



UNI P&S Council Meeting Agenda

April 14, 2022

Time: 1:30 – 3:00 pm

Location: Zoom (Meeting ID: 985 2531 8095 Passcode: 572322)

Agenda Items

Welcome: Farah Kashef

Approve Minutes: All

Guest Speaker: Julianne Gassman - Director of [Community Engagement](#)

Reports

President's Cabinet: Michael Hager

HRS Report: Michelle Byers

Salary and Fringe Benefits: Kristy Leen/Matt Gordon

Communications Committee: J.C. Last/Stephanie Rojas

Employee Issues: Kristina Kofoot/Paula Van Zee

Employee Relations: Brooke Croshier-Sidebotham

Policies and Procedures: Heidi Seegers

Old Business

1. Final round of votes on the update to the P&S Council Constitution
 2. Council election delayed
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New Business

1. President's report:
 - a. BOR meeting was April 7
 - b. Info from UNI Council mtg on April 4
 - c. University Climate Study
 - i. Rankin and Associates have been hired to direct and conduct the survey
 - ii. [timeline](#)
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Adjourn

Notes:

(please see next page)

HRS's April's Newsletter:

<https://hrs.uni.edu/newsletter/benefits-wellbeing/2022/april-2022>

- UNI's Dental Plan - Two Networks
- TIAA's Secure Mobile App
- Student Loan Forgiveness
- Celebrate Money Smart Week
- Mindset Matters
- EAP Financial Consultations
- Ukraine Crisis Resources
- Upcoming Sessions and Webinars You Don't Want to Miss
- Who's Retiring This Month?

From 2022 Employee Experience Trends Report by Qualtrics XM:



29% won't always take a sick day

61% of those who won't take a sick day cite a heavy workload as the reason

20% often worry about work problems

We know well-being and resilience have a huge impact on mental health, engagement, and productivity. Unfortunately, many organizations are choosing to address burnout (and attrition) with superfluous benefits (i.e. a mental health app or a week off) rather than doing the hard work at the root of the problem – a toxic culture that rewards workplace martyrdom over self-care (and self-awareness).

Practice what you preach. There needs to be change from the top if employee wellbeing is to improve. Leaders need to be seen working reasonable hours, taking personal time, treating their mental and physical health as a priority, and then encouraging their people to do the same.

Talk to your people. Employees say the number one thing holding them back from taking care of their mental health is that leaders don't talk about it enough at work and it becomes a taboo. Leaders talking about mental health openly helps to remove the stigma.

Encourage a culture of well-being. Organizations build the environment where culture takes place by creating the structure around how, where, and when work gets done work; taking time off; focusing on well-being; and so on.

Source: A 2022 Employee Experience Trends Report by Qualtrics XM; Survey of nearly 14,000 full-time employees from 27 countries

<https://www.qualtrics.com/ebooks-guides/employee-experience-trends-2022/>

From the World of Teaching and Learning

Checkout podcast from (Center for Excellence in Teaching and Learning) CETL: "Teaching in 10"

<https://www.buzzsprout.com/1842042> (use it in your social media to promote UNI)