

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

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**Council Motion:** Endorse the 2021-2022 Strategic Initiatives of Professional and Scientific Council

**Submitted by:** Executive Committee

**Date:** August 12, 2021

**Whereas:** The Iowa State University Professional and Scientific Council engaged in a 2021-2022 strategic initiative planning session during ad-hoc committee meetings held during the month of July 2021.

**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 2021 ad-hoc committee meetings were condensed into five strategic initiatives by the council Executive Committee during its retreat July 19.

**Whereas:** Council will work to address these 2021-22 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 2021-2022 referenced on page two and send to senior administration.

**Distribution:** Wendy Wintersteen, University President  
Jonathan Wickert, Senior Vice President and Provost  
Toyia Younger, Senior Vice President for Student Affairs  
Pam Cain, Senior Vice President for Operations and Finance  
Kristi Darr, Vice President for University Human Resources  
Andrea Wheeler, Faculty Senate President  
Chelsea Iennarella-Servantez, Graduate and Professional Student Senate President  
Julia Campbell, Student Government President

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

### Strategic Initiatives for 2021-2022

The Iowa State University Professional and Scientific Council engaged in a 2021-2022 strategic initiative planning session during ad-hoc committee meetings held during the month of July 2021. Council will work to address these 2021-22 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 2021 ad-hoc committee meetings were condensed into five strategic initiatives by the Council's Executive Committee during its July 19th retreat. They include:

- Expanding efforts with university leadership to improve employee engagement, retention, and satisfaction through **meaningful supervisor training with a focus on the fundamentals of being a supervisor** at Iowa State University, addressing basics such as: creating and maintaining an inclusive environment, supervisory processes in hiring and onboarding practices, recruiting diverse candidates, robust employee evaluations, and standardizing compensation across departments and divisions.
- Advocating for a revised University budget model that prioritizes annual **performance-based increases** for P&S employees with a satisfactory performance review, ensuring that competitive, market-driven salary increases are a recurring, budgeted expense through secured funding; without sacrificing or reducing existing leave policies, benefits, and services.
- Continuing to **build and cultivate the P&S employee experience** to create a work environment where P&S employees are safe and feel welcomed, supported, included, and valued by the university and each other.
- Expanding efforts to **highlight the value of P&S employees and the advantages of including P&S employees** in shared governance, including increasing P&S employee participation in large-scale university committees, and helping to connect employees with resources that highlight the value of P&S staff, such as university awards.
- Aiding in addressing recruitment and retention inequities through active engagement in the discussion and decision-making process during **the development of the 2022-2027 ISU Strategic Plan, ensuring that** the interests of all Professional and Scientific employees are represented.

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.