

IOWA STATE UNIVERSITY™

Professional and Scientific Council

June Council Meeting



The next Professional and Scientific Council general meeting will be June 25.

This council year-end meeting will be held at Reiman Gardens. Due to COVID-19 physical distancing precautions, in-person attendance will be limited to council members and invited speakers.

The meeting will be available on [Webex](#) or by phone: +1-312-535-8110 United States Toll (Chicago), access code 133 708 4283 and is open to all Professional and Scientific employees.

Thursday, June 25

2:10 - 4:00 p.m.

Reiman Gardens, Garden Room

In Support of our ISU Community Members of Color

Our Iowa State University community members of color face acts of discrimination and other race-based violence. Events such as the deaths of George Floyd of Minneapolis, Minnesota; Breonna Taylor of Louisville, Kentucky; and Ahmaud Arbery of Brunswick, Georgia can have a triggering effect, cause emotional distress, and increase anxiety for the members of our Iowa State University community. The effects on mental and emotional health caused by exposure to news of racist acts of violence, including anti-black racism, violence, and police brutality, may be compounded by anxiety and isolation due to the COVID-19 global pandemic, which disproportionately impacts communities of color.

We see you. We are here to support you. Iowa State University community members can take advantage of tools and resources, including the [Employee Assistance Program](#), [ISU WellBeing](#) and [Adventure2](#). Through the Iowa State University healthcare plans, employees have access to free counseling services with in-network providers, and many providers are offering telehealth services during the pandemic. Iowa State University also has a variety of [faculty and staff associations](#) for our diverse population to form additional connections with each other and our community. During this time it is critically important that we come together as a community to connect and support one another.

Iowa State University community members of color: on behalf of the Professional and Scientific Council Executive Committee, we extend our support in standing up against any racist acts, including anti-black racism, violence, and police brutality. The Executive Committee will further address this topic at the next general council meeting June 25.

June Seminar Series event: Ouch! That Stereotype Hurts!

Login to [Learn@ISU](#) to view our June council Seminar Series event!

Staying silent in the face of demeaning comments, stereotypes, or bias allows inappropriate attitudes and



behaviors to thrive. This training will provide seven easy and effective strategies for speaking up respectfully to counter hurtful comments and actions.

During this presentation Malisa Rader, human sciences specialist in Family Life with Iowa State University Extension and Outreach, will show you how to "speak up" in the face of a variety of stereotypes and bias and to develop strategies to recover communication in "oops" moments.

This session was recorded at the 2020 Professional and Scientific Council Professional Development Conference February 13, 2020 and is being released with captions as this month's Council Seminar Series event.

To view the video recording, login to [Learn@ISU](#), type FY20-11 into the search bar, and click launch!

See the [Seminar Series page](#) on the council web site for more information.

ISU travel policies revised; review and comment by June 19

Professional and Scientific employees who engage in travel on behalf of Iowa State University should note that revisions to four separate travel policies have been made and comments and questions are now being accepted.



The four policies are available for review on the [Iowa State Policy Library web page](#) and pertain to:

- **Airfare** (the purchase of air tickets through a university contracted travel agency or other sources)
- **Authorization and Funding** (clarifies authorizations required for university business-related travel; employees and non-employees subject to same reimbursement limits)
- **Foreign** (reimbursement of university travel-related expenses incurred while outside the United States)
- **Reimbursement** (of university-related travel expenses)

Impacted employees are invited to review the proposed revisions and submit questions or comments by June 19, 2020 to policy@iastate.edu or use the Feedback button at the top of the Policy Library page.

Did You Know? Professional and Scientific employees are eligible for tuition reimbursement

With many classes now being offered online and with most Iowa State Professional and Scientific employees working remotely with flexible schedules, now may be the perfect time to take advantage of ISU's [Tuition Reimbursement Program](#) to further your professional development. Many full-time P&S employees have utilized the Tuition Reimbursement Program to earn advanced degrees.

The Tuition Reimbursement Program helps to defray the cost of tuition up to a maximum of four credits per semester for courses offered by ISU or other accredited post-secondary institutions. The program is available to all current Merit and P&S staff members upon completion of one year of continuous non-temporary employment prior to the time of course enrollment. The employee must be enrolled in courses that are part of a degree, or will benefit/enhance his or her current position.



Visit the Tuition Reimbursement Program [website](#) for additional details and eligibility

Highlighting ISU Staff: Cara Fila

This month we recognize **Cara Fila, Program Assistant in Campus Organizations Accounting**



Cara was nominated by Jamie Barker, accounting manager of Campus Organizations Accounting in the Controller's Department who said, "*Cara has assisted more students than can be counted. She has worked with the offices of Risk Management, Trademark Licensing, Recreation Services, Sorority and Fraternity Engagement and Student Activities Center among other administrative units within the division and the Division of Student Affairs, and all across the university colleges with faculty advisors.*"

"This relationship requires grace, professionalism, encouragement, problem resolution, patience and a smile that always puts our partners at ease. When we worked to customize Workday processes, Cara worked tirelessly to come up with creative solutions to make a student p-card system work for her and the program coordinator in order to reallocate tens of thousands of transactions in excess of \$3.4M annually for over 1,200 cardholders."

Congratulations, Cara, 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 the [Highlighting ISU Staff form](#) 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 Professional and Scientific Council Awards Committee. Other submissions will be featured on social media (with the tag #highlightingISUstaff), on the Professional and Scientific Council web page (Highlighting ISU Staff), and/or included in future newsletters.



Amy Ward is the 2019-20 Professional and Scientific Council President.

[Email](#) President Amy Ward

Your Professional and Scientific Council representatives are here for you. Their names and contact information can be found on the [Council Members page](#) of the council web site.

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