

Professional and Scientific Staff Council

Divisions

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

Meeting No. 567
 Date of Meeting: October 10, 2024
 Place of Meeting: Zoom
 Meeting Convened: 1:31 PM
 Meeting Adjourned: 2:18 PM

Members of the Council in Attendance

x	Tristan Aldous, Business Operations – 37602 - FO	x	Jesse Heath, Human Resource Services – 36219 - FO
	Janel Alleyne, Dean of Students - 32332 - SL	x	Dawnell Johnson, Rialto - 34950 - SL
X	Nathan Arndt, Museum & Collections - 36922 - AA	x	Kristina Kofoot, Community Engagement 34507 - AA
x	Bethany Botchway, UNI-CUE – 34772 - AA	x	Katie Kreis-Voigt, BCS – 34724 - AA
	Dan Breitbach, Dev & Foundation - 37727 - UA	x	Amy Mohr, Alumni Relations - 33094 - UA
x	Nickole Dillard, Edu. Opportunity Cntr. - 34772 - AA	x	Anton Reiter, IT-ETMS - 34715 - PD
	Andrea Greve Coello, Athletics Admin - 33327 - PD	x	Chris Shaw, Appl. Eng. & Tech. Mgmt. - 33258 - AA
x	Mary Grieger, IT-Client Services – 34245 - PD		Molly Taiber, OCEM - 34774 – AT
x	Brooke Croshier-Sidebotham-Athletics -36636-PD		

Ex-Officio Member

Michelle Byers

Others

Susan Basye	Jaime West	Paul Moes	Jennifer Becker
Melissa Engdahl	Kristine Nemec	Anna Flanders	Jocelyn Moeller
Jordan Cornwell	Patti Rust	Stephanie Rojas	Jill Thrasher
Todd Parsons	Malissa Martin	Megan Holbach	JC Last
Karla Whitney	Bruce Bowler	Linda Wilson	

I. Welcome

- President Nathan Arndt called the meeting to order at 1:31p

II. Guest Speaker

- Oksana Grybovych, Chief of Staff in the Office of the President presented on findings of the Campus Climate Survey. The Campus Climate Survey was sent out and produced results to determine immediate action steps and who will be involved in planning and implementing the changes from the information provided. There were two common recommendations: communication and relationships/how to access leadership. Currently policies are being reviewed by leadership to see if there is a need to update/change existing policies that may address these two action items. Leadership is also working with the academic affairs leaderships team to address these concerns amongst their group, as well. There is work with University Relations to assess what communication looks like on campus and how should it look. There are committees in the president’s office having conversations centered around these two focus areas. There will be a committee created that focuses on Campus Climate. Ultimately, the goal is to bring individuals together to address the recommendations from the campus climate survey and there will be communication coming out regarding that work. Recently, they have restructured University Council to be more intentional and purposeful when they’re having conversations/meetings and to ensure that Cabinet is meeting with the necessary groups of individuals/campus partners. Currently, Academic Departments are currently not included in University Council and they’ve received feedback that they would like to have the opportunity to

visit with Academic Administration; therefore, they're looking at that component when restructuring Cabinet.

- Also, leadership is looking at: ways to implement an open forum with campus to discuss ideas on how to mitigate situations of crisis.
- There was a much higher rate of response with this years Campus Climate Study because the answers were recorded anonymously.

III. Reports

- President's Cabinet:** No report
- HRS Report:** Update on Insurance Cost and Open Enrollment: were approved by BOR. Communication will go out regarding this change. Open enrollment is during the month of November and the wellbeing fair is November 19th. Reduced Operations for Campus during Winter break. Saturday December 21st through Wednesday January 1, 2025: [Reduced Operations | UNI Human Resource Services](#)
- Salary and Fringe Benefits:** The Committee met on Tuesday October 8th to get a letter composed to send out. They are waiting to receive data from the President's Office before finalizing the letter.
- Communications:** Newsletter is published (fall newsletter): [P&S NEWSLETTER - FALL 2024](#). Faculty & Staff appreciation games were October 11th (Volleyball) and November 9th (Football).
- Employee Relations:** Dawnell provided an update on the Regents Award of Excellence Award. The committee has nominations in hand, and they are in the process of reviewing them. The Finalized Decision will be made on October 21st and at that time the winners will be notified. On December 10th at 12p-1p there will be a reception for the winners of this award. The reception will be held in the Maucker Union Ballroom.
- Policies and Procedures: No report.**

IV. Old Business

- **Accessing pay slips prior to UNIWorks:** Michelle presented on how to access payroll slips prior to July 1st (example; if you are purchasing a home and they are requesting verification of income, etc.). If you need to access paychecks prior to July 1st, you will need to contact payroll directly payroll@uni.edu. If it is prior to 2024, all the information should be on past W-2's.
- **Conference committee:** Spring P&S Conference will be hosted May 29th. The Conference theme is *6 degrees of TC*. The focus will be on connection and connecting individuals across campus. Conference input form was sent out to gauge the interest in attending this conference. Most people were interested, time/availability was a concern and cost. The committee is working on having the registration fee be as low cost as possible. Costs should be minimal since most of the conference costs will be generated in house (within UNI). The conference committee is finalizing how much the conference will be; however, their main concern is that the provide a positive and exciting experience for attendees.
- **Approval of September minutes:** A motion was given to approve the minutes as presented. Vote taken and motion carried.

- **P&S council talked about moving the monthly meeting to another location;** however, it was decided to continue to have the meetings in the LIB 301.

V. New Business

- Employee Wellbeing Fair will take place on November 19th from 11:30a-2:00pm in the Maucker Union Ballroom.
- Covid Shots-Proposal to make this part of the fall plan and possibly include it as part of the biometrics screenings that happen. There will need to be conversations with the Student Health Clinic. Currently, vaccinations are ordered the spring before they are administered, and costs will need to be finalized. Additionally, one of the main talking points will be how many are vaccinations there are available to purchase.
- Brooke has accepted the open P&S Council position in the President's Division.

VI. Adjournment

- The meeting was adjourned at 2:18 PM

Respectfully Submitted,

Meg McCann
Human Resource Services