

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. 554
Date of Meeting: September 14, 2023
Place of Meeting: ScholarSpace and Zoom
Meeting Convened: 1:32 PM
Meeting Adjourned: 2:37 PM

Members of the Council in Attendance

A	Janel Alleyne, Dean of Students - 32332 - SL	X	Kristina Kofoot, Community Engagement 34507 - AA
X	Nathan Arndt, Museum & Collections - 36922 - AA	X	Amy Mohr, Alumni Relations - 33094 - UA
X	Dan Breitbach, Dev & Foundation - 37727 - UA	X	Todd Parsons, Academic Affairs - 33611 - AA
X	Traci Buseman, Financial Accounting - 34458 - FO	A	Tony Rath, IT-AIS - 37348 - PD
X	Nickole Dillard, Edu. Opportunity Cntr. - 34772 - AA	X	Anton Reiter, IT-ETMS - 34715 - PD
X	Andrea Greve Coello, Athletics Admin - 33327 - PD	X	Chris Shaw, Appl. Eng. & Tech. Mgmt. - 33258 - AA
A	Dawnell Johnson, UNI Bookstore - 34950 - FO	X	Molly Taiber, OCEM - 34774 - AT
X	Kalyani Kannan, DISJ - 35428 - SL	X	Taija Tucker, College of Business PDO - 32144 - AA
A	Sara Kies, University Relations - 33584 - PD		

Ex-Officio Member

Others

Anna Flanders	Jim Weeg	Kristy Leen	Michael Hager
Bruce Bowler	Jordan Cornwell	Linda Wilson	Paul Moes
Carrie Hollerud	Karla Whitney	Lisa Green	Stephanie Rojas
Cat Wilken	Katie Kreis	Malissa Martin	Susan Basye
Jaime West	Kelly Destival	Matthew Gordon	Tristan Aldous
Jeffrey Ries	Kristine Nemec	Melissa Engdahl	Yayoi Teramoto

I. Welcome

President Kristina Kofoot called the meeting to order at 1:32 PM.

II. Guest Speaker

Noah Hackbart, Director of Governmental Relations for NISG, spoke about what the Legislation Liaison Team is doing on campus and on the local, state and federal level.

III. Reports

- a. **President’s Cabinet** – Michael Hager: Jillian Carlson has been named UNI’s new State Relations Officer. 9,021 students were enrolled for fall semester. New freshmen are up 8%, new transfer students and new grad students are also up. The 4-year graduation rate is also up again. \$58 million has been raised by the Foundation – a great job by this group and we will see an exciting fall. UNI will be asking for a \$5.8 million increase in general appropriation for FY25. Tuition can be held flat if given this amount. We are asking for \$500K for UNI community colleges – this has been a successful program so far. We are also asking for \$2.5 million for teacher preparation. Check the HRS website for upcoming free flu shot clinics.
- b. **HRS Report** – Melissa Engdahl: After today’s Employee Benefits & Well-being Fair, there will be 5 more flu shot clinics on campus – a list is at <https://hrs.uni.edu/wellbeing/flushots>. Michelle has received 14 nominations for the Regents Staff Excellence Awards – the deadline is tomorrow. Revisions are currently being worked on for policies 5.21 Appointment Status, 5.23 Appraisals, and 5.24 Reduction in Force.

- c. **Salary and Fringe Benefits** – Nathan Arndt: The pay period schedule transition was sent out September 1st. Current hourly paid salary staff will move to the hourly pay basis. The group met with Michelle Byers to inform us what this means. There will be a 3-month transition period, and there will not be any lost money or benefits. This is part of the transition to Workday.
- d. **Communications** – Kristina Kofoot: The next newsletter will be sent out at the end of September. Let J.C. or Sara know if you have any items to add. The committee discussed goals, and are working on the P&S Council website to be launched by the end of the fiscal year.
- e. **Employee Relations** – Kristina Kofoot: This committee needs a chair or co-chairs. Kristina is acting as the working chair until someone is in place. Kristina will reach out to Council members. The Regents Staff Excellence Awards nominations are due tomorrow.
- f. **Policies and Procedures** – Dan Breitbach: We are waiting on a response from HRS on policies 5.21, 5.23 and 5.24. The committee is meeting on September 21st and will be reviewing policy 5.28 Holidays and Leaves.
- g. **President** – Kristina Kofoot: The Intercollegiate Academic Fund is through the Provost's office and funds students attending conferences locally and nationally. This group is looking for a P&S staff representative. The group meets once a month and reviews applications. Kristina and Nathan, as Council President and Vice President, have been invited to attend a meeting hosted by the Board of Regents to discuss diversity, equity and inclusion.

IV. Old Business

- a. Approval of prior month meeting minutes: Kristina called for a motion to approve last month's meeting minutes as presented. Dan motioned to approve, seconded by Amy. Vote taken and motion carried.
- b. Updates of Council Goals w/ measurable outcome: FY24 Council goals were discussed (launch new website, increase attendance, and remain engaged with initiatives and programs regarding campus climate). Kalyani motioned to approve, seconded by Todd. Vote taken and motion carried.

V. New Business

- a. Staff Regents Excellence Awards: Already discussed.
- b. Council Member Attendance: Council members are encouraged to attend meetings in person as part of our FY24 goals.
- c. P&S Policies and Procedures Education: Was given.

VI. Adjournment

Kristina adjourned the meeting at 2:37 PM.

Respectfully Submitted,

Jen Cole
Human Resource Services