

IOWA STATE UNIVERSITY™

Professional and Scientific Council

Statement to the Iowa Board of Regents on Salary Policies for FY21

Report from:

Amy Ward, Professional and Scientific Council President, on behalf of the Professional and Scientific Council Executive Committee, Iowa State University

On behalf of the over 3000 Professional and Scientific Employees of Iowa State University, I would like to thank the Iowa Board of Regents for the opportunity to submit the following comments for inclusion in the April virtual meeting.

The Professional and Scientific employees at Iowa State are talented, resilient and resourceful. Now, more than ever, I can confidently say that our employees rally together to overcome and to step up when challenges arise in even the most demanding circumstances.

Last year we told you about the extraordinary changes facing Professional and Scientific Employees with the implementation of Workday and Improved Service Delivery. We told you how these implementations would change the way we do our work in ways we couldn't even begin to understand. Now, looking back, we can honestly tell you that these changes were greater than we had ever anticipated. We faced many challenges this past year including the realignment of positions related to each of these university-wide implementations, changing employees' duties, and the addition of other projects to help us to navigate these new systems.

Now, as we navigate the COVID-19 pandemic, our Professional and Scientific employees are continuing to step up to advance our university mission and to help our students, faculty, alumni, friends, and our colleagues. With the recent move to virtual instruction due to COVID-19, Professional and Scientific employees are working from home to uphold our commitment to academic excellence and provide guidance, documentation, and support for faculty to adapt more than 6,000 courses for online learning. Countless FAQs and websites have been created and are being continuously updated, procedures have been changed, processes have been revised, and millions of questions have been answered, with more on the horizon. We are working around the clock to transform meetings, workshops, presentations, professional conferences, and extension opportunities to an online format, to assist both graduate and undergraduate students, and going above and beyond to help our colleagues transition to a virtual workplace including providing technical support, providing recommendations for other options and potential solutions, encouraging outside the box thinking and flexibility, and above all providing good customer service. Professional and Scientific employees have stepped up and are doing what needs to be done to assist others in addition to advancing the work of the existing projects and initiatives they were already engaged in.

It is the Iowa State way to embrace challenge and overcome obstacles, but we cannot continue to ask Professional and Scientific employees to do more with less every year without providing adequate resources and compensation. Compensation in the form of salary and wages is only one facet of valuing employees. We need to continue efforts to increase communication with individual employees, offer low or no cost personal and professional development opportunities on campus, allow for time away from the office to engage in personal and professional development, and to put into action the ideas that arose from the Campus Climate Survey workgroups.

In response to the Campus Climate Survey, the Merit and Professional Staff Experience Workgroup was created to identify opportunities to improve the campus climate for staff. In the workgroup's final report to University leadership, it was highlighted that for the past 23 years staff have been requesting improved professional and leadership development opportunities, improved career advancement opportunities, and improved performance reviews accompanied by a performance-based pay structure.

Increased professional and leadership development opportunities are key in creating a sense of value, improving skills, and building meaningful networks among Professional and Scientific employees. These employees comprise our largest employee group and are essential in fulfilling the mission of Iowa State University in the best and worst of times, as well as all of the other times in between.