

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

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**Council Motion:** Endorse the 2019-2020 Strategic Initiatives of Professional and Scientific Council

**Submitted by:** Executive Committee

**Date:** August 1, 2019

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**Whereas:** The Iowa State University Professional and Scientific Council engaged in a 2019-2020 strategic initiative planning session during the General Council Meeting on July 11, 2019.

**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 11 meeting were grouped by the Council Executive Committee, during their retreat on July 30, into four strategic initiatives.

**Whereas:** Council will work to address these 2019-20 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 2019-2020 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  
Jonathan Sturm, Faculty Senate President  
Eleanor Field, Graduate Professional Student Senate President  
Austin Graber, Student Government President

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

### Strategic Initiatives for 2019-2020

The Iowa State University Professional and Scientific Council engaged in a 2019-2020 strategic initiative planning session during the General Council Meeting on July 11, 2019. Council will work to address these 2019-20 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 11 meeting were grouped by the Council Executive Committee, during their retreat on July 30, into four strategic initiatives which include:

- ✓ Expand efforts with university leadership to **improve employee engagement, retention and satisfaction** through effective supervisor training and support including hiring practices, robust employee evaluations, campus climate, as well as compensation inequities across departments and divisions.
- ✓ Strengthen advocacy efforts and involvement in **university-wide initiatives impacting P&S employees** including the classification and compensation review process, Improved Service Delivery (ISD) processes, WorkCyte development, and the university budget model.
- ✓ Advocate for **competitive employee compensation and benefits** as well as policies/procedures that make our workplace attractive including flexible work hours, telecommuting, professional development, and other benefits.
- ✓ Continue to **build and cultivate the P&S Employee experience** to create a work environment where P&S employees feel safe, welcomed, supported, and included, and a work culture where P&S employees are valued through fair compensation and meaningful contribution, and empowered through effective and equitable opportunity.

Council committees and Vice Presidents will reference ideas and suggestions collected from Councilors as a foundation for the development of meaningful strategies to address priorities and initiatives.