

# **Staff Council Committee Mid-Year Progress Reports**

*Presented by Committee Co-chairs*

# Education Committee

Jordan Immerfall, chair

Accomplished or

In Progress

## ▶▶ Goal Overview ◀◀

*1: Complete UISC introductory video for new UI staff;  
2: Maintain UISC mentorship program; 3: (new) Develop initial and mid-year orientation for new UISC staff members*

### Key Accomplishments

- *UISC video is in final draft stages*
- *All new UISC members paired with mentor*
- *Health and Wellness fair went great!*

### Key Metrics

- *Shared with Exec Committee for final feedback edits. Will be done within next month*
- *400+ visitors at the Health and Wellness fair*
- *SOP initial draft is done*
- *Mid-Year Check-In orientation happened today*

### Indicators of Success

- *Feedback on video was overwhelmingly positive*
- *Will solicit mentorship program feedback soon*
- *Many positive interactions at Health Fair*

### Outcomes or Impact

- *Awareness of UISC should increase with video and presence at Health Fair*
- *Orientation: Provide UISC members tools/support needed to be successful and effective*

# Elections Committee

Makur Jain, chair

 Accomplished or

 In Progress

## Goal Overview

1. *Ensure a smooth election process*

### Key Accomplishments

*Collaborated with ASC, Bylaws and with Executive Committee approval, increased BH representative by 2 due to increase in staff. Followed the same procedure for the Downtown Healthcare Campus acquisition, increased 1 BH and 1 org rep, and other vacancies.  
Updated the employee to representative ratio in the SC policies and procedures.*

### Key Metrics

*Employee to representative ratio set in the SC Policies and Procedures (P&P).*

### Indicators of Success

*Updated P&P for future use.  
Employee to representative ratio set in the SC Policies and Procedures.*

### Outcomes or Impact

*Easier election and vacancy filling for future SC councilors with increased clarity.  
Better compliance with P&P.  
More representation on SC for functions as they grow.*

# Health Care Committee

Erika Holm-Brown & Donna Wong-Gibbons, co-chairs

Accomplished or

In Progress

## ▶ Goal Overview ◀

- 1: Maintain engagement and meaningful relationship between UI Staff Council Health Care committee and UI Health Care leadership team.*
- 2: Continue our commitment towards diversity, equity, and inclusion issues*
- 3. Support employee resiliency, safety, and mental health*
- 4. Increase Staff Council visibility within the UI Health Care community*

### Key Accomplishments

*Our biggest accomplishment this year was to build our relationship with UIHC Leadership and welcome the Medical Center Downtown staff.*

### Key Metrics

- Regular meetings with UIHC Leadership held*
- Speaker presentations*
- Participation in events for increased visibility*

### Indicators of Success

- Feedback from UIHC leadership has been positive*
- Diversity speaker planned for May*
- Participated in Science Thursday, MCD welcoming event, and hospital week*
- Relay staff concerns to UIHC Leadership*

### Outcomes or Impact

*UIHC leadership and staff are gaining awareness of our work and representation*

# Human Resources Committee

Maria Bruno & Dawn Coffman, co-chairs

Accomplished or

In Progress

## ▶ Goal Overview ◀

1. *Strengthen catastrophic leave by identifying gaps.*
2. *Continue to advocate for increased funding for tuition assistance.*
3. *Follow up with HR regarding remote agreement updates.*

### Key Accomplishments

*Submitted the Tuition Assistance proposal for consideration to the Board of Regents.*

*In progress: Catastrophic Leave and Remote Agreements*

### Key Metrics

- *Collected additional data to identify college and unit utilization.*
- *Gathered testimonials that highlighted the benefits to staff.*
- *Identified assets highlighted through data analysis.*

### Indicators of Success

- *Family Charter Committee is interested in collaborating regarding Catastrophic leave.*
- *Received overwhelming positive response from senior administrators and will present TA proposal to board of regents in April.*
- *Increase awareness of remote agreement process.*

### Outcomes or Impact

1. *TA funding will increase, more staff benefit*
2. *Catastrophic leave will be more accessible*
3. *Increased clarity of utilization for remote work*

# Merit Supervisory Exempt/Confidential Committee

Dawn Coffman, Rubia Ruiz & Tony Senio, co-chairs

Accomplished or

In Progress

## ▶▶ Goal Overview ◀◀

1. Review and update MSEC specific survey and send in fall and spring to allow our constituents to voice concerns anonymously.
2. Look into options on what we can do for Merit staff employees in general rather than just MSEC with numbers decreasing and many merit staff are not part of a collective bargaining unit.
3. Communicate with Regents Institutions (IA State, UNI, ISD, and IESBVI) in January to compile updated MSEC employee data for 2024. Double check on Regents institutions interest in RISCAC.
4. Prepare RISCAC statement to Board of Regents. Have final draft completed by end of February

### Key Accomplishments

Communicated with IA State, UNI, ISD, and IESBVI.  
Created a survey for MSEC staff  
Prepared the RISCAC statement

### Key Metrics

Met monthly to discuss differences between merit and merit supervisory exempt to get better understanding  
Invited Trevor Glanz to attend one of our meetings to give us more insight on the classifications  
Considered all of our SMART goals and used those in creating our MSEC survey for our constituents

### Indicators of Success

Communicated with Regents institutions to obtain their numbers to add to our RISCAC statement to Board of Regents.  
Our Survey is live and will continue to monitor the results as they come in.

### Outcomes or Impact

Have already started to come up with goal ideas for next year  
Our survey is live now and will be reviewing results as they come in  
Board of Regents letter was turned into Cheryl Reardon last week.



# University Relations Committee

Brett Cloyd & Ashley Peters, co-chairs

Accomplished or

In Progress

## ▶▶ Goal Overview ◀◀

1. Continue engagement with state legislators.
2. Collaborate with shared governance groups on campus
3. Increase partnership with peers within Big Ten

### Key Accomplishments

1. Met with state legislators at forum in partnership with faculty senate
2. Reached out to all members of the state legislature as part of Hawkeye Caucus
3. Resumed outreach to campus groups
4. Helped Big Ten by facilitating meetings and sharing resources

### Key Metrics

1. Three legislators joined Staff Council meetings; 5 attended forum
2. Passed our goal of reaching 15 state legislators
3. Met with 5 shared governance groups with more to come

### Indicators of Success

*We are prepared to have a successful experience at Hawkeye Caucus by including committee members in the planning process. This year, there has also been strong collaboration with Faculty Senate and student governance groups and sharing ideas and resources with our Big Ten partners and campus staff councils.*

### Outcomes or Impact

*Be part of a positive effort to share and celebrate the work of UI staff in a variety of settings. Actively build recognition across the University by emphasizing the value of collaborative roles for UI Staff Council.*