

MINUTES

CLAS Staff Council – regular monthly meeting
Wednesday 8/18/21 – Zoom

In attendance:

Fullenkamp, Knights, Sokoloff, Richardson, Mineart, Hospodarsky, Mast, Sulaiman, Rockwell, Pieper, Jensen, Kirk

- I. Call to order – 10:32 a.m.
- II. Roll call, minutes approval (from 7/21/2021) Greta moved approval and Jeremy seconded. Minutes approved.
- III. New Business – EMMA’S BACK
- IV. Committee and Ex-Officio updates
 - a. Awards (Pieper) – Noted that there is a goal to tie \$ award to the Leadership Award (award demonstration of leadership by staff at any level), and request to increase the quality and budget for annual staff gifts
 - b. Bylaws (Sokoloff) – Committee is reviewing bylaws and will lead a discussion next month
 - c. Communications: New Website. Mark shared for final approval. Site will launch this week—with the addition of a few councilors (Rebecca, Ali, Heather) who were omitted in error. We will double check our list and make sure everyone is there. The committee continues to work on connecting with the right processes for using Dispatch to get regular updates out to CLAS staff.
 - d. DEI: Notes submitted to Council (see below)
 - e. Education
 - f. Executive
 - g. Ex-Officio
 - h. UI Staff Council- 175th anniversary, Presidential Installation, Presidential lectures. Discussion of new catastrophic leave policy and anonymized hours donation pool. Discussion of return-to-work pilot and revised FAQs for instructors.
- V. HR
- VI. ASG
- VII. Old Business
 - a. **ITEM MOVED TO NEXT MONTH** Discuss suggestions from Exec committee for expenditure of \$500 UI Staff Council money:
 - i. Door prizes (like t-shirts) for staff awards event
 - ii. An event for staff to promote running for SC

- iii. A small number of “Nice” prizes to give away in a drawing for people who follow our new Facebook page for CLAS staff
- iv. Add a cash award to the Staff Excellence award
- b. Current status of CLAS Return to Work Guidelines and staff response
 - i. Feeling that our hands are tied by the Regents
 - ii. Expression that the risks are low for vaccinated people to die from COVID—BUT vaccinated people can spread the virus, and it can be deadly to nonvaccinated people
 - iii. Frustration about lack of info re: infection rates, vaccination rates, contact tracing
 - iv. Relief that the UI has relented on restrictions of being able to talk about masking, vaccination while still not being allowed to require either for our students
 - v. Attendance policies (reverting to pre-COVID) are incentive for students to get vaccinated—but what do faculty do if they or their child gets sick or has to quarantine?
 - vi. What if your supervisor doesn’t validate your fear or decision that you should stay home?
 - vii. Why would we put people in harm’s way if their job doesn’t require it?
 - viii. HR official position is that we are a residential campus, so faculty, staff, and students should be here in person.
 - ix. HR wants people to apply for the pilot program so they have data and know what is really happening. Even if your supervisor discourages it, you should apply if you prefer remote work.
 - x. Feeling that leadership is not valuing the human beings who make up the University; they’re more interested in control.
 - xi. Action item is to share discussion points with leadership to inform their next decisions
 - xii. Suggestion: If your fellow staff are feeling anxious or want policies to change, please email staff council or fill out the anonymous feedback form so SC can capture that and quantify it.

VIII. Adjourn – 12 p.m.

Next meeting – Wednesday 10:30 a.m. 9/15/21 Zoom

Agenda item for next meeting:

September: bylaws (Greta and Becca) – we need to review and make sure we are following the bylaws we wrote, or amend them to reflect reality

September: Discuss suggestions from Exec committee for expenditure of \$500 UI Staff Council money:

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CLAS SC

DEI committee

8/11/2021

CCOM diversity events calendar – share / post the most current calendar

UICHR event on Aug 4 – Kathy forwarded email, see if they have more talks coming up that we can share, add to our calendar

Remind them about <https://diversity.uiowa.edu/programs/training-programs>

Committee elected Jen Knights as chair

AAC & BGAPS Welcome Event

Thursday, August 26, 2021 4:30pm to 6:00pm

University Capitol Centre

We are happy to welcome new and returning faculty, staff, graduate and professional students, and family for an in-person gathering. There will be refreshments, music, brief remarks, and announcements of upcoming events for the semester. This is co-hosted by UI African American Council and Society of Black Graduate and Professional Students. We will be in the Center for Diversity and Enrichment in 2750 University Capitol Centre (upstairs from CVS). While wearing a mask is optional for those...

<https://diversity.uiowa.edu/journey-unity-events>

Amanda suggested looking into bystander / ally training for SC members – Jen will see what's in the portfolio for Diversity Resources and see if they can give us a dedicated session