

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

Special Report to Council – May 2, 2019

### FY19SP02 – Statement to the Iowa Board of Regents on Salary Policies for FY2020

**Report from:**

Stacy Renfro, Professional and Scientific Council President, on behalf of the Professional and Scientific Council Executive Committee, Iowa State University

**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 University of Iowa in Iowa City, Iowa

**Response Provided:**

Stacy Renfro, Professional and Scientific Council President provided the following statement to the Iowa Board of Regents, on April 18, 2019.

On behalf of the over 3000 Professional and Scientific Employees of Iowa State University, I would like to thank you for the invitation to speak today. The Professional and Scientific employees at ISU are a vibrant, energetic, and enthusiastic group of people with a variety of responsibilities, from advising and advocating for students, conducting and assisting research, and providing many types of outreach and direct assistance to people across Iowa and the world. We are dedicated to our work and critical to the University's fulfillment of its mission of creating, sharing and applying knowledge to make Iowa and the world a better place.

Now more than ever, Professional and Scientific Employees at Iowa State University are being asked to take on temporary duties, learn new processes, hold off on filling vacancies, and wear many hats. We face extraordinary change with the upcoming implementation of Workday and Improved Service Delivery, which will change the way we do our work in ways we do not yet fully understand.

It has been a very challenging year as Professional and Scientific Employees who continue to work directly with students and faculty, with research and with Iowans while awaiting changes to not only University processes and procedures, but information on how their positions will change as a result of these changes. This coupled with a lack of consistent salary increases dramatically affects employee morale, performance and retention.

The Iowa State Climate Survey completed in 2017 and reported in May of 2018 provides important data for understanding the current campus climate as it relates to Iowa State staff. ISU staff had the highest response rate among the groups surveyed, with over 1800 staff responses.

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According to the survey, 50% of staff members have considered leaving Iowa State University. In fact, the top three reasons for desiring to leave all relate to employee compensation, including low salary and pay rate, limited opportunities for advancement, and increased workload. Only 23% of staff respondents perceive their salaries and childcare benefits as competitive.

As employees of the state of Iowa, we are concerned when our institution's effectiveness and efficiency are being questioned while the data shows that we are administratively the leanest university in our peer group. We have been doing more with less for several years and now in the face of extraordinary change it is imperative that we find sustainable ways to retain and reward the over 3000 Professional and Scientific Employees who are effecting every component of Iowa State University's mission and operation.

President Wintersteen recognizes the challenges we face and has remained committed to prioritizing salary increases for employees. 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.