

December Council Meeting

Thursday, December 6
2:10 - 4 p.m.
Gallery Room, Memorial Union

All Professional and Scientific employees are welcome to attend council meetings.



December Council Seminar Series Event - Empowering Resiliency During Challenging Times

Change and uncertainty are components of our daily lives and the experience of this can be tough! Join us **December 11, 2-3 p.m.**, in the Pioneer Room of the Memorial Union to discover how compassion, awareness, and resiliency skills allow us to thrive during challenging times.

Krisdeena Jansen and Stephanie Downs, from University Human Resources, will discuss practical and effective strategies that empower resiliency during changing times. Participants will identify their current stress levels, understand the process to move through uncertainty, and apply coping techniques to thrive every day.

This session will also be [livestreamed](#) and can be viewed online using guest access. If you can't attend in person or via live stream the recorded session will be posted in [Learn@ISU](#) approximately one week after the live session.

Improved Service Delivery: Your feedback matters!

The direct results of the feedback you provided through the Professional and Scientific Council regarding Improved Service Delivery (ISD) include:

- The inclusion of an additional ISD Town Hall Meeting for employees October 25 . The Town Hall Meeting was attended by 250 people in person and 350 people online .
- Town Hall Meetings held for Human Resources on November 13 and Finance on November 27.
- The sharing of the themes provided at meetings with the ISD Supergroup, Provost Wickert, President Wintersteen, and others.

Council representatives have and will continue to participate in this process by acting as advocates for Professional and Scientific Employees.

The [FAQ page](#) of the ISD website is continuously being updated as information is available. We encourage you to continue to submit your questions and comments via the ISD [online comment form](#) or to pands-exec@iastate.edu.



Professional and Scientific Council's Tera Lawson (center) is joined by Interim Senior Vice President for Finance and University Services Pam Cain (left) and Interim Vice President for University Human Resources Kristi Darr in front of a packed auditorium at the October 25 Improved Services Delivery Town Hall meeting.



End of Semester Celebration! Join Us!

When: Monday, December 17, 2-4 p.m.

Where: Campanile Room, Memorial Union

You have worked hard all throughout the semester, so it's time to take a break! Come and take time to relax and celebrate the end of fall semester with your fellow Professional and Scientific colleagues. There will be warm winter beverages and treats! We hope to see you there!

Registration for P&S Council Professional Development Conference to Open December 6

Registration for the 2019 Professional and Scientific Council Professional Development Conference will begin on Thursday, December 6!

This year's conference, Cultivate Your Adventure: Planting the Seeds of Success, will feature TWO keynote speakers and will be held February 26, 2019, at the Scheman Building from 8 a.m. - 5 p.m.

Our goal is that you will experience growth, encouragement, and positive social interactions with your colleagues, as well as gaining skills and knowledge you can use as you continue your adventure at Iowa State University.

Early registration will be \$100 and will run through January 28. Regular registration will run from January 29 - February 12 and will be \$120. Visit the [conference web site](#) and make sure you have February 26 marked on your calendar as a day you intend to devote to your personal and professional development!

PLANTING THE
SEEDS OF **SUCCESS**



CULTIVATE YOUR
ADVENTURE

IOWA STATE UNIVERSITY
Professional and Scientific Council

PROFESSIONAL
DEVELOPMENT
CONFERENCE

FEBRUARY 26, 2019

January Council Seminar Series Event - Motivational Interviewing to Evoke Behavioral Change



The basics of Motivational Interviewing include how to minimize resistance, how to evoke "change talk," how to explore and resolve ambivalence, and how to use the person's own perspective to amplify the discrepancy between their present behavior and their broader goals and values.

Martha Stewart, Child Welfare Research and Training Project, Department of Human Development and Family Studies, will show us how this universal technique can be used with anyone - including your co-workers, family members, students, friends, and supervisors - you name it!

Join us January 8 in the Gallery Room of the Memorial Union to explore how Motivational Interviewing can be used to help someone identify and work through their own reasons for making a behavioral change.

This session will also be [livestreamed](#) and can be viewed online using guest access. If you can't attend in person or via live stream the recorded session will be posted in [Learn@ISU](#) approximately one week after the live session.

Highlighting ISU Staff: Mary Scott-Hall, Bioeconomy Institute



This month we recognize **Mary Scott-Hall** for her outstanding work as business manager of the Bioeconomy Institute at Iowa State.

Anne Kinzel nominated Mary, saying, "Our unit has been shortchanged for some time and Mary has taken on a very significant amount of additional duties and has performed her own work and this additional work with great competence and grace. I am amazed at how much she can do under such difficult circumstances. Any recognition will not be enough for what we are asking of her, but this is a start."

Congratulations, Mary, and thank you for all you do!

You can nominate a fellow Professional and Scientific employee (or team of employees) for Highlighting ISU Staff! Submit your nominations using this [link](#) to tell us about a P&S employee or team doing great work in your area. The form will ask you to tell us about who you are highlighting and why in 100 words or less, and to include a picture of the person, team, or output for which they are being highlighted. One submission will be regularly included in the newsletter as determined by the P&S Council Awards Committee. Other submissions will be featured on social media with the tag #highlightingISUstaff on the P&S Council web page

Workplace Accommodations: Be mindful of the needs of employees with disabilities



The Americans with Disabilities Act (ADA) requires employers to provide reasonable accommodations to allow employees with disabilities to do their jobs.

Individuals with physical or mental disabilities who are otherwise qualified to perform their work may request reasonable accommodations to enable them to work.

A reasonable accommodation is changes to a position or workplace that will enable a qualified employee to perform their essential job functions; for example, modifying the height of a desk or restructuring a job's hours or location.

Employees should complete the [Disability Accommodation Request](#) and submit it to their supervisor.

Employees may seek assistance from the Office of Equal Opportunity, University Human Resources, or the Iowa State University Ombuds Office.

Additional information is available on the [UHR website](#).



Stacy Renfro is the 2018-19 Professional and Scientific Council President.

[Email](#) President Stacy Renfro

Your Professional and Scientific Council representatives are here for you. Their names and contact information can be found [here](#).

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