

IOWA STATE UNIVERSITY™

Professional and Scientific Council

March Council Meeting

Thursday, March 7
2:10 - 4 p.m.
Pioneer Room, Memorial Union

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

Reminder - Now Taking Nominations for Councilors!



The Professional and Scientific Council serves as a resource and an advocate for all P&S employees, and you have the opportunity to represent your fellow employees as a council member! Nominations for the 2019 election will be taken through March 8. Interested parties may nominate themselves or a colleague by following the instructions listed on our [website](#).

As Provost Wickert said "Councilors develop knowledge that is used to educate fellow employees and encourage collaboration between departments through their new connections. This communication, collaboration and sharing of information benefits the entire university." See more in his letter [here](#), as well as letters of support from other university administrators.

Still have questions? Visit the P&S Elections [webpage](#) or contact the Representation Committee (pand-r@iastate.edu) to learn more.

March Council Seminar Series Event - P&S Classification & Compensation Review: Position Leveling Guidelines

Join us on March 12 from 2 -3 p.m. in the Gallery Room of the Memorial Union where Emma Houghton, Director of Compensation and Classification, University Human Resources, will be joining us to discuss the basics of the new P&S classification and compensation structures, explore the new framework of how positions are leveled and titled, and look at how the new structure differs from our current state. We will also discuss the framework for leveling jobs and how that links to title and pay philosophy.



If you can't join us in person, you can join us via [livestream](#) using guest access. If you can't join us on March 12, the recorded session will be posted in [Learn@ISU](#) approximately one week after the live session.

Additional information about the Council Seminar Series Events can be found [here](#).

The 2019 Professional and Scientific Council Professional

Development Conference is in the books!

Thank you to the participants, speakers, and committee members for making the 2019 Professional and Scientific Council Professional Development Conference a great success! The 443 individuals in attendance expanded their personal and professional development skills, engaged in thought-provoking conversations with colleagues, and opened their minds to new ideas from local, national, and ISU experts.

Participant surveys are out, and feedback is already being collected! The feedback will be analyzed and used to continue to offer valuable professional development opportunities for P&S employees in the future.



2019 Professional and Scientific Council Professional Development Conference Sub-Committee Members

Dispute Resolution and Grievance Management

As in any workplace, university P&S employees may find themselves at odds with a colleague or supervisor and may feel the need to seek help to resolve a dispute or file a grievance. This process is guided by university policies and may involve an informal and/or formal resolution.



An informal resolution can involve resources such as the Ombuds office or the P&S Peer Advocacy Committee, among others. A formal resolution involves filing a written grievance and must fall into one of two categories, namely Employment and Working Conditions or Loss of Compensation/Loss of Job. In either case, the employee should "be prepared to clearly identify the dispute, the related policies in question, and a desired resolution."

Some disputes are excluded from formal grievances, such as annual salary increases, just like some disputes must be addressed through separate, existing policies, such as discrimination or harassment or reclassification appeals.

More information can be found [here](#).

Affinity Group Survey is still open!



The Professional and Scientific Council Peer Advocacy Committee is exploring the interest in rejuvenating affinity groups for employees at Iowa State University. The goal of an affinity group is to provide employees with the opportunity to build relationships/connections/network with their peers at ISU.

Please provide us with feedback by taking a survey through [Adventure2](#) (and receive 25 points!) or through [this link](#) so that we may gauge staff interest in having Affinity Groups at

Highlighting ISU Staff: Camille Schroeder, Engineering Outreach Programs



This month we recognize **Camille Schroeder** for her outstanding work as **Coordinator of Engineering Outreach Programs**.

Nicole Fannin nominated Schroeder, and said: "Camille is a true cyclone. She goes above and beyond leading the largest outreach department of any college, promoting diversity in STEM, working on a grant through CIRAS and leading Manufacturing Day efforts for the state of Iowa. Her innovative approach, personable and excellent management skills are key to the success of all the programs, boards and events she takes part in. It is no wonder that her work with the help of a small staff and planning team reaches diverse audiences all over Iowa with over 100 events a year."

Congratulations, Camille, 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 #highlighting ISUstaff on the P&S Council web page Highlighting ISU Staff and/or included in future newsletters.



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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