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P&S Council
President
[Jessica Bell](#)

Professional and Scientific Employee Meet and Greet

Mark your calendars today and plan to join us for our Professional and Scientific Council Meet, Greet, and Eat!

Date: Friday, June 16

Time: 1:00 - 3:00 pm

Location: [Christian Petersen Art Museum](#), Morrill Hall

All Professional and Scientific employees are invited! You will have the opportunity to meet your new councilors, network with your fellow employees, enjoy a snack from ISU Dining, enjoy the [Red Exhibit](#) and the adjacent [Textile and Clothing Museum](#), and register for a prize drawing!

July Professional and Scientific Council Meeting

Thursday, July 6 at 1:10 p.m. - Gallery Room - Memorial Union

Please join us for the Professional and Scientific Council meeting. All P&S employees are welcome to attend.

Year-End Report

Clayton Johnson, in his final report as president, spoke with pride and appreciation about the accomplishments of the year, highlighting efforts related to promoting a welcoming and inclusive climate and coordinating outreach and response related to the Fair Labor Standards Act and the Classification and Compensation Review.

A full and detailed year-end report can be found on the Professional and Scientific Council [Docket](#). In his final acts as president, he thanked all the outgoing councilors for their service to not only Council, but to the University.

Compensation and Benefits Recommendation

Council adopted the motion to send the FY 2018 Compensation and Benefits Recommendation to University leadership. The recommendation covers three main points: competitive compensation, performance-based compensation, and a workplace emphasizing employee well-being. In addition to the recommendation for a minimum salary increase of 3% for all Professional and Scientific Employees with a satisfactory or better performance rating, the recommendation also includes requests to:

- Alleviate compression issues by ensuring that the minimum percent increase for satisfactory performance is never lower than the percent increase associated with the Professional and Scientific Salary Matrix shift.
- Develop and require a new evaluation form that includes subjective and objective measurements, thereby allowing supervisors to demonstrate that these annual performance appraisals are used as a key determining factor for performance-based compensation; this

form should include a rating system that is more definitive than simply "satisfactory/unsatisfactory".

- Develop mandatory training for supervisory personnel responsible for completing performance appraisals.
- Evaluate and update policies and practices that promote employee well-being. Areas of concern include: inconsistent application of the flexible work policy, lack of a paid maternity leave, inadequate paid family leave including adoption/foster leave, and more robust, affordable, and available University childcare options.
- Compare ISU's current policies that promote employee well-being with peer institutions and provide results.

The entire compensation and Benefits Recommendation for FY18 and all motions can be found in the [Council Docket](#).



Passing of the Gavel

The May 25 Regular Meeting of the Professional and Scientific Council ended with a transition from our outgoing councilors to seating our new 2017-2018 Council. The final transition took place when president elect, Jessica Bell, passed the gavel, both literally and figuratively, to Stacy Renfro, thus formalizing Jessica Bell as president, Stacy Renfro as president elect, and Clayton Johnson as past president.

Your Professional and Scientific Council Members are here to represent you. The names and contact information for all Council Members can be found [here](#).