

IOWA STATE UNIVERSITY™

Professional and Scientific Council

May Council Meeting

Thursday, May 5, 2022
2:10 p.m.

The May general council meeting will be conducted as a hybrid event

- Join in-person: South Ballroom, Memorial Union
- Join via [Webex](#)
- Join by phone: +1-312-535-8110 United States Toll (Chicago)
- Access code: 2622 228 17079



General meetings are open to all Professional and Scientific employees and the public.

P&S Council conducts WorkFlex survey; 780 ISU employees share their information and impressions



After hearing informal constituent feedback on the implementation of Iowa State's WorkFlex program, the Professional and Scientific Council launched a survey of its constituents in the latter half of April.

The initial WorkFlex period covered the spring 2022 semester and the application period for the summer (and in some cases, fall) semester has just concluded.

The anonymous survey asked Professional and Scientific staff members to identify their division, their college or unit, and asked such things as whether their job is "student facing," whether they are participating in the WorkFlex program, their satisfaction with their WorkFlex arrangement, and more.

Council received responses from 780 Professional and Scientific employees.

Results are being compiled. A high-level overview will be presented at council's general meeting May 5. A more detailed discussion will take place at council's June general meeting. Results will also be shared with university leadership, including University Human Resources, at a later date.

Second effort is successful in P&S Council elections

It took two attempts, but the desire to have truly representative results ended in success with Professional & Scientific Council's 2022-23 councilor election.

After encountering an unexpected level of technical difficulties in its first election effort, council made the determination to scrap the initial election and make another attempt.

After employing different technology platforms and extending the voting period, council is happy to report that the second election was successful. All results that had been received in the first election were thrown out and tabulation of votes began anew.

The results of the election will be officially announced at the Professional and Scientific Council general meeting May 5.

Council extends its apologies to its constituents for the difficulties in the first election attempt; its thanks to all those who took time to participate in the second run; and its thanks to the many council members, and the Representation Committee in particular, for shouldering the responsibility to overcome the difficulties and engineer a re-work to stage a successful election.



Be part of new planting program and new council interest group! Join a special event at ISU May 10



You're invited to join the official kickoff for the Plant Iowa Beautiful program on the Iowa State University main campus May 10, in conjunction with Professional and Scientific Council's Peer Advocacy Committee P3 interest group.

The Planting Pollinator Habitat Orientation will be held from 9 a.m. – 5 p.m. at ISU's Biorenewables Complex (BRL) and marks the first opportunity for ISU's "P3: Pollinators, Plants, and People" interest

group to gather individuals and learn about the importance of pollinators, the plants they need, and how people can help pollinators.

Leaders from Iowa State University departments and organizations will collaborate to plant a pollinator garden on the north side of BRL. The day features Professor Julie Stevens and her landscape architecture class leading a planting demonstration based on Thomas Ranier's book, "[Planting in a Post-Wild World](#)." To commemorate Arbor Day, a pollinator-friendly black gum tree will be planted on site.

The Plant Iowa Beautiful program, which will plant pollinator gardens in 10 counties across Iowa, is conducted in partnership with 4-H Youth Development and is funded through an \$80,000 grant from the Alliant Energy Foundation and Keep Iowa Beautiful.

Alliant Energy Foundation will provide lunch for participants who register by May 7. [See the day's schedule and register](#) for the event. The registration deadline for participation in the event is May 9.

Did you know? Expensive and difficult child care arrangements can require lots of resources! Learn more here



If it was not already clear beforehand, the disruption caused by the COVID pandemic made it abundantly clear how important child care is for parents with full-time jobs.

ISU staff have a limited number of options for child care in Ames and it can get expensive. In many cases, child care costs for one infant or toddler can match or surpass the monthly rent or mortgage a family pays.

Given the competition among parents for the limited number of spots in the less expensive day care centers you are encouraged to put your children on a waiting list as early as possible. If you need day care for an infant, it is a good idea to tour centers and join waiting lists at least six months before the child is born.

The Iowa Department of Human Services conducts inspections of child care centers. See their [inspection reports](#).

Another good resource is the Iowa Child Care Resource and Referral web site where you can talk to a parent referral specialist and search their online referral system for information about available day care options in your area of Iowa. You can also access the useful [Guide to Choosing Quality Child Care](#).

Below is a table of child care costs at different centers in Ames. The information is based on recent experiences of Professional and Scientific Council Peer Advocacy Committee members and information

provided by the individual centers.

Finally, it should be noted that some day care centers do offer part time options, such as half days or two or three full days per week at reduced rates, while others charge the full fee, regardless of how many days you need.

The chart below shows monthly rates based on full-time, infant enrollment obtained in early May 2022. Different rates may apply, such as those based on income or enrollment of multiple children.

Daycare costs in Ames				
Daycare Name	Household Income Level			
	Less than \$24,999	\$25,000 - \$49,999	\$50,000 - \$74,999	Over \$75,000
ChildServe	\$1100	\$1100	\$1100	\$1100
Eagle's Loft	Sliding scale similar to Vet Med Childcare			\$1670
Formative Years	\$1300	\$1300	\$1300	\$1300
LilyPad	\$1200	\$1200	\$1200	\$1200
UCC	\$812	\$812	\$1009	\$1334
Vet Med Childcare	\$969	\$1293	\$1536	\$1616

Insight into yourself and others! May Seminar Series event is “Mindful Communication Using Colors”

Today's work environment demands collaboration and teamwork, so understanding what makes your colleagues (and you) “tick” is a helpful tool for communicating effectively.



The Colors personality assessment is a great springboard for studying fundamental personality characteristics, learning what motivates us, and understanding how to work effectively with just about anyone. Plus, it's just plain fun!

Join Martha Stewart, Instructional Designer for the Child Welfare Research and Training Project, May 10 at 2 p.m. for a revealing look at personality and how it affects our ability to communicate!

To get the most out of this session, please complete the Colors Personality Assessment beforehand. The assessment can be [downloaded here](#). The first worksheet is a shorter (easier) assessment, while the second worksheet is a longer, more thoughtful assessment. You can choose which assessment you want to do, or do them both and see how the two assessments compare! The third worksheet has a brief description of each Color. When you attend the session, you do not have to remember the numbers associated with all four Colors, but you should have an idea of your ranking (especially the top two), and if there's a large spread between Colors.

This event will be held in a hybrid format. You may attend in person in Room 3580 (formerly the Gallery Room), Memorial Union, or attend virtually via [Webex](#).

This seminar will also be posted on [Learn@ISU](#) at a later date.

June Seminar Series Event: “Stroll Into Summer: Well-Being Wherever You Are”

The Strolls for Well-being at ISU are a series of resources available to the entire campus community whether you are on campus this summer or away from Ames.

Explore the benefits of this flexible program with Karen Couves, Center for Excellence in Learning and Teaching (CELT) and Sue Tew-Warming, ISU WellBeing, in which mindfulness practices will be used to support the well-being of individuals and groups. Participants will leave this interactive session with practical ways to use these resources for themselves, their departments, and in their learning spaces.



This event will be in-person only on June 13 at 2 p.m. Meet in Memorial Union Room 3580 (formerly the Gallery Room). Weather permitting, this session will include an experiential component outdoors. To

Highlighting ISU Staff: Rano Marupova, University Library

This month we recognize Rano Marupova, librarian with University Library.

Rano is a well-respected librarian who is responsible for coordinating the multiple sections of Lib 160, a one credit university course taught by ISU's librarians & library staff and required for all undergraduate degrees. The course is taught to multiple sections (sometimes as many as 50) twice a semester. Lesya Hassall with the Center for Excellence in Learning and Teaching (CELT) said, "Rano designs the course's online template in Canvas, distributes it to all sections, troubleshoots all course-related issues, monitors online assessments and grading across sections, co-creates content with the section instructors and serves as a prominent point of contact for all course-related questions. She also is the instructor for two of the sections."



Congratulations Rano, and thank you for all you do!

You can nominate a fellow Professional and Scientific employee (or team of employees) for Highlighting ISU Staff! It only takes a few minutes. 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 P&S Council Awards Committee. Other submissions will be featured on social media with the tag #highlightingISUstaff, on council's Highlighting ISU Staff [web page](#), and/or included in future newsletters.



Chris Johnsen is the 2021-22 Professional and Scientific Council President.

[Email](#) President Chris Johnsen

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