

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: Endorse the 2020-2021 Strategic Initiatives of Professional and Scientific Council

Submitted by: Executive Committee

Date: August 6, 2020

Whereas: The Iowa State University Professional and Scientific Council engaged in a 2020-2021 strategic initiative planning session during ad-hoc committee meetings held in the last weeks of July 2020.

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 2020 ad-hoc committee meetings were condensed into four strategic initiatives by the council Executive Committee during its retreat July 27.

Whereas: Council will work to address these 2020-21 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 2020-2021 referenced on page two and send to senior administration.

Distribution: Wendy Wintersteen, University President
Jonathan Wickert, Senior Vice President and Provost
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IOWA STATE UNIVERSITY

Professional and Scientific Council

Strategic Initiatives for 2020-2021

The Iowa State University Professional and Scientific Council engaged in a 2020-2021 strategic initiative planning session during ad-hoc committee meetings held in the last weeks of July 2020. Council will work to address these 2020-21 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 2020 ad-hoc committee meetings were condensed into four strategic initiatives by the council Executive Committee during its July 27th retreat. They include:

- ✓ Support and advocate for solutions that directly address **COVID-19 related concerns** of Professional and Scientific employees, including flexible work arrangements, mental health support, flexible parking agreements, and accessible COVID-related employee resources.
- ✓ Continue to advocate for **meaningful supervisor training with a focus on the fundamentals of being a supervisor** at Iowa State University that addresses basics such as supervisory processes in Workday, what policies and procedures supervisors need to be familiar with and where to locate human resources forms.
- ✓ Make recommendations to ensure **successful communication of the final phase of the classification and compensation review**, with particular attention to outlining employee rights, working titles, compensation structure, market equity, and helping staff to understand their options for career progression.
- ✓ Through active engagement in the discussion and decision-making process, represent the interests of Professional and Scientific Council employees while **supporting the university's efforts to explore additional, temporary cost-reducing measures**.

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.