

UI Staff Council Executive Committee  
Wednesday, March 6, 2024  
2:30 – 4:30 pm  
2520B UCC and Zoom

## Attendance

**Present:** Neda Barrett, Nima Chaudhary, Makur Jain, Molly James, James Jorris, Jackie Kleppe, Brian Morelli, Ashley Peters, David Stenersen.

**Liaison:** Kellie Digmann.

**Guest:** Jerusalem Alleyne, Josey Bathke, Jordan Immerfall.

## Minutes

SCEC February minutes were adopted unanimously without changes.

## Discussion topics

### Staff Council March Agenda Review - Jorris

The wellbeing topic will be resilience and mental health. SC will receive a facilities update, including information about the 10-year master plan. Jain will provide an overview of the elections and nominations plan. Officer nominations will occur at the meeting. Additional presentations will be on Discover Your University and Respect@Iowa.

### Updates

Staff Council has seen changes in its roster.

- Hunter Floyd replaced Tom Herwehe (ORG Rep for Dentistry), who has taken a different position.
- Glen Fuhrmeister replaced Carl Folmer (ORG Rep for College of Business), who has taken a different position.
- The 2024 SC Elections will seek a replacement for Greg Hopson (Function Rep for IT), who has left UIHC.
- The replacement process is underway for Robert Butler (ORG Rep for IT), who has resigned from SC.

### Bylaws – Bathke

The bylaws committee is seeking guidance on how to update Staff Council representation based on the addition of the Mercy Hospital downtown campus. The question is whether to change the ratio of representative to constituent or to increase the size of Staff Council. There was also discussion of whether to consider swinging Staff Council slots from unit-to-unit as staffing numbers change.

### Elections – Jain

Staff Council will have 15 openings during the spring elections process. Staff Council will hold an open forum to take questions and offer insight. A nomination form is being created.

### Community Outreach - James

**Action:** EC approves \$160 in funding for a Community Outreach committee-led volunteer effort to create literacy kits. This effort is in coordination with United Way.

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### **Continued Discussion of Awards Timeline – Jorris/Stenersen**

Stenersen projected \$11,000 in unaccounted for Coca-Cola Funds remaining to be distributed. Staff Council funds monetary awards for Staff Council Awards. There had been discussion of changing the timeline for funding/awards. EC committee favored keeping the schedule in June.

### **Dedicated (Sub)Committee for Remote & Non-Iowa City Staff –Alleyne**

Alleyne works for the State Hygienic Laboratory based in Ankeny. Alleyne shared concerns of staff members who work away from the main campus, either in another location or remote. A primary issue is the feeling of being disconnected, the feeling of fewer opportunities and benefits, and a lack of ability to advance skills as equitably as staff on the main campus. Those closer to campus have more knowledge of opportunities and better tools, and there is a feeling those off campus are at a disadvantage. HR interactions are impersonal and less effective. There is an “us-versus-them” mentality. Possible next steps include conducting surveys and creating a SC committee for better representation.

### **UISC Video draft – Immerfall**

Immerfall shared a draft of a SC video to share with employees. The video explains the role of SC on campus. The video could be shared with new employees as part of an ebinder/welcome packet. The video was reviewed positively by EC members.

### **DEI Task Force Update – Barrett**

Barrett provided an update of discussion topics of the DEI Task Force. She noted changes to hiring language and process is effective March 1. A key change is to eliminate DEI questions from the interview process unless the job specifically pertains to that topic. Events would have a tagline that all are welcome. A fear being expressed among faculty is a loss of academic freedom. Staff are concerned about being lost in the shuffle among faculty and students. Students concern is eliminating the focus of DEI will create a “free for all.”

### **Final updates - Jorris**

The Tuition Assistance Program proposal has received positive feedback. Voting is expected to occur in April. The Iowa Heartlanders want to host SC for a game. Jorris is gathering more details.

## **Adjournment**

Jorris adjourns the meeting.

## **Next meeting**

### **Next Meeting**

**April 2, 2024**

**9-11a**

**2520B UCC**