On behalf of more than 2,700 Professional and Scientific Staff of Iowa State University, Ames Laboratory and the Professional and Scientific Council I’m honored for the opportunity to present this statement to the Board of Regents.

Iowa State University leads the world in advancing the Land Grant ideals of putting science, technology and human creativity in motion. 2,700 highly educated Staff, many with masters and doctoral degrees work diligently each day to assist in accomplishing Iowa State University’s mission to Create, Share and Apply knowledge to make Iowa and the world a better place by providing Iowa State students with the best educational experience possible at the same time generating millions of dollars in grants for research.

It has been a challenge to maintain market equities in recent years for P&S job classifications, as well, retain P&S Staff while in their first two years at Iowa State. University Departments have issue with identifying qualified applicants to fill staff positions at current hiring salary ranges. P&S salary compression, salary matrix issues and retention matters are a concern and have not fallen on deaf ears. ISU Administration works closely with P&S Council addressing these concerns; solutions will be developed and implemented as legislative appropriations allow.

The P&S Council at ISU appeal to the Iowa Board of Regents and all Regents Institutions to encourage the Iowa Legislature to include a specific Salary Bill as part of the next annual appropriations bill. A salary bill will be an optimal tool and approach helping adjust salaries which have fallen behind in past dismal economic years. A specific salary bill will also allow Iowa State University to focus base budget increases on the institution, deferred maintenance backlog and specific targeted areas.

Despite some of the aforementioned salary matters, there are many positives regarding salary and benefits at ISU when viewed as a comprehensive package. There have been raises over the past 3 years of approximately 8 percent. Staff with exemplary evaluations may receive merit-based increases in addition to recommended salary increases. Staff has not experienced furlough days in the past few years which is always a good thing, vacation and sick leave benefits are generous as well the health and dental insurances offered for staff to participate in. Staff’s retirement participation in TIAA/CREF is second to none. When viewed as an overall comprehensive salary and benefit package, at the end of each day, Iowa State University offers an appealing career opportunity.

Staff at Iowa State have additional optional benefits supported by ISU Administration. Examples are, tuition reimbursement for taking classes and professional development grants. The professional growth and development of P&S employees is a major personnel goal of the University. The P&S Council with the partnering support of Provost Wickert and SVP Warren Madden offers opportunities for personnel and professional growth through our Professional Development Initiative, it’s a holistic model consisting of the five C’s. The five C’s are Conference, Coursework, Community, Coaching and Continuing Education. The P&S Council recently held our second professional development conference at the Iowa State Center with approximately 800 staff attending the two conferences in the last year.
The first conference held a year ago was a huge success and the continuation of that conference was a week ago duplicating great success. Staff at each conference was enlightened in areas of caring for your customers, improving effective communication across campus, strategies for personal development to maintain work-life balance, achieving positive outcomes, and utilizing psychological type to understand work styles and enhance your team. These are a sample of the professional develop opportunities offered to staff at the conferences. New to the conference last week was a resource fair to put ISU P&S employees in touch with resources available both on campus and in the Ames Community. Fifty five resource booths offered information at the conference.

Shared governance is a vital tool utilized by ISU P&S staff for successful communications and professional development, during the past year ISU P&S Staff traveled to the University of Northern Iowa and the University of Iowa to meet with P&S Council members to dialogue; learning how each Council functions and share ideas for potential improvements for each Council. Kansas State University P&S staff will be on the ISU campus the first week of May for a round table discussion.

I want to acknowledge the support of President Steven Leath, Chief of Staff Miles Lackey, Senior Vice President and Provost Jonathan Wickert, Senior Vice Presidents Warren Madden and Thomas Hill for their continued support of P&S staff, your efforts and support are greatly appreciated and make a difference for P&S Staff at Iowa State University. Staff at ISU are included as a voice and results of excellence are returned.

In conclusion, overall morale among P&S Staff is good, work is getting done with pride and results are supportive of this. Thank you for your time today, I’ll be happy to address any questions or comments you may have.