Present: Barbara Barrows, Apryl Betts, Wendy Brentner, Erin Brothers, Brian Brotzman, Joshua Cook, Dennis Crall, Collin Davis, Heath Davis, Theresa Drake, Gillian Fox, Lorna Golson, Lisa Harless, Michael Hesseltine, Michelle Highly, Hans Hoerschelman, Kimberly Keister, Rudia Kihura, Wayne Kintz, Julie Kramer, Kimberly Lebeck, Monica Madura, Sherri Marine, Betsy Momany, Melanie Ostmo, Jen Reynolds, Jessica Richardson, Gayle Robertson, Glenda Smith, Craig Spitzer, Brenda Van Dee, Sam Van Horne, Ashley Vanorny, Jim Verry, Katie Villhauer, Matthew Watson, Tabitha Wiggins, Tim Wolf, Julia Woodiwiss, Marsha Adolph

Absent: Angela Charsha-Harney, Libby Conley, Nancy Davin, Kim Geguzis, Jeri King, Trisha Kreman, Joe Lang, John Laverty, Shannon Lizakowski, Katie Millard, Tom Moninger, H J Pedelty, Elesa Wedemeyer, Mark Wilson, Kevin Zihlman

Administrative Liaisons: Kevin Ward, Interim Vice President for Human Resources

Guests: Chris Delsandro, Facilities Management (for Jeri King); Austin Petroski, Daily Iowan; Cristobal McKinney, University Communications & Marketing Writer; Judy Finkle, Community Member; Laurie Hafner Dahms, University ITS

Welcome, Roll Call, and Minutes: Meeting called to order by Erin Brothers

June minutes will be sent out via email for approval.

Iowa Board of Regents: President Bruce Rastetter

President Rastetter expressed his and other board members appreciation of staff going beyond their job. Iowa is very fortunate that two of the three Regent Universities are a part of the AAU (American Association of Universities). He went on to say that they will do what they can to make sure neither school will lose this status. The new University of Iowa budgeting process is well received and heading in the right direction using shared governance and transparency. This new process invites more faculty and staff to be part of the process. Because this is the first year, it is a learning year and the process will inevitably become more refined in subsequent years. The Board has received positive comments from our stakeholders, a step in the right direction.

TIER/Strategic Plan for 2016-2021 (Accessibility/Affordability/Quality)

Procurement of office supplies is complete. Estimated savings from TIER I procurement is $3.5-4.4 million a year. Iowa is leading the way with more dynamic energy savings than ISU/UNI. There is a collaborative initiative to reduce utilities in unused buildings at all three colleges. Part of each school’s strategic plan is detailed reports on student success, equitable access, faculty recognition, service and outreach. TIER savings stay with each university and he reminds the legislators of this as often as he can.
**TIER/Academic Review** – The Board of Regents do not want to revamp structures that are already in place. There are several types of the same classes being taught at each university, and it will remain that way. But purchasing contracts, for example, should be combined to have the same cost savings. There is hope to have more research collaboration between universities. Our intellectual property, when maintained well, provides jobs which in turn is good for the community and good for Iowa.

The Iowa Center for Higher Education, previously AIB: This is a great opportunity to provide the largest metro area in Iowa a place to take classes. The Board may also have an office there so it's more central for the board members and others. It would also be a central place to collectively hold meetings for the three University presidents. The School of Social Work will continue to offer classes on the Des Moines campus this fall. The three university presidents and the Board of Regents will continue to look at what programs make the most sense to offer as well as reaching out to the greater Des Moines area for ideas on their needs. Programming will be voted on at the July 18 Board of Regent meeting.

The Board of Regent’s mission is to provide accessibility. As a public university, we ask for modest increases from the State and when we do not get those, the Board needs to prepare for other forms of revenue such as increasing the tuition. A challenge of 'forward looking' is providing projections of what tuition would look like with state support and without state support. This process generally begins in the summer and in the September meeting they hope to have a plan so parents and students are aware of these projections. An initiative that Iowa has is faculty and staff retention and their salaries to maintain quality in each school.

UNI has a unique situation and financial structure because they have 90% in-state residents, therefore, not as much out of state revenue or international student support. The Board of Regents needs to work on UNI's financial structure. There is potential for a 1+3 or 2+2 academic 'share' with UNI. For example, an Engineering student can get his general education classes at UNI; then seamlessly transfer to Iowa.

The Board of Regents has identified key student areas that they are looking at. Enhancing financial literacy for students and how to manage their money is very important, especially their first year. Students need to receive equal access to services, financial aid included. State support, scholarships, and fundraising are important. Student Government has asked for more counseling; increasing that area is moving forward. Another key area is diversity & inclusion. It begins with faculty, staff, and administration; they need to know it is important.

**Questions from staff council members:**

How does a department or college make sure cash reserves are not looked at as 'unused/unneeded money' by legislators? We all want to make sure we have 'rainy day' funds. As construction gets completed, there will be a clearer idea of everyone's needs as they develop back to 'normal'. Stability and management of enrollment growth is important. It's been 28 years without a new dorm being built on campus; it was time for this to happen. A student has greater success when they live in dorms their first and second
year. New dorms also put pressure on local apartment costs. Some areas will need significant capital investment such as ISU, who will need IT help.

**Funding for higher education; where do you see us going?**
Funding support has reversed from what it used to be. State support has been reduced drastically and tuition revenue has taken its place. If it doesn't change, we'll resemble a private school, not a public school. The stakeholders have been asked to get more involved with the legislative process. It does help that the new Pharmacy building will be paid for by bonds (state funding) and fundraising dollars. We need more stakeholder involvement than just the legislators asking for dollars of support. Telling the mission of the Universities is important so they realize what's at stake. Iowa private colleges get $55 million of the state's budget, which is unique to Iowa.

**TIER savings being reinvested. How does that work?**
All those dollars stay within the university. The Board of Regents is not involved; the universities are in charge of each of their own budgeting and management of TIER.

**Draft Strategic Plan Presentation/Feedback:** Sarah Hansen and David Cunning, Co-Chairs

The University constituents and the community have been meeting to outline the university’s strategic plan and what our plan is to move into the future. A draft of this strategic plan is now available for review. The SPDG (Strategic Plan Development Group) is holding forums in late August and early September to collect feedback on their draft. This can be reviewed anytime at: [https://provost.uiowa.edu/strategic-plan-2016-2021](https://provost.uiowa.edu/strategic-plan-2016-2021)

An extension was given for final document which is now due October 1, 2016.

Some suggestions from Staff Council members:
- Refer to us as ‘the people of the University’ instead of ‘faculty, staff, and students’. This would break down the ‘silos’ that could be looked at differently based on the order they are listed or by how each person identifies. There are people from the community, alumnus, who help instruct grad students or assist with practicums. Volunteers should be acknowledged.
- Students don’t always get supported in research or get the opportunity to author and write publications. There are obstacles that aren't intended, but need to be discussed and brought to the table so these disappear. If we do more collaboration and share resources, it will only help with student success when it comes time for them when applying for graduate school or jobs after graduation.
- Outreach for all of our programs, not just health sciences, such as journalism. Be more general in the document wording.

The plan is a delicate balance. While we want to general, we also want to ensure a focus on distinction. Revisiting our values is a good way to remind us of what our University has to offer. It was decided by SPDG to collapse one pillar (New Frontiers and the Arts) and focus on Research, Teaching and Service.
Interim VP, Kevin Ward - HR Updates

- HR Task Force Update: Working on draft recommendations to be presented to President Harreld by August 1st.
- There will be a more formal presentation on the Fair Standards & Labor Act this fall.
- Working at Iowa Survey is returning soon. This year’s survey dates will be October 5-19. There will be more visual data displays of this year’s survey results. We will want to come up with strategies in September to ensure our constituents are aware of the survey dates approaching.
- Josie Bathke is starting a new position in Risk Management within the University. She will no longer be attending our Staff Council meetings.

Questions from members:
- Could an area for a smoker that isn’t necessarily outside in the elements or affecting our surrounding community be considered? Even though it is not healthy, it is a legal act and a person’s personal choice. Kevin will relay the question to Joni Troester.
- More shelters for the bus stop areas? Melrose Avenue, Emergency area, and the Family Medicine area heading east do not have bus stop shelters. This is one of the submissions gathered through Path Forward that is being looked at.

Announcements

Volunteer Opportunities
- OnIOWA is looking volunteers, look for an email for this opportunity. The annual event is in August. “Kick off to Kinnick”, Registration, Handing out SWAG, and BINGO night are just a few examples of ways we can help.
- State Fair – A Staff Council group has a block of time to volunteer. Saturday, August 20 from 1-5pm. Feel free to volunteer on your own if you have the chance.
- Homecoming Parade – Help build the float or walk in the parade! September – October (parade is Friday, September 30)

Please report your volunteering hours or your desire to volunteer to Shannon Lizakowski, Staff Council’s Community Outreach Committee chair. We track our Staff Council member’s volunteer hours for you.

Monday, July 18 is the Staff Council Goals Committee meeting. We will provide a list of what committee each member is on following this meeting.

At the Staff Retreat on August 10, we will break down into individual committees. Generally, a member will only be on one committee. Feel free to contact Erin if you have any questions or concerns with the committee you are on.

Meeting adjourned: Apryl Betts-motioned; Craig Spitzer-confirmed motion.

Next Meeting: August 10, 2016; 2:30 – 4:30 PM 2520D UCC – Staff Council Retreat