

## Professional and Scientific Staff Council

### Divisions

AA – Academic Affairs  
 AT – At Large  
 FO – Finance & Operations  
 PD – President’s Division  
 SA – Student Affairs  
 UA – University Advancement

Meeting No. 494509  
 Date of Meeting: February 13, 2020  
 Place of Meeting: Rod Library Scholar Space, LIB 301  
 Meeting Convened: 1:30 PM  
 Meeting Adjourned: 3:00PM

<u>Members of the Council in Attendance</u>			
X	Rachael Bair, Advancement - 34718 - UA	X	Nick Petersen, IT - 36970 - AA
X	Monica Berning, Continuing Ed - 32504 - AA	X	Stephanie Rojas, Study Abroad - 32804 - AA
X	Brooke Croshier-Sidebotham, UNI-Dome-36636- PD	X	Patrick Sedlaceck
X	Farah Kashef, IT - 37766 - AA	A	Rick Seeley, IT - 37218 - AT
X	Kristina Kofoot, Undergraduate Studies - 34507 - AA	X	James Tanzosch, Procurement Services – 35811 - FO
X	J.C. Last, IT - 33024 - AA	X	Lisa Thomas, Compliance & Equity - 32846 - PD
X	Kristy Leen, Recreation Services - 37167 - SA	X	Paula VanZee, Study Abroad - 37078 - AA
X	Chiquita Loveless, DI&SJ - 33040 - SA	X	Jeff Van Gelder, Campus Supply - 32451 - FO

<u>Ex-Officio Member</u>			
Michelle Byers			
<u>Others</u>		<u>Proxy</u>	
Melissa Engdahl	Susan Basye		
Michael Hager	Pamela Musoke		
Ryan Dupuy	Molly Unga		
Matt Gordon	Amy Kliegl		
Kristine Nemecek			

### I. Welcome

Meeting was called to order at 1:30 PM.

### Guest Speaker

C.R.T. Members:

Gwennette Berry, Chief Diversity Officer & Assistant to the President  
 Jamie Butler Chidozie, Director of Diversity, Inclusion & Social Justice  
 Paula Knudson, Vice President of Student Affairs

The C.R.T. spoke to the council and shared updates to the bias reporting process, as well as the team goals and guidelines.

### II. Approve Minutes

James Tanzosch motioned to approve the previous meeting’s minutes as written, seconded by Brooke Croshier-Sidebotham.

### III. Cabinet Report – Michael Hager

The current Dean searches will be finalized soon, open forums are available. The Senior Leadership Council has been reviewing the budget which looks encouraging for 2021.

IV. HRS Report – Michelle Byers

- a. HRS is working on the Page Up Applicant Tracking system with plans of rolling out the performance module to a small group before full campus roll out
- b. Reminder of the TIAA investment lineup changes effective April 3, 2020. HRS is sending all participants a letter that will direct them to a webpage with more information. TIAA will also send all participants a letter with fund lineup information.

V. Committee Reports

- a. Employee Issues – Kristina Kofoot: None
- b. Communications –Stephanie Rojas: The February Newsletter is scheduled to come out at the end of this month
- c. Employee Relations – Brooke Croshier-Sidebotham: The Cultural Festival is coming up and is always looking for more volunteers. If you are interested in volunteering, you can call them directly, or get in touch with Brooke
- d. Salary and Benefits – Matt Gordon: Committee reached out to Jennifer Yarrow requesting to schedule a meeting
- e. Policies and Procedures – James Tanzosch & Farah Kashef: Policy 5.27 received no feedback. The committee made some minor changes to the wording on the last paragraph to avoid any intentional misinterpretations - retaliation cannot be taken when grievances filed in good faith.

VI. Old Business – None

VII. New Business –

- a. Nick Peterson from the Salary and Benefits committee summarized an upcoming survey with the council that was put together based on results received from previous surveys. The new survey results will be anonymous and shared with HRS to help gauge the level of awareness and/or satisfaction of certain P&S benefits.
- b. The Beverly Funk Barnes Staff Excellence Award will be available to a Merit or P&S staff member for the first time. Nominations can be for any staff member who has been employed by UNI a minimum of 10 years.
- c. UNI received the Military Friendly Bronze Award for 2020-21. UNI's rank increased from #89 to #14.
- d. Anyone interested in campus certified training to become a Mental Health Ally for UNI can volunteer by contacting Brian Nissen.
- e. P&S Elections are nearing, please spread the word and encourage anyone who may be interested.

VIII. Adjournment – Meeting was adjourned at 3:00 PM.

Respectfully Submitted,  
Katie Sires  
Human Resource Services