

IOWA STATE UNIVERSITY

Professional and Scientific Council

Thursday August 1st Minutes | 2:10- 4:00 PM | Gallery Memorial Union

2013-2014 Officers

President: Steve Mayberry
 Secretary: Dick Pfarrer
 Vice President UCR: Stacy Renfro

President-Elect: Amy Tehan
 Past-President: David Orman
 Vice President UPB: Lisa Rodgers

1. Call to Order & Seating of Substitutes (Amy Tehan) 2:10pm

Attending

X	Jessica Bell	X	Mary Beth Kaufman	X	Chuck Rodgers
A	Sandra Cannon	X	Kris Koerner	X	Lisa Rodgers
X	Christian Charbonneau	X	Joyce Lash	X	Diane Rupp
X	Tami Corcoran	X	Tera Lawson	X	Allan Schmidt
S	Elena Cotos	A	Steve Mayberry	X	Erin Schwartz
X	Bart Dobson	X	Jason McLatchie	X	Wendy Stensland
X	Katie Davidson	X	Robin McNeely	X	Amy Tehan
X	Glen Galvin	X	Sandy Oberbroeckling	X	Kipp Van Dyke
A	Kate Goudy-Haht	X	Josh Obrecht	X	Jessica Van Winkle
X	Ann Greazel	X	Dave Orman	S	Lindsey Wanderscheid
A	Melissa Gruhn	X	Dick Pfarrer	X	Mike Wilson
S	Colleen Humphrey	A	Tommy Powell		
X	Clayton Johnson	X	Stacy Renfro		
		X	Dan Rice		

X – Present, A – Absent, S – Substitute

Guests

Brenda Behling, Provost Office
 Erin Rosacker, University Relations
 Veronica Dark, Faculty Senate
 Jonathan Wickert, EVPP

Substitutes

Diane Brotherson for Lindsey Wanderscheid
 Jordan Bates for Colleen Humphrey
 Kelsi Johnston for Elena Cotos

2. Establish Quorum (Dick Pfarrer)

3. Approval of the Agenda

4. Approval of the Minutes

- a. June 2013 Regular Council Meeting

5. Administrative Reports

- a. **Senior Vice President & Provost** (Johnathan Wickert)

- a. I hope your summer has started well. There is always a discussion of the slow time of summer and before you know it the summer has raced by and we are a few weeks from the start of the year. I look forward to the year and working again with P&S Council. One of the things that is coming up for next week is the August meeting of the Board of Regents on Wednesday and Thursday of next week. We will be proposing a Master of Finance in the Business College and the Public Relations degree within the Greenlee School of Journalism. You will also hear about proposing the closure of three programs including the Harkin Institute. We have been working to reallocate the funds. The two other centers will be Botanical Dietary Supplements and Aircraft Airworthiness due to the funding sources going away. The President will be giving his budget report to the Board and it looks to be one of the better years due to the increase of State appropriations and the increased enrollment. The budget will come from 32% being State appropriations, 64% from tuition, and the rest through other areas such as grants. Part of the funding increase will go to staff compensation for faculty and staff beyond the RMM. The President's goal of 200 additional faculty is going well; to date there are approximately 60 new faculty. There are other investments such as the Library, security, scholarships, and information technology. Overall when you look at the budget for the Academic Affairs Division there are many priorities that have been laid out.

Over the next few weeks we will see campus start to come alive. We have been doing a lot of work with classroom scheduling and we saw a great attendance at the Summer orientation sessions. Troxel Hall will be opening in approximately a month and the updates to Curtis are almost complete. There was an investment of approximately \$600k in classroom improvements including 3 classrooms where they are geared to "flip" classrooms. The student apartments in Frederiksen Court are coming along and there will be approximately 200 bed spaces online by Fall.

There has been a growing discussion around online facilitation and over the past two years the enrollment of students who are taking online only classes has grown by 28% and the number of students who are taking both online and in person classes has grown by 38%. We offer about 1,400 undergraduate and graduate class sessions at Iowa State University. Much of the conversation has been about cost saving and MOOC's, but we feel that using technology enhances student learning. Many of our faculty have been out there doing online instruction and we will continue to share our story. We will also talk about the future strategy from areas like CELT.

We have 2 leadership searches that will be going on this year- the search for the Director of Research as well as the Director of the Ames Laboratory.

I would like to close by reflecting on the retirement of staff at Iowa State University. Yesterday I had the pleasure of attending the retirement of a colleague in Mechanical Engineering. The remarks that were shared were a great reminder that we have many people that are motivating and continue to improve Iowa State University and make it run on a day to day basis. Thank you for all that you do- the P&S staff continue to make the University run and I appreciate all that you do.

As part of the state appropriation we received \$12M for a new building at the Research Park. It will be located south of the main location being constructed right now. The Research Park administration will be moving into this building as well as some other groups responsible for economic development. We want an identifiable building that can be the home for our Economic Development efforts and this building will be able to serve in that capacity. The timeframe is approximately 2-3 years before the building is up and running and will require

collaboration with the City of Ames for infrastructure such as roads. There is a potential for Extension and Outreach to be included in this but the President and Michael Crum have not made any formal announcements.

- b. **Faculty Senate** (Veronica Dark)
 - a. No report
- c. **Human Resource Services** (Mike Otis)
 - a. First of all, we were very successful in addressing some salary issues and moved the salary structure. We are also doing some hiring and the applications for the VP for HRS closed last Friday. We are looking to move quickly in getting the new VP on board. Kristie Darr is taking the lead and working on improving the classification and hiring system at Iowa State University. We hope this will create a better experience for applicants and employees at ISU. Part of the initiative includes a rebranding parts of the Human Resource Services to reflect University Human Resources. We have been looking at the Wellness program and we are proceeding to implement a phased in approach. There will be some areas reflected in open enrollment and are finalizing the position description for a Wellness Coordinator. There are a lot of different groups that are looking at Wellness and we are looking to network with other initiatives that we can move forward with. We worked with RiSE to evaluate the employee benefits survey that was recently conducted. A lot of moving parts to the Affordable Care Act have made some challenges to the benefits at ISU. Many of our plans are grandfathered into the plan and we look to continue to provide a high quality benefits package to our employees. You are also starting to hear a lot about regional and state insurance exchanges. We don't have a lot of information about who is participating in those exchanges. We have done an initial evaluation and we have determined that our benefit package is considered affordable and therefore we fit within the ACA and ISU employees will not be eligible for exchanges. We have a number of unique employment arrangements and there have been a number of discussions around this area. Approximately a month ago the Supreme Court struck down parts of DOMA but ISU has already been providing many of these benefits to domestic partners and same-sex legally married couples. There is a small change that imputed income will no longer apply for same-sex legally married couples. We are looking at student employees and determining if student employees will be eligible for employee benefits if they are working more than 30 hours.

6. New Business

- 1. Voting on two nominees to replace representatives
 - a. Josh Obrecht (Academic Affairs)
 - i. Motion made by Chuck Rodgers, second by Jessica Van Winkle- motion passes by simple majority placard vote
 - b. Jessica Bell (Academic Affairs)
 - i. Motion made by Jessica Van Winkle, second by Chuck Rodgers- motion passes by simple majority placard vote
- 2. Welcome Committee Chair for the Black Faculty and Staff Association (Audrey Kennis)
 - a. Thank you for the opportunity for us to present to you today. We re-launched in August of 2012 under support of the Provost's office. We had about 60 faculty and staff at our kickoff and since then we have had a very successful year. We work to support black faculty and staff and the mission of Iowa State University. We have 6 active committees and we have about 130 faculty and staff that identify as black or African American. We are open to everyone, and we encourage all of you to be involved.

One of the initiatives that we are currently undertaking is to reach out to candidates who are interviewing on campus and sitting down with the candidates about being a black faculty or staff member at Iowa State University and living in Iowa. We are there to be honest and open and also serve as a point of contact for those faculty and staff who are interviewing. We understand that you can't ask a candidate if they identify as

black, but we would gladly welcome an invitation to meet with those candidates. A lot of our candidates are asking about the community as well as the needs that our candidates are seeking. We do have brochures that we will leave and please feel free to get a hold of us if you have any questions.

There are many areas of collaboration, and one of those areas that we see as a great opportunity is the Affinity groups that were recently started from the P&S Council Professional Development conference. There are many ways to get involved with regards to diversity and we are looking for new opportunities this year to get involved in the campus community. Many of our initiatives will require intentionality, and we are excited for the opportunity to be involved in areas across the University. There is also a Black Graduate Student Association and we are currently working with that group as well.

3. Representation Area Discussion

- a. Jessica Bell
 - i. CALS
- b. Sandra Cannon
 - i. Extension
- c. Christian Charbonneaux
 - i. CALS
- d. Tami Corcoran
 - i. CALS
- e. Elena Cotos
 - i. Graduate College
- f. Katie Davidson
 - i. Vet Med
- g. Glen Galvin
 - i. RED
- h. Kate Goudy-Haht
 - i. Human Sciences
- i. Ann Greazel
 - i. Extension
- j. Melissa Gruhn
 - i. LAS
- k. Clayton Johnson
 - i. Design
- l. Mary Beth Kaufman
 - i. Extension
- m. Joyce Lash
 - i. Extension
- n. Tera Lawson
 - i. Human Sciences
- o. Jason McLatchie
 - i. RED
- p. Robin McNeely
 - i. Design
- q. Sandy Oberbroeckling
 - i. Extension
- r. Josh Obrecht
 - i. Design
- s. Stacy Renfro

- i. Engineering
- t. Dan Rice
 - i. LAS
- u. Lisa Rodgers
 - i. Ames Lab
- v. Allan Schmidt
 - i. Academic Affairs
- w. Wendy Stensland
 - i. Vet Med
- x. Jessica Van Winkle
 - i. Engineering
- y. Mike White
 - i. Extension
- z. Mike Wilson
 - i. ITS

7. P&S Council Executive Committee Reports

- a. **President** (Amy Tehan for Steve Mayberry)
 - a. Report for Steve given by email
 - b. This is your Council. The sky is the limit so I really hope that we can get a lot accomplished this year. The executive committee has been working hard over the summer and we have a retreat tomorrow morning. We would like to have more communication with Councilors and constituents. We would like this experience to be fulfilling and as enjoyable as possible.
- b. **Secretary** (Dick Pfarrer)
 - a. Name badge sign up sheet passed around.
- c. **VP for University Community Relations** (Stacy Renfro)
 - a. We have been doing a lot of work over the summer and I am excited to be on board in this role. I will be attending my first Orientation soon.
- d. **VP for University Planning and Budget** (Lisa Rodgers)

8. P&S Committee Reports

- a. **Awards** (Lindsey Wanderscheid)
 - a. Katie Davidson reported that they met to discuss deadlines.
- b. **Communications** (Robin McNeely)
 - a. Allan Schmidt reported that Communications does a lot with regard to the web, communication, and other items. This year we are going to make some changes this year including the Open Forums; these are now going to be the 2nd Tuesday at 2:00pm. We are trying to work more collaboratively with the Professional Development Committee to get some of our items cross promoted. We are also working to get our website moved over to Drupal. Our newsletter is also being moved over to Constant Contact to help bring it up to date with some of the technology of today. We are also out there on [Facebook](#) and [Twitter](#)
- c. **Compensation & Benefits** (Chuck Rodgers)
 - a. We have started a discussion of Term appointments vs. Continuous appointments. We also started assisting the Policies and Procedures Committee with the 4 new policies available at <http://policy.iastate.edu>
- d. **Peer Advisory** (Jessica Van Winkle)
 - a. There were 2 contacts this month; a contact is an interaction with the Peer Advisory Committee and can be anything from a grievance, a supervisor concern, and other things that

they may not feel comfortable talking with another University entity. We didn't get any contacts after salary increases.

- e. **Policies and Procedures** (Kris Koerner)
 - a. I am starting to get acclimated in this role. We are looking at the 4 policies that are HR related. We have a fairly new committee so we did introductions and got some conversations going. We are going to have an additional meeting time in August to continue those discussions.
- f. **Professional Development** (Vacant)
 - a. The prior chair has been working to get a chair in place.
- g. **Representation** (Christian Charbonneaux)
 - a. We met today and did a quick forward view of the year. We have also been tasked by the President of P&S Council to help with some of the committee appointments that P&S Council Members serve on at Iowa State University.

9. Council Open Comments

- a. When discussing the Open Forums, we have looked into the possibility of using technology to present them to the greater campus community. There are some concerns but Professional Development and Communications are working to come up with a solution.
- b. There is an upcoming conference being presented by the Young Professionals of Ames on Friday, August 23rd at the Gateway Hotel and Conference Center. There are many high power speakers and registration information can be found at www.ypiowa.com

10. For the Good of the Order

- a. **P&S Open Forum:** September 10th, 2:00 PM, Location TBD – Cathann Kress, *Daily Management of Schedules*
- b. **Next Council Meeting:** September 12th, 2:00-4:00 Pioneer Room
- c. **Next Executive Committee Meeting:** August 15th, 2:00-4:00 107 Lab of Mechanics

11. Adjournment

- a. The meeting was adjourned at 3:39pm.