

Staff Council Agenda

Date: October 13, 2021

Location: Zoom

Zoom: <https://uidaho.zoom.us/j/87354850554>

1. Call to Order [1 min] – Emily Tuschhoff
2. Attendance [3 mins] – Renee Jensen-Hasfurther
3. Approval of Minutes & Annual Report [5 mins] – Emily Tuschhoff
 - a. September 2021
 - b. 2020-2021 Annual Report
4. Staff Member of the Month [3 mins] – Tami Noble
 - a. Joe Zagelow – Landscape Maintenance Tech
5. Presentations
 - a. Paid Parental Leave [25 mins]

- i. Presented by Faculty Senate Subcommittee

Proposed FMLA policy modifications discussed, changes include: 12 weeks paid leave, redistributed work policy, zero wage replacement, additional compensation for rolls and duties while employee is on FMLA. This will increase equity, employment recruitment and retention, employee cohesion and morale; white paper will be fourth coming.

- Staff Council poll taken to move this initiative forward with 23 yes votes & 0 votes for no.

- b. Market Based Compensation and Job Families [25 mins]
- i. Presented by Lodi Price, Human Resources - *Rescheduled at a later date.*

6. Reports [40 mins]
 - a. Update from Staff Compensation Committee – Eric Winford (Chair)

Advising Administration to staff compensation & market-based compensation system. Staff recruitment and retention is a huge a concern. Proposals will be presented at the next meeting.

- b. Staff Council Working Groups/Committees – Erin Mack

Staff Council members were assigned to groups; breakout sessions done to define Chairs or Co-chairs for each group. Current committees: Staff Awards; Wellness; Onboarding.

- c. Human Resources – Brandi Terwilliger
- i. Onboarding process – no update given

Annual enrollment and virtual benefits fair happening soon; Annual enrollment kicks off Oct 18th.

- d. Faculty Senate – Bob Hoffmann or Ben Bridges

Parental leave Ad-hoc group; campaign; assessment and accreditation process; recruiting and staff retention is a concern; mandatory trainings need to be completed by Oct. 31, 2021.

7. Parking Lot Topics [2 mins] – Emily Tuschhoff
8. Good of the Order [5 min] – Emily Tuschhoff
 - a. Phish email reminder for reporting spam
 - b. Recycling push to return to campus
 - c. Leadership and growth opportunity for Staff Council members email to follow
9. Close [1 min] – Emily Tuschhoff
 - a. Adjourned: 10:51am

Meeting Guidelines

1. The monthly agenda will be posted in Teams (UI-Staff Council) under the general channel and agenda tab. A copy of the agenda will also be emailed before each meeting and posted to Staff Council's website.
2. Each agenda item will be assigned an estimated time limit. All council members are encouraged to hold the agenda item owner accountable to time and topic integrity.
3. Discussions will spur questions and topics not on the agenda. Those items will be recorded in the topic parking lot section of the agenda and meeting minutes. Items in the parking lot will be reviewed by the Staff Council officers. If the items align with the parameters of Staff Council's mission, they will be added to the next month's agenda as new business.
4. Presentations and subsequent Q&As will be time limited. If more time is needed, items may be posted in the parking lot and presenters may be invited to future meetings. The desired outcome is a presentation specific to topics that align with Staff Council's purpose.
5. If training or long-form presentations are relevant to staff, Staff Council is happy to facilitate brown bag lunches or other such meetings.
6. Committee chairs may request time to present updates. The agenda will no longer allow for round robin reports.