

IOWA STATE UNIVERSITY

Professional and Scientific Council

Special Report to Council - May 5, 2016

16SP03 - Statement to the Iowa Board of Regents on Salary Policies for FY2017

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

Background:

The Iowa Board of Regents invited the Iowa State University Professional and Scientific Council to make a brief statement on behalf of Professional and Scientific Employees, as a non-represented staff group, during the April Board of Regents Meeting at the Iowa School for the Deaf in Council Bluffs, Iowa.

Response Provided:

The following statement was provided to the Iowa Board of Regents by Tera Lawson, Professional and Scientific Council President, on April 21, 2016.

On behalf of the Professional and Scientific Employees at Iowa State University, I would like to thank you for the invitation to present here today. Iowa State University is an extraordinary place to work and, as surveys on our campus have shown, the vast majority of Professional and Scientific Employees greatly value their positions and our University.

There is a tremendous amount of loyalty amongst Professional and Scientific Employees and we are invested in continuing to help our institution advance the land-grant ideals of putting science, technology and human creativity to work through the creation, sharing, and application of knowledge to make Iowa and the world a better place.

The Professional and Scientific Employees recognize the importance of our contributions and our influence on the reputation and ultimate success of Iowa State University. Unfortunately, our impact is often overlooked by those outside of the staff ranks.

Professional and Scientific Employees directly impact not only our students, research, and faculty, but the citizens of the state of Iowa as well. In December 2015, of the 384 people employed by University Extension, who are teaching and serving the citizens of each of the 99 counties in Iowa, 69% were Professional and Scientific Employees. Many of these Employees hold advanced degrees, as do many of us employed departments and units throughout our University.

Professional and Scientific Employees are directly impacting students, both inside and outside of the classroom. We teach courses, manage and facilitate labs, provide services and support, handle processes, and advise, counsel, and supervise both undergraduate and graduate students. Just looking at the number of employees within the Division of Student Affairs in December of 2015 there were a total of 3,779 employees, 80% of these were hourly student workers, and just over 8% were Professional and Scientific Employees. Providing opportunities for students to be employed while attending college is both beneficial for our university and a wonderful way for our students to gain work experience, but as students progress through their programs and graduate new students must be

recruited, trained, and continuously supervised to not only keep operations such as ISU Dining, which employed 1,676 hourly student workers, running, but to keep these units growing and continuing at the level of service that students, faculty, and staff have come to expect. In Fiscal Year 2015 ISU Dining processed a total of approximately 4.6 million transactions. As the number of students have increased, so have the number of items that need to be processed by staff. One example is the 37,155 FASFA applications that were received, processed, and addressed during the 2014-2015 cycle and the 37,353 FASFA applications that have been received as of April 18th for the current cycle.

Iowa State University Professional and Scientific Employees are also directly impacting research from pre-proposal, which includes planning, budgeting, and the preparation of required internal and external documents, through proposal submission, to the post-award monitoring and reporting as well as actually conducting the research. As the number of faculty have increased so have the number of submitted proposals. Of the 2,280 external grant proposals that were submitted in Fiscal Year 2015, 56% of those were awarded, for a total of nearly \$425 million in funding. After the award is made we are engaged in setting up accounts; making, monitoring, and processing expenditures both for items and for personnel; and hiring students. Additionally, in 2015, the Office of Responsible Research, which is comprised of 10 Professional and Scientific Employees, who processed 2,753 protocols for the Institutional Biosafety Committee, Institutional Animal Care and Use Committee, and Institutional Review Board.

These are only a few examples of the impact of the nearly 2,900 Professional and Scientific Employees at our university. This employee group, while not as visible as the faculty and students is of vital importance and incredible value to our University and the Regents' System. It is often said that without Faculty, universities wouldn't exist; or without students, there wouldn't be universities, however without staff these universities would not be able to be the large, active, research institutions that we see today.

There is a real need to value the Professional and Scientific Employees, not just with words, although some effort needs to be placed there as well, but with actions. Inclusion of staff in conversations, discussions, and honoring the shared governance all lead to continuous improvement for our institutions as we have unique knowledge and experiences to contribute. The Professional and Scientific Council and University Administration have made great strides toward increasing the visibility of Professional and Scientific Employees at our University and I look forward to continued efforts this area. Value is also enacted through meaningful salary increases, especially after several years of very low salary increases. In the past five years, Professional and Scientific employees' salaries have increased a total of 6.92%, which is an average of 1.4% per year.

I would like to ask the Regents, everyone listening today, and everyone who reads the minutes from this meeting to make any efforts possible to acknowledge, recognize and value Professional and Scientific Employees and their contributions to our institutions; to help us to retain and attract highly productive and engaged Professional and Scientific Employees; and to continue to invest in the Regent's institutions to help make Iowa and the world a better place through the creation, sharing, and application of knowledge.

Thank you.