

IOWA STATE UNIVERSITY

Professional and Scientific Council

2025-2026 Goals

- **Advocate for communication that is consistent, and equitable while highlighting the work of P&S Employees.**
- **Collaborate with UHR to enhance Council's New Employee experience and events.**
- **Focus on Council's engagement and advocacy by continuing the 3-3-3 Constituent Feedback Campaign.**

How will Council work to achieve these goals?

- **Advocate for communication that is consistent, and equitable while highlighting the work of P&S Employees.**
 - Addressing gaps in communication to P&S Staff that have an instruction/teaching responsibility to ensure applicable communications regarding instruction are received by faculty and teaching staff.
 - Advocating for stronger communication channels to communicate information broadly to campus while not relying solely on the "communication trickle down" method.
 - Addressing deadlinks regarding WorkFlex with University Human Resources (UHR), directing employees to Knowledge Base Articles instead.
 - Providing links to relatively unknown fringe benefits and UHR guidance to help connect employees with proper departments and resources.
 - Collaborate with the Provost to more frequently and broadly promote nominations for university staff award submissions.
 - Encourage P&S Executive Committee members to submit nominations for P&S Council's Outstanding Councilor Award.
 - P&S Committee Chairs encourage committees to submit nominations for CYtation Awards and Highlighting P&S Staff recognition.
 - Explore the opportunity to create, promote and solicit nominations for a new Outstanding Supervisor CYtation Award.
 - Partner with the Community Relations and Advocacy Committee to share and promote the work and contributions of P&S employees through the Council's various communication methods.
 - Providing opportunities during General Council meetings to share professional wins and accomplishments with Council.

- **Collaborate with UHR to enhance Council's New Employee experience and events.**
 - Discuss opportunities with UHR to partner with the Community Relations and Advocacy Committee to enhance information and resources shared at Council's new employee events.
 - Explore the opportunity to add a task to new employee Workday onboarding tasks to include "Attend P&S Council New Employee event" to draw attention to the opportunity.
 - Schedule our new employee events a year at a time to be promoted earlier and allow supervisors an opportunity to encourage attendance when onboarding a new employee.
 - Advocate for the return of an in-person or hybrid orientation for new employees with UHR; consider how we can support that initiative with UHR.
 - Providing links to relatively unknown fringe benefits and UHR guidance to help connect employees with proper departments and resources.
- **Focus on Council's engagement and advocacy by continuing the 3-3-3 Constituent Feedback Campaign.**
 - Create a formal plan to continue the 3-3-3 conversation campaign with constituents on a periodic basis going forward.
 - Share with constituents how the Council is addressing the actions items identified in the 3-3-3 Campaign report and what resources are already available on campus for other action items.
 - Continue to advocate for WorkFlex opportunities, provide information to supervisors who want information regarding efficiently and effectively managing a hybrid or remote worker, and provide talking points for staff who wish to pursue a WorkFlex discussion with their supervisor or department.
 - Continue to advocate with UHR for Supervisor training.