

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

Special Report to Council - November 5, 2015

15SP02 - Acquiring Additional Information about the Emerging Leaders Academy Leadership Program and the P35 minimum paygrade eligibility requirement for P&S Employees

Report From: Tera Lawson, Professional and Scientific Council President, on behalf of the Professional and Scientific Council Executive Committee.

### Background:

It was brought to the attention of the Professional and Scientific Council Executive Committee through Professional and Scientific Council's July Priority Planning Session that additional information was needed about the Emerging Leaders Academy Leadership Program and the P35 minimum paygrade eligibility requirement for P&S Employees.

During a meeting, on October 23, 2015, the President and President-Elect of the Professional and Scientific Council discussed the Emerging Leaders Academy with Senior Vice President and Provost Jonathan Wickert and Director of Academic Policy and Personnel Brenda Behling.

The following information regarding the Emerging Leaders Academy was presented and discussed:

- When accepting applicants into the Emerging Leaders Academy the selection committee attempts to balance the number of faculty and staff. The admission numbers for the Emerging Leaders Academy Cohorts for the last three years are as follows:
  - 2015-2016 Cohort - 32 admitted, 17 P&S Employees
  - 2014-2015 Cohort - 29 admitted, 16 P&S Employees
  - 2013-2014 Cohort - 25 admitted, 12 P&S Employees
- The selection committee is comprised of the members of the Provost's Cabinet, which includes Provost Wickert, David Holger, Dawn Bratsch-Prince, Ellen Rasmussen, Rob Schweers, Brenda Behling, and Julie Johnston.
- The current eligibility criteria statement for P&S Employees which is currently stated on the website as: "To be considered for nomination, faculty members must be tenured, and P&S staff must be at level P35 or above."

### Response Provided:

Beginning with the 2016-2017 Cohort, the current eligibility criteria statement for P&S Employees will be altered with the following proposed language: "P&S Employees will generally be at a level P35 or above, though a staff member in a demonstrated leadership role, in a current position below a level P35, may be considered."

Additionally a spot in each Emerging Leaders Academy Cohort, beginning with the 2016-2017 Cohort, will be held for the President-Elect of Professional and Scientific Council, irrespective of the pay grade s/he holds. He or she may choose whether or not to participate in the Emerging Leaders Academy.

**Action to be Taken:**

This Special Report to Council as presented on November 5, 2015 will be:

- posted on the Professional and Scientific Council Website.
- included in the December Professional and Scientific Council Newsletter.

**Additional Action Required:**

Dawn Bratsch-Prince and/or Brenda Behling will notify the Professional and Scientific Council President when the changes to the eligibility requirements for nomination of P&S Employees to the Emerging Leaders Academy have been changed on both the Emerging Leaders Academy website and nomination form.