

UI Staff Council
Wednesday, April 10, 2024
2:30 – 4:30 pm
Hybrid: MERF 2189 & via Zoom

Present

Jerusalem Alleyne, Neda Barrett, Josey Bathke, Brian Baxter, Amanda Bibb, Maria Bruno, Bradley Carson, Nima Chaudhary, Brett Cloyd, Dawn Coffman, 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, Lindsay Lansberry, Shuhui Lin, Sarah Livesay, Sam Mitchell, Brian Morelli, Evans Ochola, Jamie O'Meara, Sam Patel, Tammy Paulus, Yelena Perkhounkova, Molly Rechkemmer, Vickie Roesner, 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, Jennifer Yoder.

Absent

Richard Dvorsky, Jackie Kleppe, Ashley Peters, Rubia Ruiz, Teri Schnelle.

Administrative Liaison

Kellie Digmann.

Presenters

Stratis Giannakouros, Sean Hesler, Lynette Marshall, Rachel Napoli, Heidi Zahner Younts.

Guests

Steven Anderson, Susan Bailey, Janet Bell, Denise Bruck, Terence Cain, Emily Dose, Elissa Douglas, Michael Fletcher, Anna Gamboa, Brittany Grabe, Sarah Gretter, Deb Henricks, Lauren Hynek, Jesse Kiracofe, Leah Koppes, Molly Kucera, Corey Landstrom, Ann Lawler, Queena Lin, Erin Litton, Amy Mattix, Haley Mosqueda, Karian Mulford, Jessica Muschaweck, Hellecktra Orozco, Corey Pass, Lily Phonphiboun, Hillary Ramaker, Adriana Rodriguez, Ethan Rogers, Blake Rupe, Diane Schaeffer, Abigail Schaver, Kelsey Shust, Kim Stoltz, Teresa Suchomel, Kelly Taylor, Kyle Vanderploeg, Elizabeth Wallace, Mallory Zitek.

Minutes

March Staff Council Minutes approved.

Meeting

Jorris provided an overview of Staff Council activities.

Collaborate: Staff Council participated in a meeting with the Staff Council for College of Education. Staff Council will have a voice in the search for the lead administrative officer position

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at UI Health Care Downtown Campus and the UI Stead Family Children's Hospital chief administrative officer. In addition, 15 SC members participated in Hawkeye Caucus Day at the Iowa State Capitol.

Celebrate: SC awarded \$14,000 in Staff Excellence awards and \$17,500 in Mary Jo Small awards. An awards ceremony is scheduled for 6p, April 30 at Hancher Auditorium. SC reps also attended the Celebration of Excellence and Achievement Among Women and had a social outing at the Iowa Heartlanders hockey game.

Communicate: Staff Council promoted One Day for Iowa and is partnering with the Office for Strategic Communications to include plugs for meetings in IowaNow. Volunteer opportunities include proctoring exams starting May 6 and staff are encouraged to participate in Discover Your University on April 18 and May 21.

HR Update: Organizational Effectiveness Programs and Services – Rachel Napoli, Executive HR Director Organizational Effectiveness • Organizational Development

Napoli provided an overview of the office and its processes. Service is a key component of its work. The office has been reviewing its programs to determine where to allocate resources. The goals of the review are alignment with strategic plan, prioritization, and reputation. Points of examination include impact, audience, scalability and priority. The office is looking at how to leverage technology and adapt when things change.

Areas of growth include employee experience survey, performance management system & process, standard sessions/workshops on high demand topics, LinkedIn learning, team coaching, consultation (organizational development); resources on key topics, IALA (formerly DEO Leadership Program), and individual coaching in leadership development programs, OE web content and design.

The program is not offering custom team building/workshops/ training/presentations for departments, lean process improvement, project management as a campus service, meeting facilitation (unless part of a consult), or UI trainer network.

Areas being realigned or automated include HR retreats, careers in HR, new hire list for Benefits, OE, & UI Healthcare, Zoom production/tech support, and IOWA award ceremony.

Areas being sustained include change management, brief consult, e.g. performance management consult for supervisor, executive coaching referral, new leader feedback (prior to arrival, (facilitated session w/ team), team building; team culture/climate, retreat planning/facilitation support, strategic planning support, unit review (org design, culture), DISC assessment & debrief, 360 review & debrief, StrengthsFinder for team, training open for all faculty & staff, PASS (series) for supervisors, Supervisor Training@Iowa, supervisor skill development (toolbox etc.), for-fee workshops, change management training, My Training, online learning (ICON), training production (video, animation), Mary Jo Small Staff Fellowship, professional development awards, and tuition assistance.

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Well-Being Update – Stratis Giannakouros, Director, Office of Sustainability & Environment • CLAS Administration

Giannakouros is a member of the Built and Natural Environment Sub-Committee of the Well-Being and Mental Health Campus Collaborative. The collaborative is a structured, coordinated effort to substantively improve the health and well-being of all members of the University of Iowa community. It consists of participants who oversee mutually reinforcing activities around health and well-being on campus or in the community. The Well-Being and Mental Health Campus Collaborative is charged with outlining strategic priorities and a 3-year plan to meet the vision for the University of Iowa to:

- embed well-being and mental health into all aspects of campus culture, and
- leverage research, collaboration, and action to improve the well-being of our campus, the state, and the worlds

The subcommittee was charged with exploring the wellbeing needs of the University of Iowa campus as they relate to its interior and exterior spaces. Given the amount of time UI students, faculty, and staff spend in and on UI space, it is critical that we design and utilize its components with health and wellbeing as a priority. Doing so will not only contribute positively to the health and wellbeing of the community, but also to the productivity and overall success of the institution.

In its first year, the group produced two broad sets of recommendations: one around building design and standards and another around activating green space on campus. The SPARC committee asked that work continue on the former, so the group has updated its subcommittee's charge and membership accordingly.

Year two plans include continuing with a draft "Health and Wellness Design Questionnaire" with the intent that it could be used early in the design process to better identify partners who share campus' values in creating spaces that maximize student, faculty, and staff wellbeing. The subcommittee's work product in year two will be to adapt the questionnaire to promote and infuse human-centered design principles in the processes that create and renovate our campus spaces.

Giannakouros encouraged staff to weigh in on campus projects and noted it would be helpful to have a process for doing so.

Leadership Excellence Work Group – Sean Hesler, Director, Organizational Effectiveness Operations • Organizational Development, Heidi Zahner-Younts, Assistant Director, Organization and Leadership Development • Organizational Development and Maria Bruno, Executive Director, Belonging & Inclusion and Asst to VPSL • Student Services

Bruno provided an overview of the group.

Strategy: Identify internal and external opportunities for cultivating emerging leaders and provide training and mentoring to expand leadership skills.

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Tactic: Define and cultivate skills and behaviors that contribute to leadership excellence at IOWA.

Year One: Identify research-based leadership attributes and align to the core values of the strategic plan.

Year Two: Gather feedback and input on leadership attributes and develop plans for implementation. Inventory current leadership development across campus and identify gaps.

Scope: UI staff – across levels and positions, with consideration for opportunities to coordinate and align with faculty SPARC outcomes and student leadership initiatives where appropriate.

Bruno provided outlined working definitions of leadership attributes and sought feedback.

- Culture Builder – uphold core values and inspiring work in accordance with UI core values within and across teams and structures
 - Questions emerged about what is meant by structures.
- Intentional Inclusion – purposely bringing a wide array of ideas, voices and opinions into consideration, planning, partnerships and implementation.
 - Question about what is meant by partnerships
- Integrity – in gendering trust, responding when errors in judgement or behaviors occur, making tough decisions while demonstrating trust in people, hold self to highest standards of professionalism and scholarly ethics, exercising sound judgement with resources.
 - Some expressed it felt wordy.
- Agile/Adaptive – in face of unexpected or uncertain circumstances, leading and communicating through ambiguity, and having grit
 - There is a feeling there's a negative tone, particularly around the word grit.
- Emotional Intelligence – awareness of self and others and ability to regulate emotions to build report relationships and outcomes, and have empathy for feelings and experiences of others.

Feedback on the definitions may be provided via email to the three presenters by May 15.

Attributes in action:

- a conversation starter for coaching/mentoring/supervision.
- a set of qualities shown to foster a positive working environment and strong performance when leaders practice them.
- a priority for leaders and leadership development programs.
- expected to guide future leadership development at IOWA – to encourage individuals to express their unique strengths.

Attributes are not:

- rigid expectations trying to make all leaders alike.
- one size fits all. They may show up differently depending on individual roles and levels within the department or organization.
- only for formal leadership development (e.g., leadership programs).

Presenters are seeking help advocate for leadership development at all levels.

Officer Election Nominations - Makur Jain, Election Committee Chair

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Jain provided an update on nominations. Officer elections will be held at the May meeting.

UICA Advancement Partnership & Campaign Readiness 2024 – Lynette Marshall, President and Chief Executive Office of the UI Center for Advancement

The mission to advance the university through engagement and philanthropy.

A few data points include:

- 200,000 engaged constituents
- 55,705 donors gave \$266 million in fiscal 2023
- 302 faculty positions endowments created by donors
- \$1.52 billion endowment supports the university in perpetuity
- 157 million was transferred to campus in fy23

The campaign is called to raise more than \$3 billion. The purpose of campaign is unity of messaging in terms of priorities, urgency of, capacity-building (right size staff), and engagement. The fundraisers started the quiet phase in 2019.

Bylaws - Bathke

The addition of the Downtown Healthcare campus has prompted a need to expand Staff Council. The proposed bylaws changes include:

Revise Article III, Section 1 to read as follows and update table 1. :

*“The Council will be comprised of **60** members (see Table 1): **39** representing Job Functions/combined Job Function Categories, herein referred to as Job Function Categories, and*

The changes amount to one org rep for UIHC downtown, one admin/audit compliance legal and risk, and one to behavior health.

There are 60 members total - 39 in job functions and 21 in orgs.

Adjournment

Jorris adjourns the meeting.

Next Meeting

Wednesday, May 8, 2024
2:30-4:30 p.m.
Hybrid: Old Capitol Museum & via Zoom