

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. 543
 Date of Meeting: October 13, 2022
 Place of Meeting: ScholarSpace and Zoom
 Meeting Convened: 1:32 PM
 Meeting Adjourned: 2:26 PM

<u>Members of the Council in Attendance</u>			
A	Janel Alleyne, Dean of Students - 32332 - SL	X	Farah Kashef, IT - 37766 - PD
X	Nathan Arndt, Museum & Collections - 36922 - AA	X	Sara Kies, University Relations - 33584 - PD
X	Dan Breitbach, Dev & Foundation - 37727 - UA	X	Kristina Kofoot, Community Engagement 34507 - AA
X	Traci Buseman, Financial Accounting - 34458 - FO	X	Kristy Leen, Recreation Services - 37167 - SL
P	Carolina Coronado-Park, Int Engagement 32853 - AA	X	Amy Mohr, Alumni Relations - 33094 - UA
X	Brooke Croshier-Sidebotham, UNI-Dome 36636 - PD	X	Todd Parsons, Academic Affairs - 33611 - AA
A	Nickole Dillard, Edu. Opportunity Cntr. - 34772 - AA	X	Chris Shaw, Appl. Eng. & Tech. Mgmt. - 33258 - AA
X	Dawnell Johnson, UNI Bookstore - 34950 - FO	P	Molly Taiber, OCEM - 34774 - AT

<u>Ex-Officio Member</u>			
Michelle Byers			
<u>Others</u>			
Alex Brandt	Henry Korf	Josh Randall	Paul Moes
Angela Meeter	Jaime West (proxy)	Kayla Bedard	Petra Maier
Brenda White (proxy)	J.C. Last	Kelly Destival	Stacy Robinson
Bruce Bowler	Jeffrey Ries	Kristin Moser	Stephanie Rojas
Cat Wilken	Jenna Coulter	Malissa Martin	Yayoi Moreland
DeAnn Lahmann	John DeGroote	Michael Hager	
Ericka Gonzalez-Smith	Jordan Cornwell	Paul Huber	

- I. Welcome
 President Kristina Kofoot called the meeting to order at 1:32 PM.
- II. Approve Minutes
 Kristina called for a motion to approve last month’s meeting minutes as presented. Motion was made to approve, and motion seconded. Vote taken and motion carried.
- III. Guest Speakers
 Kristin Moser and Ericka Gonzalez-Smith spoke about the UNI Strategic Plan.
- IV. President’s Cabinet Report – Michael Hager
 There has been a lot of excitement recently with homecoming and the Our Tomorrow campaign kickoff. There is a \$250 million fundraising goal, with \$187 million raised already. The women’s volleyball team is at the top of the conference right now. At next month’s Board of Regents meeting, a proposal will be made to start a Nursing major at UNI. It would be a 4-year BSN program. Applications for next fall’s enrollment are looking strong – they are tracking at 25-30% higher than this time last year.
- V. HRS Report – Michelle Byers
 The Employee Benefits and Well-being Fair was held at the end of September, with over 500 individuals attending. Benefits Open Enrollment will start November 1st. There will not be an

increase in dental premiums; we will see an increase in vision premiums but also will have an increase in the plan benefits; and health insurance premiums are not yet finalized. The changes will be announced around November 1st. A reminder that flexible spending requires an active enrollment each year. Other items will remain the same if you do not want to make any changes. There are still flu shot clinics scheduled if you have not received a flu shot yet. Benny Goodman from TIAA will be presenting on campus in late October. We continue to work on Jotform conversion of some HRS forms, including the performance appraisal forms. All converted forms will incorporate electronic workflow. The merit job searches recently moved to the Jobs@UNI program and is going well.

VI. Committee Reports

- a. President's Council for Inclusion, Transformative Social Justice and Advocacy Advisory – Ericka: The committee meets regularly, and have put together an annual report that is sent to President Nook. A strategic plan is being developed that can be used as a resource for different units.
- b. Salary and Benefits – Kristy: Some employees have asked about raises based on hire dates, and a committee meeting will be held next week to discuss. Reminders to take the climate survey and get a flu shot.
- c. Communications – Sara: The group is working out a solution for a streamlined, more efficient delivery of the newsletter. Let Sara or J.C. know if you have content for the next newsletter. A few minor content updates were made to the website.
- d. Employee Relations – Brooke: The P&S social event went well – President Nook gave some good updates and the Staff Excellence Award winners were announced. We are planning for the upcoming fall social event in the next month or two.
- e. Policies and Procedures – Dan/Farah: The committee is in discussion with HRS about continuing education credits and clarifying items. We will hopefully report back at the next meeting.

VII. Old Business - none

VIII. New Business

- a. Goals for P&S Council: Goals for committees are updated on the website. The Executive Committee will be working on goals, so that the work of the Council is going forward with University goals. We will report on those goals in a future meeting.
- b. Complete the campus climate survey: A reminder to complete the campus climate survey.
- c. Add P&S Council to your Google calendar at P&S Events Calendar: There are instructions at the bottom of the agenda for how to add this to your Google calendar. All P&S events, volunteer opportunities, and P&S Council meetings will be on the calendar.
- d. P&S community needs representation on University Policies and Procedures Committee: Dan volunteered to represent the Council on this committee. J.C. Last will serve on the USPCC. Ericka Gonzalez-Smith will serve on President's Council for Inclusion, Transformative Social Justice and Advocacy Advisory.

IX. Adjournment – Kristina asked for a motion to adjourn. Brooke motioned to adjourn, seconded by Dan. Kristina adjourned the meeting at 2:26 PM.

Respectfully Submitted,

Jen Cole
Human Resource Services