic events, and other miscellaneous revenue. Cambus is another significant portion of the operation, generating \$5.16 million in revenue Cambus provides 2.4 million rides, and relies heavily on student employees at 2,251 labor hours. Zumbach noted that Cambus is one of the most under-the-radar hubs for career growth of students. Fleet Services falls under parking and transportation with 65% of the operation’s budget for the lease fleet and 26% the rental fleet. The new three bay, five level, 985-space Hawkeye Parking Ramp is being constructed north of the West Transportation Center. It is due to open in January 2025. Other projects include three temporary surface parking areas on the west campus, planning for a second new ramp on the west campus, the first-ever real-time parking availability dashboard, and updated GPS equipment on all Cambus vehicles.

Zumbach noted several permit rates are expected to increase; however, the Hawkeye Commuter lot would not see a rate increase.

### **Staff Council Committees: Mid-Year Progress Reports**

- Awards Committee worked to simplify and clarify the awards nomination process. A key accomplishment includes generating the most nominations ever at 54.
- Bylaws Committee led the effort to expand the composition of Staff Council by 2 positions and has been meeting with each committee to review scope to consider updates.
- Committee on Committees participated in implicit bias training and has filled seven vacancies on university charter committees. The committee will be conducting a review of protocols and scoring rubric for applicants.
- Communications Committee has seen a 5% increase in newsletter open rate over last year and has conducted a review of the website. The centralization of meeting invites has contributed to a significant increase in meeting participation.
- Community Outreach Committee has received a certificate from the Iowa DOT for cleaning its stretch of roadway. The contract is renewed for another 2 years. Staff Council volunteerism is on track to exceed that of last year. They are seeking a greater spread of participants.
- DEI Committee is contributing to a campuswide diversity event. There has been outreach to the Latinx Council, disability awareness, and the Hubbard Scholars Mentorship Program.

### **Council Corner Feedback – Jorris**

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Jorris summarized feedback received during a breakout session during the January Staff Council meeting.

Q1: What have you enjoyed about Staff Council so far this year? Staff cited a variety of topics. They supported mailing dispatch emails to everyone. We are seeing increased attendance at meeting. Members like Jorris' presidency and focus on the 3 Cs (Collaborate, Celebrate, and Communicate), highlight DEI events, inviting state legislators to meetings, comradery and engagement, transparency on efforts, volunteerism, breakout sessions, light hearted energy. Great presenters, better sense of role, greater participation, more in person activities, and the new Instagram account.

Q2: What would you like to still see us accomplish in the second half of this SC year? Recommendations included more updates and insight on the 10-year plan for the institution, particularly when there are changes, Hawkeye Caucus Day, DEI advocacy, recruitment for Staff Council elections, adding a page to the website to explain how one becomes a Staff Council member, and promotion of meeting topics. Jorris noted Joe Bilotta will be presenting on the 10-year plan at an upcoming meeting and the tuition assistance proposal was submitted on February 1.

### **Bylaws Committee Update – Schnelle**

**Action:** Staff Council unanimously approved an update to the Education Committee purpose and scope of person. The new language is as follows:

*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.*

### **DEI Committee Update – Jensen**

Upcoming notable milestones include Black history month and Women's history month. Campus activities can be found at <https://diversity.uiowa.edu/Celebrations>.

### **Community Outreach Committee Update – Hinkle**

Eleven Staff Council volunteers assembled 144 kits at DVIP. Staff Council members volunteered with bag check, check in, and served food at Dance Marathon, and staff raised at least \$34,000 for the cause. Staff Council sponsored a blood drive and donated 11 units of blood. All donations stay at UIHC. A Shelter House book drive is scheduled for Feb. 18: <https://bit.ly/booksale2024>. Food Pantry drive is being planned for the spring.

### **Adjournment**

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

### **Next Meeting**

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Wednesday, March 20, 2024  
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Hybrid: 2520-D UCC & via Zoom