

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: Endorse the 2022-2023 Strategic Initiatives of Professional and Scientific Council

Submitted by: Executive Committee

Date: August 4, 2022

Whereas: Professional and Scientific Councilors gathered and compiled feedback and input from constituents from June 27-July 6, 2022.

Whereas: The Iowa State University Professional and Scientific Council engaged in a strategic initiative work session held during their July 7, 2022, General Council meeting.

Whereas: The strategic initiative ideas, suggestions, and comments provided by Councilors were condensed by the Council Executive Committee during their retreat on July 25, 2022, into three strategic initiatives.

Whereas: Council will work to address these 2022-2023 initiatives in addition to, or in conjunction with, the Council mission and Council Priorities of: Serving as the Voice of P&S Employees in the Shared Governance Structure, Investigating and Responding to P&S Employee Concerns, Providing Professional Development Opportunities for P&S Employees, Honoring P&S Employees, Representing P&S Employees, and Encouraging P&S Employee Engagement.

It is moved: That the Council endorse the Strategic Initiatives for 2022-2023 referenced on page two and send to University Senior Administration.

Distribution: Wendy Wintersteen, University President
Jonathan Wickert, Senior Vice President and Provost
Toyia Younger, Senior Vice President for Student Affairs
Heather Paris, Interim Senior Vice President for Operations and Finance
Kristi Darr, Vice President for University Human Resources
Jon Perkins, Faculty Senate President
Christine Cain, Graduate and Professional Student Senate President
Jacob Ludwig, Government of Student Body President

IOWA STATE UNIVERSITY

Professional and Scientific Council

Strategic Initiatives for 2022-2023

Professional and Scientific Councilors gathered and compiled feedback and input from constituents from June 27-July 6, 2022. The Iowa State University Professional and Scientific Council engaged in a strategic initiative work session held during their July 7, 2022, General Council meeting. The strategic initiative ideas, suggestions, and comments provided by Councilors were condensed by the Council Executive Committee during their retreat on July 25, 2022, into three strategic initiatives.

Council will work to address these 2022-2023 initiatives in addition to, or in conjunction with, the Council mission and Council Priorities of: Serving as the Voice of P&S Employees in the Shared Governance Structure, Investigating and Responding to P&S Employee Concerns, Providing Professional Development Opportunities for P&S Employees, Honoring P&S Employees, Representing P&S Employees, and Encouraging P&S Employee Engagement.

Although this list details the “big picture” strategic initiatives Professional and Scientific Council works toward, these are often long-term goals that evolve as they are benchmarked and eventually achieved over many years.

- Aiding in Professional and Scientific employee retention through:
 - supporting a revised University budget model that prioritizes annual performance-based increases for P&S employees with a satisfactory performance review, ensuring that competitive, market-driven salary increases are a recurring, budgeted expense through secured funding; without sacrificing or reducing existing leave policies, benefits, and service
 - advocating for supervisor support, addressing basics such as: creating and maintaining an inclusive environment and recruiting and retaining diverse employee groups; supervisory processes in hiring, onboarding practices, and promotion processes; robust employee performance evaluations; conflict resolution
 - standardizing compensation across departments and divisions
 - expanding efforts with University leadership to improve employee engagement and wellbeing
- Making recommendations for a more robust and equitable WorkFlex program, including increased communication about the process and implementation, increased hybrid and/or work from home opportunities, and increased autonomy for supervisors to make independent decisions for the needs of the unit
- Educating Professional and Scientific employees to help them understand, engage with, and thrive in the complex University ecosystem