

IOWA STATE UNIVERSITY™

Professional and Scientific Council

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**

- **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

Administrative Reports

- **Ed Holland – University Human Resources**
- **Jon Perkins – Faculty Senate**

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University Human Resources

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

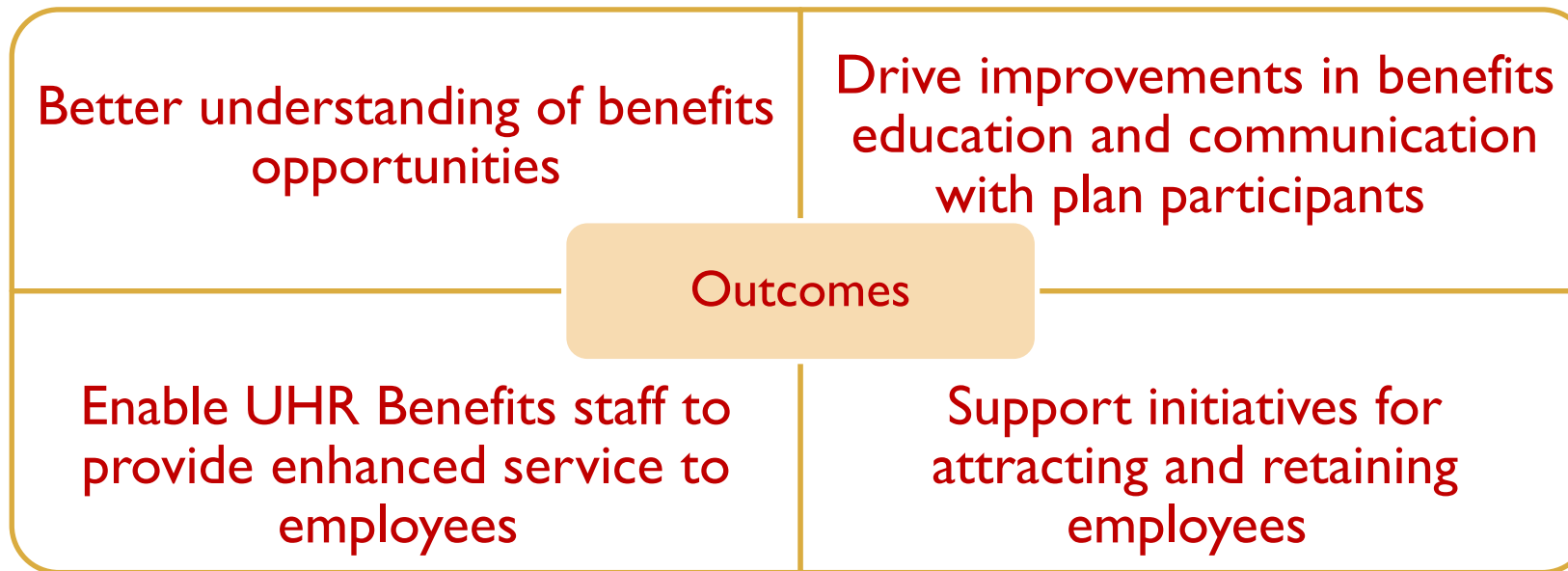
NEW Option: Debit cards for flex reimbursement

Dependent verification

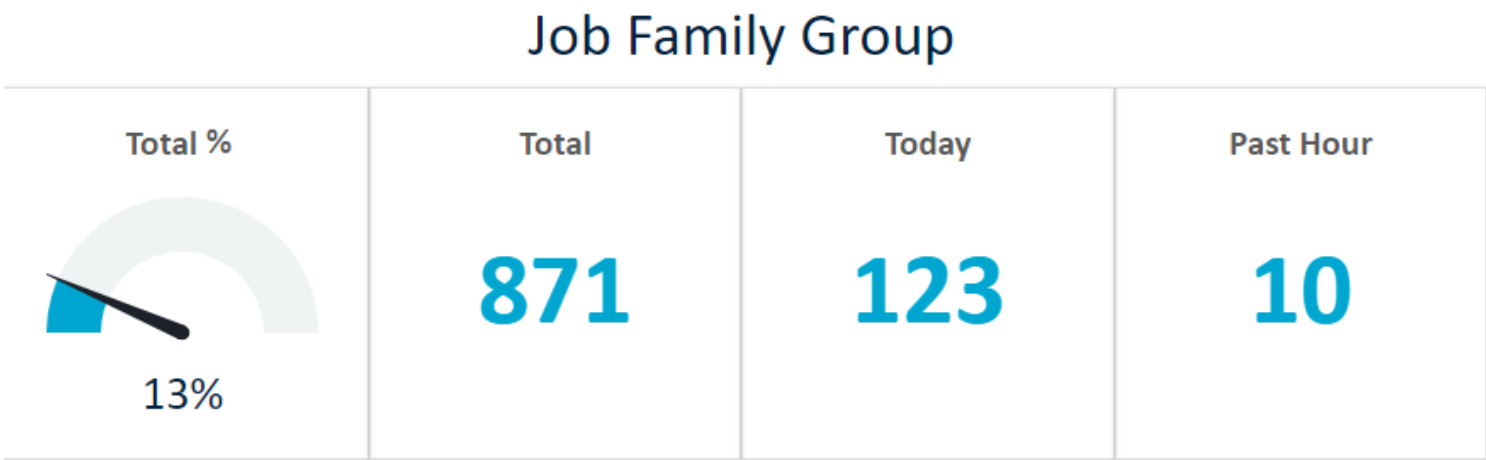
The contribution limit for employees who participate in the 403(b), and 457(b) plans, and the federal government's Thrift Savings Plan is increased to \$22,500, up from \$20,500. The age 50+ catch-up contribution limit is also increasing from \$6,500 to \$7,500 for the 403(b) and 457(b) plans.

ISU Benefit Survey Open Nov. 1-15

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



ISU Benefit Survey Response Rate



Export View to Excel

Job Family Group	Percentage Complete	Responses	Total Count	Percentage Complete
Contract	<div><div></div></div>	4	112	4%
Faculty	<div><div>8</div></div>	135	1696	8%
Merit	<div><div>9</div></div>	107	1163	9%
Post Doc/Trainee	<div><div></div></div>	6	283	2%
Professional & Scientific	<div><div>18</div></div>	619	3460	18%

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**

Provides guidance on

Medical
Insurance

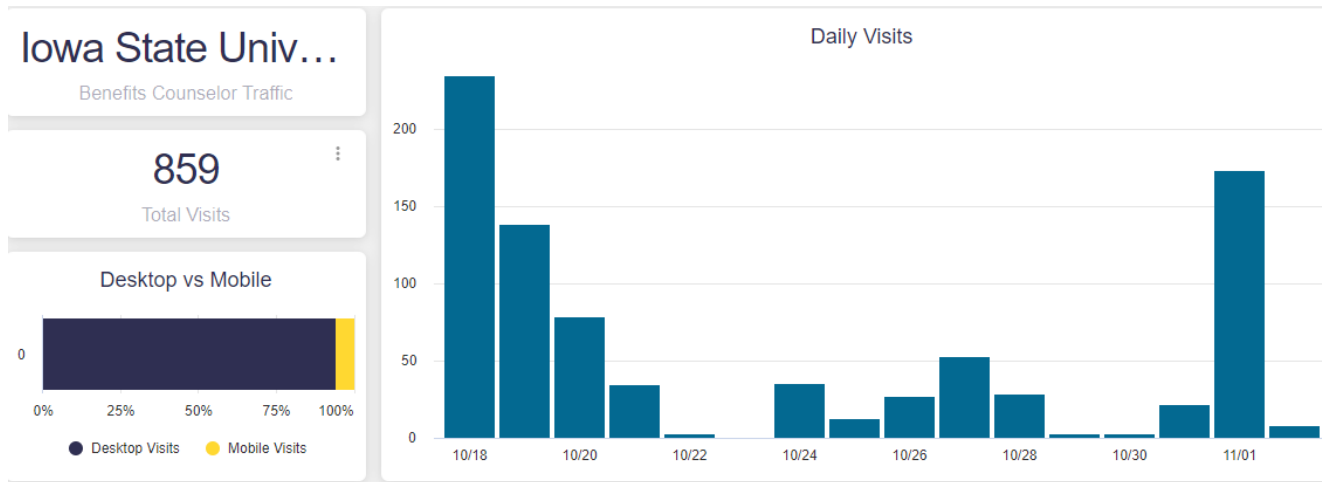
Dental
Insurance

Life
Insurance

FSA

Retirement
Benefits

Why ALEX?



"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



Student Loan Forgiveness

- Provided through TIAA
- Identifies programs to reduce/eliminate debt



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

“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.”

Administrative Reports

- **Ed Holland – University Human Resources**
- **Jon Perkins – Faculty Senate**

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**

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**

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- Sarah will pickup donations December 1st
- Email all questions to salarkin@iastate.edu
- SHOP Wish List – Handed Out
- Communications
 - Social Media
 - Website
 - Email
- Goals?

Report of the Vice President for University Planning and Budget

November 3, 2022

Budget Model Information 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.**

Budgeting Process Timeline

- **November to December**
 - **Get utility costs**
 - **Receive data to allocate administrative overhead**
- **December**
 - **State Revenue Estimating Conference**
- **February to March**
 - **Budget Decision-Making Discussions**

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**

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.

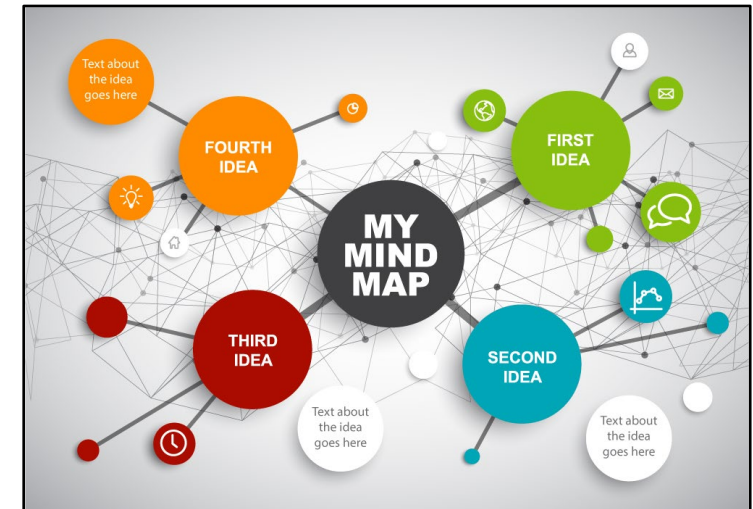


Table Team Packet – Engaging Constituents

Please List Team Members Below:

- ---
- ---
- ---
- ---
- ---
- ---

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Open Discussion for the Betterment of Council

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**

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Adjournment