

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

Thursday, 7 March 2024 | 2:10 PM | 3580 Memorial Union

### GENERAL COUNCIL MEETING

ATTENDANCE			
Kerry Aistrope	S	Chris Knight-Gipe	X
Suzanne Ankerstjerne	X	Sarah Larkin	X
Michael Boyd	S	George Loper	X
Nikki Brandon	X	Liz Luiken	X
Lynne Campbell	X	Rano Marupova	X
Nellie Corning	S	Susan McNicholl	X
Steve Couchman	X	Heidi Nye	X
Matthew Crain	A	Lucas Oerter	A
Anindita Das	S	Nathan Pick	X
Paul Easker	X	Jake Pippin	X
Isaac Ehlers	X	Tina Prouty	X
Sara Everson	X	Susan Ray	X
Rachel Faircloth	X	Christine Reinders	X
Matthew Femrite	A	Julieanne Rogowski	X
Jennifer Finch	A	Jamie Sass	X
Mike Fischer	X	Anugrah Saxena	X
Jason Follett	X	Jennifer Schroeder	X
Taylor Gerdes	X	Michelle Thompson	X
Paul Gibbins	X	Brimah Vonjo, Jr.	X
Laura Graves	X	Adam Wade	X
Whitney Groomes	X	Patrick Wall	X
Lainey Heck	X	Melissa Warg	X
Molly Heidenreich	A	Leah Weeks	X

*X = Present, A = Absent, S= Substitute*

Guests: President Wendy Wintersteen

#### I. Call to Order & Establish Quorum – Jason Follett

- A. Meetings started at 2:10 pm
- B. Quorum established

#### II. Approval of the Agenda and 1 February 2024 Council Meeting Minutes – Jason Follett

- A. Changes: none
- B. Approved

#### III. Administrative Reports

A. President Wendy Wintersteen

##### 1. Strategic Plan

- a) First strategic plan to span 9 years, in third year of implementation
- b) University invested funds into the Strategic Plan
  - (1) Hires
  - (2) New degrees of future
  - (3) Initiatives for student retention and recruitment
  - (4) Call for proposals for funding within the university
    - (a) 19 proposals funded
  - (5) Collective effort to implement the plan

##### 2. Budget planning

- a) Budget dictates pause on Strategic Initiative proposals this year
  - (1) Allows university to fund salary increases as a priority
- b) Rising Healthcare costs assessed
  - (1) University pays 88% of self-funded health care plan

- c) Plan for the what the legislature will allocate this year
  - (1) Continue to work with legislature, requests made
- d) Tuition planning
  - (1) Board of Regents meet in July
- 3. New VP & Provost search underway
- 4. Search for new SVPP of Operations and Finance begins in April
- 5. Board of Regents (BOR) DEI Directives
  - a) Existing DEI centers continue under Directive 2
  - b) Compliance with Directive 1 being discussed
    - (1) Gathering input on how to comply
    - (2) Central programs must be restructured if not necessary for compliance and accreditation.
- 6. QUESTIONS:
  - a) How is the ISU review of BOR DEI mandates going? Any position eliminations?
    - (1) Reviewing employee titles for any needed changes - ongoing
    - (2) Expanding messaging that all are welcome at various sponsored events and centers
  - b) Impact of BOR DEI directives on employees not located on campus?
    - (1) Activities should fall under Directive 2
  - c) Climate Survey in colleges – any restrictions under DEI recommendations?
    - (1) Work together with university resources.
  - d) Any good news at the legislature?
    - (1) There are good people who serve in the Iowa legislature and it's a difficult job.
    - (2) ISU is meeting with legislators and sharing the good work we do.
  - e) What trends you see for ISU in the next 5-10 years?
    - (1) Continued opportunities for all students of various abilities
    - (2) Reduction in breadth and variety of course offerings and de-emphasis of the importance of research
    - (3) First year students bringing larger amounts of college credits earned in high school or community college

## I. Professional and Scientific Council Executive Committee Reports

### A. President – Patrick Wall

“We cannot solve problems with the kind of thinking we employed when we came up with them.” ~Albert Einstein

For some reason, March has sort of hit me in the face that my time standing before you once a month is quickly coming to an end. I would be lying if I told you I was going to miss driving to Ames 8-12 times a month, but I will definitely miss a lot of what happens when I get to campus. Serving on this Council can sometimes get you down and out with the setbacks, the frustrations, and the challenges the university faces...but only if you allow it.

Instead, I'm going to focus on the growth I've seen in the individuals that surround me on the Executive Committee. I'm excited for the opportunities they'll have following the election. I'm pumped about the Term & Continuous employment discussion that will lead to positive changes for MANY P&S employees. More importantly, I'm excited for what those changes can do for the candidates we will recruit for job openings. I'm also quite proud that our realignment of committees has allowed for more streamlined committee reports, and more efficient use of Councilors' time during meetings. Jason has some really good ideas on how to move that needle even further in the coming year.

I do want to challenge all Councilors to find 'your ONE.' The ONE person that you will recruit to Council, not necessarily to replace you, but rather the ONE that will help lead the organization forward, knowing the challenges will continue to surface...and please do it quickly, because the ballots need to be finalized VERY soon!

I'm going to close my report this month with another quote. It came across my Facebook feed because apparently the algorithm says I like to see quotes. It summarizes a lot of what I've experienced on Council, and it come from a sports figure that I truly admire: Serena Williams

“I don't like to lose – at anything. Yet I've grown most not from victories, but setbacks. If winning is God's reward, then losing is how he teaches us.”

Continue to dive into what this Council can do for you and those around you. I need every one of you in this room for the next 3 months....as well as those of you who read this in the monthly communications. Thank you for what you do.

### B. Secretary/Treasurer – Suzanne Ankerstjerne

1. Councilor's representation is determined by the number of P&S employees in each of the 4 divisions:
  - a) Academic Affairs
  - b) President's Office
  - c) Operations & Finance
  - d) Student Affairs

2. Spending and budget update
  - a) Budget: \$10,250.00
  - b) Expenses to date: \$4,647.29
  - c) Several large expenses in March and April
- C. Vice President for Communications and Community Relations – Sarah Larkin
  1. Adventure 2
    - a) Track A Million Steps Challenge concluded
  2. Spring Event: April Showers Council Empowers – Come Talk Shop, hosted by P&S Council
    - a) Mark your calendars to join 3-5 PM on April 16 at Sparks Café in the Student Innovation Center
  3. Tuition Reimbursement
    - a) Sarah uses the program and is willing to answer any questions P&S staff might have about how to navigate the program
- D. Vice President for Compensation and Benefits – Steve Couchman
  1. Working Session to review edits, comments, and content in the Compensation and Benefits Report
  2. Update from Ed Holland on how Willis Towers Watson assists EBAC with our benefit plan.
- E. Vice President for Diversity, Equity, and Inclusion – Susan McNicholl
  1. Visited Student Innovation Center to research making meetings more accessible to all councilors
- F. Awards Committee Chair – Michelle Thompson
  1. Planning continues for the award ceremony. The bookstore, Reiman Gardens, and Athletics have all confirmed donations for award recipients. Dr. Toyia Younger will provide opening remarks.
  2. P&S University Awards scoring ongoing
- G. Governance Committee Chair – Paul Easker
  1. Nominations will close at midnight on March 15
    - a) Nominate yourself or a friend!
    - b) <https://www.pscouncil.iastate.edu/election-information>
    - c) Currently 20 nominations total
  2. We have the following vacancies:
    - a) Academic Affairs: 17
    - b) Ops & Finance: 2
    - c) President's Office: 3
    - d) Student Affairs: 3
  3. Thanks to UHR, council will soon have an always updating Workday Drive Spreadsheet with all P&S staff names and divisions to use for our communication and election records.
  4. Council elections will be open March 25-27
- H. Peer Advocacy and Policy Committee Chair - Rachel Faircloth
  1. Joined by Stephanie Downs and Lisa Goodman from ISU Wellbeing and Adventure2
  2. We officially have Adventure2 points for those who attend and complete our OMBUDS trainings. So if you attend one of those you'll get 50 Adventure2 points.
  3. One misconception about Adventure2 is that it's all about physical activity or as they referred to it, the jogging and broccoli track that people think of. We're looking for ways to partner to share information about financial planning, P&S events, etc.
  4. Our next two OMBUDS trainings are available to sign up for using Workday Learning. Conflict Management on March 26<sup>th</sup> from 9-11am and Ethical Leadership on April 25<sup>th</sup> from 9-10:30am. Both trainings have a capacity of 30 people.
- I. Professional Development Committee Chair – Jennifer Schroeder
  1. The 2024 Professional Development conference was held successfully last week, February 28. In total we had 305 registered participants. This includes 22 speakers, a keynote speaker, 29 council members and 12 committee members We offered 18 interest sessions, a keynote, and a closing speaker as well as a surprise appearance by Cy to help send our peers out on a positive note into the next day. As of noon yesterday, we had received 158 survey responses – a 52% response rate. The survey will be open through March 15th. So far, responses have been overwhelmingly satisfied or very satisfied with the conference. If you attended and have not completed it, please do so, this feedback is very valuable for next year's planning committee. We are finalizing the registration revenue as well as finalizing bills. We will provide a more complete report from our surveys as well as the financials of the conference at the April meeting. I want to sincerely thank the committee members who worked hard on Wednesday to ensure the day was successful and things went as smoothly as possible. Our next seminar series will be the week after spring break. March 19th from 2-3 we invite you to join us virtually for Exploring Applications and Ethics of Generative AI in Educational and Professional Settings.

## II. Unfinished Business and General Orders

- A. Nominations for P&S Council Representative Seats – Paul Easker

### III. New Business

- A. Close Nominations for and Election of P&S Council 2024-2025 Officers – Paul Easker
- B. Officer Elections
  - 1. President Elect – Jennifer Schroeder
  - 2. Treasurer Secretary – Sara Everson
  - 3. VP for Communications and Community Relations – Sarah Larkin
  - 4. VP for Compensation & Benefits – Liz Luiken
  - 5. VP for DEI – Susan McNicholl

### IV. Announcements

- A. Announcements from Councilors:
  - 1. **April Showers Council Empowers – Come Talk Shop** hosted by P&S Council
    - a) 3-5 PM on April 16 at Sparks Café in the Student Innovation Center
- B. Executive Committee Meeting: Thursday, 21 March 2024 | 9 AM – 11 AM
- C. Council Meeting: Thursday, 11 April 2024 | 2:10 PM | 3580 Memorial Union
- D. Seminar Series Events:
  - 1. Tuesday, 19 March 2024 | 2 PM – 3 PM | Virtual | Pre-Registration via Workday Learning  
***Exploring Applications and Ethics of Generative AI in Educational and Professional Settings*** – Abram Anders, Interim Associate Director of the Student Innovation Center & Associate Professor of English  
Generative AI tools like ChatGPT provide intriguing opportunities to enhance learning and productivity. Yet they also raise complex ethical questions. This presentation will explore emerging use cases and issues regarding AI generation technologies.
  - 2. Tuesday, 9 April 2024 | 2 PM – 3 PM | 3580 Memorial Union | Pre-Registration via Workday Learning  
***ISU P&S Classification and Compensation Structure in Action*** – Dwaine Heppler, Associate Vice President of UHR Delivery  
As a complimentary session to the session on the P&S Classification and Compensation structure, this session will focus on how these structures are used day to day at ISU. Join us to dive into how the classification and compensation structures are used to classify employees and inform pay decisions across the university.

### V. Adjournment

- A. Meeting adjourned at 3:41