General Council Meeting
November 3, 2022, 2:10 P.M.
Room 3560, Memorial Union

Councilors: Please make sure you have signed in at the registration table and have your name placard
Welcome, and thank you for joining our virtual meeting! Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

- Call to Order & Seating of Substitutes (Patrick Wall)
- Establish Quorum (Lynne Campbell)
- Approval of the Agenda
- Approval of the Minutes

October 6, 2022, General Council Meeting Minutes
Welcome, and thank you for joining our virtual meeting!
Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Administrative Reports

- Ed Holland – University Human Resources
- Jon Perkins – Faculty Senate
ISU Employee Benefits Overview

Professional & Scientific Council Meeting
November 3, 2022
Open Enrollment is Nov. 1-18

- Medical monthly total premium increasing
- Dental monthly total premium increasing
- Medical and pharmacy plan design: no changes
- Dental plan design: no changes
- Vision: lens benefit improved while premiums have not changed
- Medical Flexible Spending Account (FSA) annual maximum increasing to $3,050
- Medical FSA carryover limit increasing to $610
- NEW Option: Debit cards for flex reimbursement
- Dependent verification

The contribution limit for employees who participate in the 403(b), and 457(b) plans, and the federal government's Thrift Savings Plan is increased to $22,500, up from $20,500. The age 50+ catch-up contribution limit is also increasing from $6,500 to $7,500 for the 403(b) and 457(b) plans.
ISU Benefit Survey Open Nov. 1-15

- Measure employee preferences and satisfaction
- 15-20 minutes to complete
- Faculty and staff participation will be crucial

**Outcomes**

- Better understanding of benefits opportunities
- Drive improvements in benefits education and communication with plan participants
- Enable UHR Benefits staff to provide enhanced service to employees
- Support initiatives for attracting and retaining employees
## ISU Benefit Survey Response Rate

### Job Family Group

<table>
<thead>
<tr>
<th>Total %</th>
<th>Total</th>
<th>Today</th>
<th>Past Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>13%</td>
<td>871</td>
<td>123</td>
<td>10</td>
</tr>
</tbody>
</table>

### Job Family Group Details

<table>
<thead>
<tr>
<th>Job Family Group</th>
<th>Percentage Complete</th>
<th>Responses</th>
<th>Total Count</th>
<th>Percentage Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract</td>
<td>4</td>
<td>112</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>Faculty</td>
<td>135</td>
<td>1696</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Merit</td>
<td>107</td>
<td>1163</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Post Doc/Trainee</td>
<td>6</td>
<td>283</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Professional &amp; Scientific</td>
<td>619</td>
<td>3460</td>
<td>18%</td>
<td></td>
</tr>
</tbody>
</table>
Healthcare Consumerism/Literacy

**GOAL:** Build out healthcare and benefit consumerism tools and training

**NEW healthcare literacy workshops for employees**
- 2 classes were offered earlier this week
- Delivered online and free to attend
- Over 150 employees registered

**Designed to help employees:**
1. Understand how to use health insurance
2. Manage health care expenses
3. Identify resources to solve problems
Introducing ALEX

- Part of plan to advance healthcare literacy
  - Advances support for applicants and next generation of employees
- Virtual benefits counselor
- Explains benefit options and helps select the best plan
- ALEX is optional; **Benefits must still elected in Workday**
"I took some time over my lunch to walk through the new “Alex” virtual benefits counselor. It was so fun and educational. I think I am pretty savvy about my benefits, but Alex convinced me I need to make a change. I just wanted to pass this information along. Many thanks to our UHR colleagues who brought this to us!"

“Just some feedback on the new ALEX program. Its GREAT!!! I love the voice and I actually was laughing out loud as some of the comments. It so engaging and fun!!"
Perks to Working at ISU You Might Not Know About

Adoption Assistance
- **Three-year pilot**
- Reimburses up to $5,000 per adoption

Adventure2
- Employee well-being program
- Provides incentives, promotes health/wellness
- Employees who participate have a turnover rate of 3.7% vs. 7.4% of non-registered employees

EAP
- Benefits-eligible employees and family
- On-site counseling services offered
- Counseling, financial consultations, life coaching, and more

Student Loan Forgiveness
- Provided through TIAA
- Identifies programs to reduce/eliminate debt

“I found out yesterday that my student loans are canceled through Public Service Loan Forgiveness, and I credit Savi with helping me get to this point. I had the correct type of loans for PSLF but was on the wrong payment plan. With the temporary expanded eligibility that Biden created and Savi employees helping me navigate how to consolidate my loans so they would all qualify, it worked. It took about a year.”
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Administrative Reports

- Ed Holland – University Human Resources
- Jon Perkins – Faculty Senate
Welcome, and thank you for joining our virtual meeting! Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Professional and Scientific Council
Executive Committee Reports

- President – Jamie Sass
- Secretary/Treasurer – Lynne Campbell
- Vice President for Equity and Inclusion – Marlene Jacks
- Vice President for University Community Relations – Sarah Larkin
- Vice President for University Planning and Budget – Matthew Femrite
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

---

**Donation Drive for SHOP Food Pantry**

- **November 4th – November 30th**
- **Drop off locations:**
  - Jamie Sass/2148 Gerdin/2167 Union Dr
  - Chris Johnsen/Extension Store/2333 Kooser Dr
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

- Sarah will pickup donations December 1st
- Email all questions to salarkin@iastate.edu
- SHOP Wish List – Handed Out
- Communications
  - Social Media
  - Website
  - Email
- Goals?
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Report of the Vice President for University Planning and Budget

November 3, 2022
Welcome, and thank you for joining our virtual meeting!
Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

- Participants:
  - Bonnie Whalen, Associate Vice President for Institutional Financial Strategy
  - Erin Gibson, Compensation and Benefit Committee Chair

- Discussed:
  - History of current budget model.
  - How the budget modeling process works.
  - The role and priority of salaries in the model.
  - The timeline for the budgeting process.
History of the Budget Model

- Before 2009:
  - Used incremental model.
  - Each unit could roll over excess funds.
  - Change prompted by dissatisfaction with this model and its lack of transparency.
- Current Model: Resource Management Model
How the Budget Modeling Process Works

- Model Revenue
  - Tuition
  - State Appropriations
  - Indirect Cost Recovery
- Model Expenses
  - Uncontrollable Expense
  - Faculty and Staff Pay
  - Everything Else
The Role and Priority of Salaries

- In the past, state appropriations included component for pay increases.
- Currently:
  - Salary policy specifies the amount of pay increases but not the funding sources.
  - Salaries are one of the highest priorities.
  - 1% Pay Increase = $4 Million
  - The benefits pool is outside this budgeting process.
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

- November to December
  - Get utility costs
  - Receive data to allocate administrative overhead
- December
  - State Revenue Estimating Conference
- February to March
  - Budget Decision-Making Discussions
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Professional and Scientific Council Committee Reports

- Awards – Susy Ankerstjerne
- Communications – Deanna Sargent
- Compensation and Benefits – Erin Gibson
- Peer Advocacy – Jacob Larsen
- Policies and Procedures – Paul Easker
- Professional Development – Jennifer Schroeder
- Representation – Jason Follett
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Unfinished Business and General Orders

- None
New Business

- Work Session for Councilor & Constituent Engagement
Work Session

Engaging Constituents
Work Session Goal

Develop strategies to increase engagement of our constituents.
Why? We need to know who we serve.

Since 1978, the P&S Council has been an elected university body that serves their fellow P&S employees at Iowa State University in an advisory capacity.

In your role as a P&S Council member, you will:

1. Serve as a resource and an advocate for P&S employees.
2. Identify the needs of P&S employees.
3. Provide information and advice in response to constituents needs.
4. Recommend policies and procedures to the administration that benefit P&S employees and assist in fulfilling the mission of Iowa State University.
How? Let’s Mind Map in Table Teams

• Brainstorm without worrying about order and structure.

• Each table will have a mind mapping activity packet.

• Brainstorm ideas as a team on each page.

• Turn in packets at the end of today.
Table Team Packet – Engaging Constituents

Please List Team Members Below:

• _____________________________________
• _____________________________________
• _____________________________________
• _____________________________________
• _____________________________________
• _____________________________________
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Open Discussion for the Betterment of Council
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Announcements

- Announcements from Councilors

- Seminar Series Event: Navigating Student Loan Forgiveness for Higher Education Professionals, Nov. 8th, 2-3 PM, Room 3560 Memorial Union-Isaac Ehlers, Assistant Director & Clare Andresen, Financial Literacy Advisor - Office of Student Financial Aid

- Executive Committee Meeting
  November 17, 2022, Time & Location: TBA

- General Council Meeting
  December 1, 2:10 PM, Sun Room, Memorial Union
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

Adjournment