

# IOWA STATE UNIVERSITY™

## Professional and Scientific Council

### February Council Meeting

Thursday, March 2, 2023

2:10 p.m.

Room 3580, Memorial Union

Please join us! All Iowa State University Professional and Scientific employees are welcome!



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### Professional and Scientific Council releases FY24 Compensation and Benefits report



Professional and Scientific Council has released its annual [Compensation and Benefits Report](#) for FY2024 with this version featuring a large amount of input from our constituents.

Researched and written by council's Compensation and Benefits Committee, the report's goal each year is to provide university senior leadership with recommendations for these important areas that align with the university's [2022-2031 Strategic Plan](#). Two aspirations of the Strategic Plan have been deemed especially important to Iowa State University P&S employees:

- "To be the university that cultivates a diverse, equitable, and inclusive environment where students, faculty, and staff flourish"
- "To be the university that fosters lifelong learning"

After the first read of the report at council's January meeting, councilors were asked to reach out to their constituents to get feedback. The response was outstanding.

The Compensation and Benefits Committee was then tasked with synthesizing information to identify themes and to determine what should be included for a second read of the report and to finalize and submit the report to senior leadership.

Big picture constituent feedback themes included: the financial pinch caused by cost-of-living outpacing salary increases; the concerns of rising benefits costs; challenges of supervisor support or knowledge leading to concerns with appropriate advancement opportunities; and clarity and transparency in the market-based compensation process. On a smaller scale, council saw concerns about parking, especially paid parking. Some of the concerns brought forth were outside the scope of this year's report but are being discussed to address them in other ways.

Much of the constituent feedback came with a condition of anonymity, which council takes seriously. This year's report also takes a different approach than past reports. While other years' reports have leaned heavily into data, this year's report has relied on individual employee experience to create a narrative that shares the everyday challenges faced by Professional and Scientific employees.

Council extends a big thank you to everyone who took the time to contribute their thoughts and recommendations in helping us craft this report. We will continue to advocate on your behalf through projects like this and many others.

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## Nominations for Professional and Scientific Council open through March 3; self nominations are welcome!



There's still time to nominate yourself or a colleague to make a difference for Iowa State's Professional and Scientific employees through P&S Council.

Nominations for councilors are being accepted through March 3.

Members of Professional and Scientific Council help their fellow employees through advocacy, policy-making, and professional development. As a member of council, you have a voice in the decisions, events, and activities that impact more than 3,500 Professional and Scientific employees.

In addition to helping your fellow employees, being part of council benefits YOU as well:

- Network with peers from around the entire Iowa State system
- Establish a connection with university leadership
- Develop leadership skills you can use in your Iowa State position

Submit your nomination today! Want more information? See the [2023 Election Information](#) page on the council web site. Still have questions? Contact council's Representation Committee, [pands-r@iastate.edu](mailto:pands-r@iastate.edu)

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## Thank you for making Cultivate 2023 a professional development experience to remember!



### Cultivate 2023

Professional Development Conference  
*Presented by the Professional & Scientific Council*

On Wednesday, February 22, Professional and Scientific Council welcomed roughly 300 attendees to the Gateway Hotel and Conference Center for Cultivate 2023. Thank you to the participants, speakers, and committee members for making this conference a great success!

P&S employees were able to connect with each other, share their professional and personal development skills, engage in thought-provoking conversations, and open their minds to new ideas from national and Iowa State 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. If you attended the conference and have not yet completed your survey, please check your email inbox and take time to share your feedback by 5 p.m. March 3.

Are you interested in joining the volunteer planning committee for next year's conference? Please let us know by completing this [Qualtrics Survey](#).

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## Bowling, billiards and free fun with P&S Council Meet & Greet March 24!

Join us March 24 for your chance to have some fun with Professional and Scientific Council! All Professional and Scientific employees are invited to a council Meet and Greet event at CyBow! and Billiards in the Memorial Union from 3-5 p.m.

Shoot some pool and bowl some frames on us! Have some fun with your peers, with members of your Professional and Scientific Council, and learn how council is working on your behalf. If you've ever considered joining Professional and Scientific Council this is a great opportunity to chat one on one with council members and get your questions answered!



No R.S.V.P. is required. We hope to see you March 24!

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## Seminar Series will present a look at ISU's new Streamlyne system March 21

Professional and Scientific Council's Seminar Series continues March 21 from 2-3 p.m., 1115 Pearson Hall, with a chance for you to learn about Streamlyne, Iowa State's new proposal development and routing system.

Nichole Richter, Streamlyne project manager, will provide an introduction of this new system that will go into effect July 1, 2023. Streamlyne will integrate the GoldSheet and Cardinal Sheet into one system for both sponsored projects and gifts, and will also feed information into a system-to-system (S2S) portal for grants.gov submission without duplicate entry. This session will introduce users to the new Streamlyne system through a live demonstration followed by an opportunity for Q&A.



Also be sure to join us April 11 from 2-3 p.m., 3580 Memorial Union, for a look at the topic of negotiation with ISU's Ryan Bhattacharyya, management professor of practice. More details to come.

Check the [Seminar Series page](#) of the council web site for information and updates on events.

Don't forget, if you have seminar session ideas, please email the Professional Development Committee at [pands-pd@iastate.edu](mailto:pands-pd@iastate.edu).

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## Did you know? You can save money with vendor discounts available to ISU employees



There are many great perks to being an Iowa State University employee, and one of them involves the chance to get a great deal on purchases at different businesses!

There are many businesses in Ames that offer ISU employees a form of discount. The ISU Alumni Association does offer discounts at many, but you are required to be a member of the association to obtain those. Other discounts are available without a membership requirement and here are just a few examples:

- US Cellular offers ISU employees a \$5 discount per month on each qualifying phone line
- Super Cuts offers \$2 off haircuts
- Campus Garage offers a 10 % discount
- Culvers offers a 10% discount on orders

Many subscription web sites offer discounts, and this is verified by using an email that ends in ".edu," which Iowa State employees have. Spotify is one such web site.

Iowa State employees can also obtain free subscriptions to the *New York Times* and the *Wall Street Journal*. The Iowa State University Library has guidance on how to sign up for these services.

Other forms of discounts, including ones offered by Delta Dental EyeMed, Wellmark BC/BS and others can be found on the [Vendor Discount page](#) of the University Human Resources web site.

Do you know of a discount not listed? Please send an email to Professional and Scientific Council's Peer Advocacy Committee at [pands-pa@iastate.edu](mailto:pands-pa@iastate.edu).

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## Review, comment on new ISU out-of-state/out-of-country work location policy



Iowa State University is planning to adopt a new policy regarding recruitment and employment of university faculty and staff with out-of-state/out-of-country work locations.

A review and comment period for the new policy is now open through March 10. For more information and a link to the draft policy, see [this page](#) on the university Policy Library web site.

## Highlighting ISU Staff: Steve Couchman

Steve Couchman, Learning and Development Specialist, University Human Resources, is being honored in this month's Highlighting ISU Staff.

Steve was nominated by John Estes, Communications Manager in University Human Resources, who commented, "Steve was instrumental in the development of the Workday Learning platform that launched in January. The rollout began with 34 course offerings, including university compliance-related training like Title IX and free speech and UHR online options. Eventually, over 9,000 LinkedIn Learning courses will be available. ISU supervisors now have up-to-the-minute information about employees' internal learning history for professional development conversations and can pull reports on their team's progress toward training goals. Steve's leadership, creativity or organizational skills helped make the launch of this important platform a big success!"



***Congratulations, Steve, 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.



### **Jamie Sass is the 2022-23 Professional and Scientific Council President**

[Email](#) President Jamie Sass

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

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