

IOWA STATE UNIVERSITY™

Professional and Scientific Council

General Council Meeting

December 2, 2021, 2:10 – 4:00 p.m.

Hybrid: South Ballroom, Memorial Union/Online via Webex

In-person: Councilors and substitutes, please be sure you have signed in at the table and have picked up your name placard.

Mask wearing encouraged.

Online: Councilors, please stay muted with camera off, unless speaking, to preserve bandwidth and cut down on noise. There is no electronic sign-in for attendance. Councilors, you will be shown as “Panelists.”

Thank you to all!

- Call to Order & Seating of Substitutes
- Establish Quorum (Sarah Larkin)
- Approval of the Agenda
- Approval of the Minutes

November 3, 2021 general council meeting minutes

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Administrative Reports

Jonathan Wickert

Senior Vice President and Provost

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Administrative Reports

Kristi Darr

Vice President For University Human Resources

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University Human Resources

UHR Update

December 2, 2021

ENTRY LEVEL PAY ADJUSTMENTS

P&S Adjustments

P&S Current Grade	Former minimum	New Minimum	Maximum
PS801	\$21,038	No Change	\$33,662
PS802	\$23,668	No Change	\$37,869
PS803	\$26,627	\$31,200	\$42,603
PS804	\$29,955	\$32,240	\$47,928

- Pay Grade PS801 required no adjustment, PS802 is currently not being used for any positions
- Changes effective 12/1/2021
- Staff in the P&S Temporary job profile remain unclassified
 - Supervisors may make adjustments to compensation for individuals in the P&S Temporary job profile at any time and may contact their HR Delivery team to make adjustments.

P&S MARKET REVIEW

P&S Pay Matrix and Job Review

- To maintain the health of the structure, Class/Comp will review benchmark data to determine market shifts on average since previous review
- Currently have 65-70% of positions benchmarked
- Recommend implementing 2/1/2022 and 4/1/2022 and must comply by 10/1/2022
- Prioritize positions identified by senior leaders as difficult in relation to retention and hiring
- Focus efforts around positions of concern to evaluate competitiveness to market
- Requires approval of Board Office for these changes

Anticipated Timeline

Project	Communication Date	Implementation Date
Entry Level Pay Changes	Week before Thanksgiving	12/01/2021
Pay Changes for 14026	Week before Thanksgiving	No later than 01/30/2022
P&S Matrix Move	January 2022	February 2022 (New Hires)
Selected P&S Profiles adjusted	March 2022	April 2022 (New Hires)

WORKFLEX UPDATE

WorkFlex Status

- Number of Requests by deadline - 762
- Monday, November 29th -WorkFlex Program Appointing Authority approval process
- All supervisors should be working to review and approve/deny the requests submitted in their inbox
- The Staff Appointing Authority has until December 23 to respond to all completed requests
- After the 23rd, supervisors have to January 14th to prepare for the effective dates of the arrangements

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Administrative Reports

Andrea Wheeler

President, Faculty Senate

Professional and Scientific Council Executive Committee Reports

- **President – Chris Johnsen**
- **Secretary/Treasurer – Sarah Larkin**
- **Vice President for Equity and Inclusion – Jahmai Fisher**
- **Vice President for University Community Relations – John Burnett-Larkins**
- **Vice President for University Planning and Budget – John Hascall**

Professional and Scientific Council Committee Reports

- **Awards – Susy Ankerstjerne**
- **Communications – Deanna Sargent**
- **Compensation and Benefits – Patrick Wall**
- **Peer Advocacy – Jacob Larsen**
- **Policies and Procedures – Paul Easker**
- **Professional Development – Matthew Femrite**
- **Representation – Jason Follett**

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Unfinished Business and General Orders

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New Business

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Open Discussion for the Betterment of Council

Announcements

- **Announcements from Councilors**
- **Seminar Series Event: “Growing with Professional and Scientific Council: A Panel Discussion About Serving as a Councilor,” December 14, 2:00 – 3:00 p.m. Hybrid meeting: In-person, 3560 Memorial Union/Online via Webex**
- **Executive Committee Meeting
December 16, 10:00 a.m. – Noon, 206 Durham**

Announcements, cont.

- **General Council Meeting**
January 6, 2022, 2:10 – 4:00 p.m., Room 3580, Memorial Union

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Adjournment