Present: Apryl Betts, Brenda Bradley, Wendy Brentner, Erin Brothers, Brian Brotzman, Angela Charsha-Harney, Nancy Davin, Heath Davis, Travis Dillavou, Laurie Hafner Dahms, Lisa Harless, Michael Hesseltine, Michelle Highly, Hans Hoerschelman, Kimberly Keister, Rudia Kihura, Trisha Kreman, John Laverty, Shannon Lizakowski, Monica Madura, Sherri Marine, Brooke McInroy, Tom Moninger, H J Pedelty, Jessica Richardson, Gayle Robertson, Angela Roemerma, Justin Rogers, Glenda Smith, Joshua Smith, Craig Spitzer, Sean Thompson, Brenda Van Dee, Sam Van Horne, Linda Varvel, Jim Verry, Katie Villhauer, Elesa Wedemeyer, Chuck Wieland, Tim Wolf, Julia Woodiwiss, Kevin Zihlman, and Marsha Adolph.


Administrative Liaisons: Kevin Ward, Interim Vice President for Human Resources Administration and Josey Bathke, Director, University Employee and Labor Relations.

Guests: Barbara Barrows, Libby Conley, Denny Crall, Theresa Drake, Gillian Fox, Lorna Golson, Jeri King, Joe Lang, Kimberly Lebeck, Katie Millard, Jen Reynolds, Ashley Vanorny, and Tab Wiggins (all new councilors).

Welcome, Attendance and Minutes Approval
Meeting called to order. Roll call taken.

Motion to approve the minutes with corrections from April 13, 2016 by Joshua Smith. Seconded by Apryl Betts. Motion carried.

Officer Speeches and Elections
All nominees for elections gave a short speech telling the council about themselves and what they hoped to accomplish. The following people spoke for the offices listed below:

John Laverty: Vice President/President Elect
Nancy Davin: Secretary and At-Large
Brenda Van Dee: Secretary and At-Large
Apryl Betts: At-Large
Wendy Brentner: At-Large
Michael Hesseltine: At-Large
Monica Madura: At-Large
Jessica Richardson: At-Large
Elections proceeded. Votes were counted by Heath Davis, Laurie Hafner Dahms, Lisa Harless, and Glenda Smith. The following staff councilors were voted into office for 2016-2017:

**Vice President/President Elect:** John Laverty  
**Secretary:** Brenda Van Dee  
**At-Large:** Nancy Davin, Michael Hesseltine, Monica Madura and Jessica Richardson

On behalf of the Elections Committee, Laurie Hafner Dahms thanked everyone for running and congratulated the winners.

**Human Resources Update, Kevin Ward, Interim Vice President for Human Resources**
- Kevin reported that 98% of performance reviews were completed. There were some issues with the vendor this year so this is a good return rate. There has been a survey sent to supervisors, employees and HR representatives. This feedback is very important in evaluating the tool.
- There is an active search currently being conducted for the Director of Benefits. The selection will be soon.
- There is an HR Task Force called Talent@Iowa. They are working to identify priorities and benchmarking. This is a Path Forward Operations Team initiative.
- The first Executive Leadership class is concluding. Those involved report this as being a very successful program. June 3rd is the application deadline for the next academy cohort.
- The final regulations for the Federal Labor Standards Act are not known yet. Kevin is hoping we will know by May 16. Any changes could be effective September, 2016. There is a possibility that the salary level might drop from $50,000 to $47,000. Kevin wants the campus to be aware and prepared for any changes.
- With all of the construction going on around the area, this is a good time to have conversations about flex scheduling within units. There are resources on the HR website for supervisors and staff about flex scheduling.
- The TIER HR redesign continues to make progress. As of the end of the third quarter for FY 2016, 9 colleges/divisions were complete, 10 in progress and 6 to begin early in FY2017.

**Councilor Recognition, Presidential Farewell and Transition**
Sean Thompson, Chair of the Outreach committee, reported on volunteer statistics this year.

- **Total number of volunteers:** goal was to get 60% of staff council involved. We had 63% this year.  
- **Total number of events:** goal was to participate in 10 events. We participated in 11 events this year.  
- **Total volunteer shifts:** Last year we worked 67 shifts. This year we had 78 shifts.  
- **Total hours volunteered:** Goal was to have 161 hours. We had 274 volunteer hours this year.  
- **Total money raised:** $912

UI Dance Marathon normally does a Christmas party at UI Children’s Hospital. This year because of the mumps outbreak, the Dance Marathon students were not allowed to participate. Staff Council stepped in and planned and ran the party. The kids who were able to come had a good time.

Honorable mention for volunteers:  
Erin Brothers: 4 events  
Brenda Van Dee: 4 events  
Hans Hoerschelman: 4 events  
Matt Watson: 4 events
Volunteer of the Year: Angela Charsha-Harney. Angela participated in OnIowa, International Students’ Ice Cream Social, UI Dance Marathon, Bowl for Kids’ Sake, Christmas party at the Children’s Hospital. Congratulations Angela!

The following Staff Councilors have terms ending or took a different position within the University in a different job function so were no longer eligible to represent the job function they were elected for. Hans gave certificates of appreciation to the following members: Travis Dillavou, Linda Stewart-Kroon, Chuck Wieland, Linda Varvel, BJ Hannon’ Brooke McInroy, Ann Ramsey, Justin Rogers, Dick See, Joshua Smith, Sean Thompson, Jerri Wolf, Brenda Bradley, Angela Roemerman, and Laurie Hafner Dahms. Thanks everyone!

Hans read his final statement for year-end statement. Hans said if he had to pick a single word to describe this year, it would be “transformative”. Erin presented Hans with a plaque of appreciation.

Announcements
Path Forward:
- Monica Madura reported on the Strategic Implementation Team.
  - Tom Rocklin, Vice President for Student Services, started a small group to discuss the various issues with student success. Monica is on that team.
- Erin Brothers reported on the Operations Team.
  - President Harreld moved Diversity up to the top of the list. He wants more training for diversity issues.
  - Mental Health care for students is the other item that was moved up and being worked on.

Hans sent a message to Staff Council this morning. There is a new budget process for UI. Last weekend there were presentations made from each unit to the upper administration team. There will be another meeting on May 20th to discuss the larger budget issues. Hans sent a note to the budgetary staff in each unit to include staff in the process. We want to be able to influence this new process as much as possible.

Hans asked if it would be easier for outreach items if they were sent as a calendar event and councilors could either accept or decline the event through their calendar. The answer was a resounding “yes”.

Josh Smith announced that “Bike to Work Week” is May 15-20. There are several events during the week including rides everyday as well as a Bike Boulevard on Saturday, May 21 from 8 a.m. – noon on College Street. Get out and participate or volunteer on behalf of the Sustainability Committee.

As a part of tradition for the last meeting, Josh Smith brought cookies to share with Staff Council. Thanks, Josh!

Adjourn
Joshua Smith motioned to adjourn the meeting. Seconded by Chuck Wieland. Motion carried and the meeting adjourned.

Respectfully submitted,
Laurie Hafner Dahms, Secretary