

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: Endorse the 2018-2019 Strategic Initiatives of Professional and Scientific Council

Submitted by: Executive Committee

Date: September 6, 2018

Whereas: The Iowa State University Professional and Scientific Council engaged in a 2018-2019 strategic initiative planning session during the General Council Meeting on July 12, 2018.

Whereas: Professional and Scientific Councilors gathered and compiled feedback and input from constituents.

Whereas: The strategic initiative ideas, suggestions, and comments provided by Councilors during the July 12 meeting were grouped by the Council Executive Committee, during the Council Executive Committee Retreat on July 19, into seven strategic initiatives.

Whereas: Council will work address these 2018-19 priorities 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 2018-2019 referenced on page two and send to senior administration.

Distribution: Wendy Wintersteen, University President
Jonathan Wickert, Senior Vice President and Provost
Martino Harmon, Senior Vice President for Student Affairs
Pam Cain, Interim Vice President for University Services and
Chief Financial Officer
Kristi Darr, Interim Vice President for University Human Resources
Peter Martin, Faculty Senate President
Norin Yasin Chaudhry, Graduate Professional Student Senate President
Julian Neely, Student Government President

IOWA STATE UNIVERSITY

Professional and Scientific Council

Strategic Initiatives for 2018-2019

The Iowa State University Professional and Scientific Council engaged in a 2018-2019 strategic initiative planning session during the General Council Meeting on July 12, 2018. Council will work address these 2018-19 priorities in addition to, or in conjunction with, the 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.

The strategic initiative ideas, suggestions, and comments provided by Councilors during the July 12 meeting were grouped by the Council Executive Committee, during the Council Executive Committee Retreat on July 19, into seven strategic initiatives which include:

- ✓ Continue to advocate for **competitive compensation** for P&S employees through information gathering, data sharing and reporting to the ISU leadership, campus community and Board of Regents.
- ✓ Strengthen advocacy efforts for an **enhanced performance evaluation process** for all P&S employees and propose strategies for implementation.
- ✓ Make recommendations to improve the scale, scope and availability of **professional development opportunities** for P&S Employees.
- ✓ Support and advocate for efforts that **train more effective supervisors** of P&S employees through peer institution research and policy and procedure change recommendations.
- ✓ Build upon current activities to grow the Professional and Scientific Council's **employee engagement efforts**.
- ✓ **Expand efforts to highlight the value of P&S employees and the importance of including P&S employees in shared governance**; including increasing participation in large-scale university initiatives and helping educate employees about topics such as awards, benefits, leave policies, services.
- ✓ Continue to enhance and **cultivate the P&S employee experience** to create a work environment where employees are safe and feel welcomed, supported, included, and valued by the university and each other.

Implementation ideas and suggestions were also provided by Councilors for each of these seven initiatives. The notes from that discussion will be shared with each Council Committee and Vice President as ideas for consideration as they begin to tackle priorities and initiatives.