

IOWA STATE UNIVERSITY

Professional and Scientific Council

Special Report to Council – June 6, 2019

FY19SP03 – Data Request to University Human Resources

**Presented by: Stacy Renfro, Professional and Scientific Council President,
on behalf of the Professional and Scientific Council Executive Committee**

The Professional and Scientific Council requires key data points in order to make strategic decisions. Council previously obtained data of interest from the Human Capital Annual Report. The Human Capital Report has not been released since 2015. In order to standardize the process in the current system, Council has outlined a process to access a limited set of data on a routine basis at least until the Human Capital Report is resumed.

University Human Resources has agreed to provide the data points below to the Professional and Scientific Council Executive Committee each year by August 15.

Data points of strategic interest to the Professional and Scientific Council and its constituents:

- Number of Professional and Scientific Employees categorized as at-will and exempt from P&S Policies by unit.
- Number of Professional and Scientific positions changed to at-will and exempt from P&S Policies positions in the past year.
- Number of performance evaluations completed for Professional and Scientific Employees by unit
- The turnover rate for Professional and Scientific Employees by unit and by reason.
- Number of internal transfers within the same P&S Classification
- Number of Professional and Scientific transfers, promotions or demotions to other P&S positions.
 - Length of time to fill the newly open position resulting from the transfers, promotions or demotions to other P&S positions
 - Reasons for employee taking new position.
- Number of Professional and Scientific Employees on a term appointment
- Number of Professional and Scientific Employees who have successfully reclassified to a higher classification
- Number of Professional and Scientific Employees who are on or have completed a performance improvement plan