

IOWA STATE UNIVERSITY™

Professional and Scientific Council

July Council Meeting



**Next Professional and Scientific Council general meeting:
Thursday, July 9, 2:10 - 4:00 p.m.**

The meeting will be held online [via Webex](#) (follow prompts) and is open to all Professional and Scientific employees.

Professional and Scientific Council passes antiracism motion

In the June 25 general council meeting, Professional and Scientific Council passed the Motion to Define Antiracist Efforts of the Professional and Scientific Council to Strengthen Campus Equity, Diversity and Inclusion.

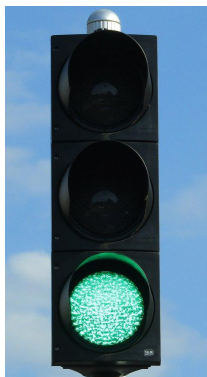


Read more about the motion and its passage in the [July 2 edition of Inside Iowa State](#). A link to the motion document is included in the story. It is also available on the [Professional and Scientific Council web site home page](#).

Class-Comp Review implementation underway; rollout of job linking complete, FLSA status addressed

Program "go live" set for August 30

Under development for more than three years, the classification and compensation review project for Iowa State University Professional and Scientific (P&S) employees is being implemented.



All employees should have received a personalized email from Human Resources Classification and Compensation on June 29 showing their new job title. The job profile that accompanies this new title can be found, along with the job profiles for each of the new titles, in Workday.

To find the P&S Job Profiles in Workday, you will need to search for ISU New P&S Job Profile. A step by step [Workday Job Aid](#) is available on the [Classification and Compensation Resources web site](#). A new narrated PowerPoint presentation titled [Understanding the New Professional and Scientific Classification Structure](#) is also available on the website and provides information on how all of the components of the new structure work together.

The review looked at Professional and Scientific classifications comprehensively including pay grades, pay policies, procedures and practices and provides a new market-driven structure and pay philosophy that is aligned with compensation best practices.

Emma Houghton, Director of Classification and Compensation, addressed the Professional and Scientific Council at the general council

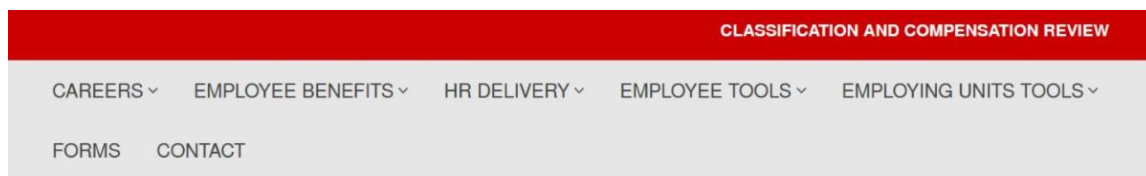
meeting June 25. She frequently pointed to the [Classification and Compensation Review page](#) of the University Human Resources web site as the go-to source for resources, information, and updates about the process and the implementation.

Exempt vs. non-exempt status of job profiles and the Fair Labor Standards Act (FLSA) was also discussed. As a result of the FLSA review conducted by the Office of University Counsel in partnership with UHR, some employees will see their exemption status change to non-exempt when the new structure goes live August 30. Houghton explained that exemption status is determined by the provisions of the FLSA, which is federal law, and that university counsel has worked diligently to make sure Iowa State is constantly working toward compliance of the law as officials conduct this comprehensive review of P&S jobs. She stated that an employee's type of work combined with salary are the main factors that determine exempt vs. non-exempt status and pointed to the [FLSA page](#) on the UHR web site as the primary source for detailed information regarding FLSA.



Emma Houghton

Houghton also stressed that any employee who has concerns about their job title and accompanying job profile, should, after reviewing the resources available and discussing it with their supervisor, submit a [Title Review Request](#). The deadline for requesting an additional title review is July 24.



Classification and Compensation Review

The primary goal of the Classification and Compensation Review Project is to review the current Professional and Scientific (P&S) jobs and pay practices in order to design a new, market-driven structure and pay philosophy that enable the attraction, retention and reward of P&S employees at Iowa State that is aligned with our mission, and is fair, equitable and FLSA compliant.

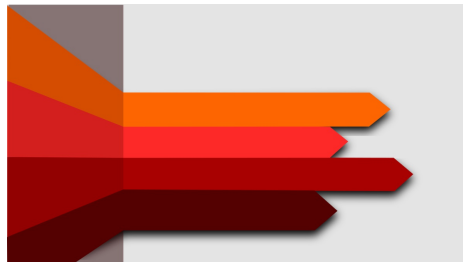
Project Overview

Project Updates

Implementation

The [Classification and Compensation Review web site](#) serves the go-to reference for information as this project gears up for its August 30 "go live."

Council strategic initiatives to be discussed in July meeting; your submissions are welcome



At the upcoming July 9 Professional and Scientific Council general meeting, council will discuss determining its strategic initiatives for the 2020-21 council year, which began July 1.

Each year strategic initiatives are established based on council priorities of serving as the voice of P&S employees in the shared governance structure; investigating and responding to P&S employee

concerns; providing professional development opportunities for P&S employees; honoring P&S employees, representing P&S employees, and encouraging P&S employee engagement.

The [2019-20 council strategic initiatives](#) can be found on the council web site. The new 2020-21 strategic initiatives will be posted following further discussion and voting by council.

All Iowa State University Professional and Scientific employees are invited to submit suggestions and/or comments regarding 2020-21 strategic initiatives. To submit, please email the councilor in your area of representation, by July 8. The full list of 2020-21 councilors, with email addresses, can be found on the [Professional and Scientific Council web site](#).

Professional and Scientific Council 2020-2021 Executive Committee installed

The Professional and Scientific Council Executive Committee for 2020-2021 includes seven elected council officers and seven appointed committee chairs. They were officially installed during the June 25 general council meeting.

- Sara Parris, President
- Chris Johnsen, President-Elect
- Amy Ward, Past President
- Joy Stroud, Secretary/Treasurer
- John Burnett-Larkins, Vice President for University Community Relations
- Lindsay Moeller, Vice President for Equity & Inclusion
- Barry McCroskey, Vice President for University Planning & Budget
- Suzanne Ankerstjerne, Chair, Awards Committee
- Jamie Sass, Chair, Communications Committee
- John Odenweller, Chair, Compensation & Benefits Committee
- Jacob Larsen, Chair, Peer Advocacy Committee
- John Hascall, Chair, Policies & Procedures Committee
- Paula Burns, Chair, Professional Development Committee
- Jason Follett, Chair, Representation Committee

New and re-elected Professional and Scientific Council members begin terms this month

During the June 25 Professional and Scientific Council general council meeting 26 elected (first term or re-elected to new term) councilors were officially installed for the 2020-21 council year. Terms became effective July 1. Councilors are listed below, with their representation areas. New councilors are indicated with an asterisk *

Chris Beedle,* Academic Affairs	Glen "Butch" Hansen, Operations & Finance
Valyn Bodensteiner,* Academic Affairs	Bridgette Hare,* Academic Affairs
John Burnett-Larkins, Academic Affairs	Sara Larkin,* Academic Affairs
Clayton Byrd,* President's Office	Jacob Larsen, Academic Affairs
Lynne Campbell,* Academic Affairs	Liz Luiken,* Student Affairs
Ritushree Chatterjee,* Academic Affairs	Gayle Masterbergen,* Operations & Finance
Emily Dougill, Academic Affairs	Barry McCroskey, Operations & Finance
Tom Elston, President's Office	Lindsay Moeller, President's Office
Matthew Femrite,* Academic Affairs	Chris Myers, Academic Affairs
Jason Follett, Academic Affairs	Deanna Sargent,* Student Affairs
Katie Getting,* Operations & Finance	Jennifer Schroeder,* Operations & Finance
Robert Grandin,* President's Office	Joy Stroud, Operations & Finance
Cameron Hall,* Academic Affairs	Misty Zimmerman,* Academic Affairs

To view a full list of councilors and the areas they represent, visit the [P&S Council website](#).

Did you know? Blue365 offers many health and wellness benefits for P&S employees

Blue365[®]

As one of the many benefits provided to Professional and Scientific employees at Iowa State University, Blue365 is a free health and wellness program provided to members of Wellmark Blue Cross and Blue Shield.

Through Blue365, P&S employees can access numerous discounts on health-related services

and products, including gym memberships, exercise equipment, wearable trackers, apparel, nutrition, hearing and vision services, travel and more.

The following are examples of discounts available to Blue365 members:

- 20% off Fitbit devices, plus free shipping
- \$29 monthly access to 10,000 gyms through Fitness Your Way
- 30% off Livekick at-home yoga, fitness and meditation classes
- 30% off Skechers products, plus free shipping
- 15% off Wisely Well frozen meal bundles

See the [Blue365 website](#) for details and to sign up.

Highlighting ISU Staff: Lisa Green, Iowa 4-H

This month we recognize Lisa Green , Field Team Specialist III and Field Supervisor- Field Team Central, Iowa 4-H

Lisa was nominated by Norma Dorado-Robles, Recruitment, Retention and Engagement Lead for Iowa 4-H who said, "Lisa Green started her Extension & 4-H career about four years ago. Ever since I've know her, she has shown me venues to create success and help others be successful. She creates true inclusion in every project she leads. She has shown so much care and effectiveness working with African American, refugees, immigrant and other marginalized populations in central Iowa."



Green (right) engages with an audience

Congratulations, Lisa, 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.

Sara Parris is the 2020-21 Professional and Scientific Council President.

[Email](#) President Sara Parris

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



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