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**STAFF COUNCIL MONTHLY MEETING**
**MINUTES**

Wednesday 7/20/22, 10:30 a.m.

HYBRID

In-person: 302SH, or

Join Zoom Meeting

<https://uiowa.zoom.us/j/98191553384>

In attendance: Leyre, Jen, Sandy, Emma, Karen, Shonda, Mark, Mallory, Becca,

Nicole, Alli, Julie

Not present: Sylvia

1. Call to order by President 10:40 am
2. Minutes approval (from 5/18/2022)
	* Mal moved, Sandy seconded – approved
	* Sandy moved, karen seconded - approved
3. New Business
	* Welcome to new elected (and voting) council members:
		+ *Voting Group I (Academic Support, Libraries, and Information Technology):* ***Nicole Villanueva***
		+ *Voting Group II (Administration):* ***Alli Rockwell, Shonda Monette***
		+ *Voting Group III (Arts Culture and Entertainment, Marketing Communications and Outreach):* ***Mallory Hellman***
		+ *Voting Group IV (Business and Finance, Engineering and Architecture, Facilities, Human Resources):* ***Sylvia Gomez***
		+ *Voting Group V (Research and Health Care):* ***Leyre Castro Ruiz***
		+ *Organizational Representative to University of Iowa Staff Council:* ***Karen Noggle***
	* Welcome to new ex-officio members:
		+ Dean’s Office (Becca)
		+ HR (Julie)
		+ ASG (Rosie)
		+ UI Staff Council Org Rep (Karen)
	* Discussion of anonymous feedback from web form:
		+ Input: *“I am very concerned for the staff who will not be receiving raises on July 1, 2022. These staff will go at least 18 months before possibly getting a raise in July of 2023, and that will only be if the college has any funds available to give raises and we all know for the last many years that it has been between 1-2% for most staff. Obviously there is always exceptions for certain staff. With the cost of living (food, gas, everything a person buys to survive) going sky high, how are some staff going to be able to make ends meet and feel in the least bit valued? When they also hear other entities in the University are allowing their employees to work 100% remote, get a raise July 1, and some even will get bonuses July 1 and received raises on January 1, 2022, as well as bonuses. I know this is happening in Shared Services, so not only do they at least get a raise on July 1, 2022, they also in a sense get another raise of different levels -- no more gas to drive to work, less miles on their vehicles, means less oil changes, longer lasting tires, etc. No more paying for parking where they work or paying for van pool, or buses from their homes. Not as many new clothes to wear to work. Eating from home for lunch, and so many other things. CLAS better figure out someway to hold onto valued staff or the lean is going to even get leaner.”*
		+ Council discussion:
			- Fullenkamp acknowledged it’s a big concern and he has heard directly from fellow staff. Emphasized communication between dean’s office and staff throughout the college. It felt like it was not communicated directly or thoughtfully.
			- Rothbardt – Board of regents changed the salary cycle. She admits that Staff Council was not on her radar at that time. We also didn’t know what the budget was going to look like for pay increases, but we knew it’d be small. We could communicate only what the Regetns and UI HR said we could. And it really sucks. Only $35K in general fund for 360+ employees
			- Knights and Rothbardt talked about increasing capacity / skill on Communications team to address communication shortfalls—it will get better
			- Rothbardt- Our leadership has been advocating relentlessly to support our people, but we also acknowledge limited resources and a critical budget situation that we have to address
			- Fullenkamp: It’s also a retention issue. Pointed out we’ve lost 4 SC members to other colleges
			- Noggle- communication getting filtered through ASG leadership or DEOs, a lot of staff get left out. It’s an outdated way of communicating. (Hellman agreed.)
			- Hellman- Disparity between expenses of working in person vs. remote—this really resonates. Now that some of us are going back and some are not, we see the disparity more clearly. What incentives or offsets could the UI offer?
			- Villanueva – Would like to see more transparency about what different departments are doing. We lost some staff due to having to return in person. Different departments are doing things very differently, even if our work is very similar.
			- Rothbardt- as a college, we wanted to give departments more autonomy in deciding at a local level how hybrid work arrangements are decided.
			- Monette- Remote work is not an option for everyone, like instructional staff—lab teams. We’re also losing staff positions (not refilling positions vacated) which makes it even less possible to have remote work.
			- Rothbardt said she’ll look at data and consider ways that CLAS might help offset hidden costs.
			- Castro- Compensation and flexibility at work need to be independent. It would be unfair to pay people less to work remote.
			- (Rothbardt had to leave at 11:25)
4. Old Business
	* Debrief from CLAS Staff Council Retreat June 15
		+ Discuss and vote on proposed Bylaws changes discussed at retreat:
			- Article V: Update URL of CLAS SC website
			- Article IX, Sec.1: We need to add language to provide for election of a new councilor when a council member is elected to an office that extends their term past its expiration date. (So we sometimes have an extra council member but we stay on track with our staggered terms)
			- Article X, Sec.2: Officers of the Council are nominated and elected at the first meeting of each operational year.
			- Article XI, Sec.1: Remove language about appointing committee chairs and members. Committees are decided on a volunteer basis.
			- Article XVI:
				1. Eliminate bylaws committee and set aside time each year to review bylaws as a full council
				2. Establish Elections committee (Alli, Sylvia, and Leyre volunteered for an ad-hoc committee at the retreat but we want to add it to bylaws as a standing committee) and articulate Purpose / Scope Membership
		+ Moved by Knights, seconded by Rockwell. Passed unanimously.
		+ Note elections bylaws amendments proposed, to be voted on at August meeting
	* Update from ad hoc committee on plan for Visioning Event:
		+ September 16, 10-2:30, at IMU – includes lunch
		+ Inviting 32 staff from across categories / depts
		+ Facilitator: [Jennifer Horn-Frasier](https://www.linkedin.com/in/jennifer-horn-frasier-891a1aa/) from Bluebird Sky, LLC
		+ Current SC members who can attend will help as table leaders- there will be a brief training meeting ahead of the Sept 16 event
5. Officer elections
	* + Vice President (President-Elect)
			- Alli Rockwell! 🙌
		+ Secretary
			- Shonda Monette! 🙌
6. Filling SC seats vacated in Groups 2 and 5:
	* Group 2 nominations: Rebekah Podolefsky, Wynne Worley
	* Group 5 nomination: George Crull, Keith Baxelbaum, Alex Fell
	* These nominations go to the Executive Committee for appointment.
7. Committee assignments (current committee members)
	* + Awards (Sandy, Nicole)
		+ Elections (Alli, Sylvia, Leyre)
		+ Communications (Mark, Jen, Mal, Leyre)
		+ DEI (Jen, Mark)
		+ Education (Sandy, Shonda)
8. Committee update
	* Elections Committee: Proposed bylaws changes (to be voted on at August meeting) - Page 6
9. Ex-Officio updates
	* Dean’s Office: Instituting regular all-staff meetings led by Dean Sanders
10. Adjourn: 12:03 pm

ITEMS FOR FUTURE AGENDAS:

* August: Vote on Bylaws changes proposed by Elections Committee
* Discuss periodic, traveling coffee talk / Staff Council gatherings to build community, raise awareness about Staff Council, engage staff, recruit new Council members

# ELECTIONS COMMITTEE – PROPOSED AMENDMENTS TO BYLAWS

JULY 20, 2022 (to be voted on at August 2022 meeting)

# Article III

## Organization

SECTION 1. CLAS Staff is composed of staff that are non-organized Professional and Scientific and Merit Exempt personnel holding a regular appointment of 50% or more within the College. The Council will be comprised of 11 voting members: nine representing Job Function/combined Job Function Categories, herein referred to as Job Function Categories as defined in Section IV.2 of the [CLAS Manual of Policy and Procedure](https://clas.uiowa.edu/faculty/clas-manual-policy-and-procedure) and two at large members. In the event that a member’s term is extended by one year to serve as President, the number of voting members will be 12; see Article IX.

# Article IX

## Membership

SECTION 1. Membership Term

1. Councilor terms shall be three years unless a vacated term is being completed, or if the Vice President/President Elect or President is in the last year of their Council term, in which case a Councilor's term is extended in order to fulfill the duties of President and/or Past President. In the case of a fourth-year extension, the position that would have been vacated is still filled with a newly elected three-year term member in order to preserve balanced election cycles. If fulfilling the role of Past President extends beyond the elected term, the Past President will serve in an ex-officio capacity.
2. Councilors shall serve no more than two consecutively elected three-year terms.
3. Re-election can be sought after a one-year leave.