

IOWA STATE UNIVERSITY

Professional and Scientific Council

Thursday, May 08, 2014 Minutes | 2:10- 4:00 PM | Gallery Room,
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 (Steve Mayberry) 2:12pm

Attending

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

X – Present, A – Absent, S – Substitute

Guests

Erin Rosacker, University Relations
 Brenda Behling, SVPP
 Jonathan Wickert, SVPP
 Sheryl Rippke, University Counsel
 Robert Wallace, Faculty Senate
 Mike Otis, University Human Resources
 Amy Ward, Business and Finance
 Kristi Dillon, Business and Finance
 Dan Nutini, Business and Finance
 Jeffrey Miller, Student Affairs
 Ben Green, Student Affairs

Substitutes

Amanda Currey for Erin Schwartz

2. Establish Quorum (Dick Pfarrer)

3. Approval of the Agenda

4. Approval of the Minutes

April 2014 Regular Council Meeting

5. Administrative Reports

Senior Vice President & Provost (Jonathan Wickert)

- Good afternoon everyone. The legislative session has officially come to a close. Our top priority which is the 4% increase in funding as well as our top capital project of the Biosciences building were both approved. There are some plans for buildings to be demolished as well as some additions and renovations. We had a leadership team from K-State here last week and they do not get state funds for buildings. We also received an increase in a few other areas, and this was a very positive and good year for us. The Governor has line item veto authority but we do not believe that he will veto any of the Iowa State University fundings. Parking is also included on the radar screen and we have looked at some of the numbers for parking ramps. The cost per space is significant and we are continuing to look at our options and numbers.
- Earlier this week the Board of Regents met and discussed a model for how funds are appropriated to institutions. This plan is intended to move away from a 40-40-20 model, and this new model would be numerical based. The majority of the funding would be based on the enrollment of Iowans at each institution. This will be voted on by the board in June. Over 3 dozen states in the nation have a model like this, so this is right in line with modern practice.
- The Deloitte Efficiency study is in week 8 of phase 1. The consultants are on campus again this week and these are very positive and good discussions. We have provided them with a lot of data and this summer they will move into phase 2 and begin the narrowing of some of the ideas and doing a cost/benefit analysis. The substantive discussions will continue within the faculty group in the fall. There are a group of advisors that are called the Sounding Board that consists of faculty, staff, and students.
- Adam Schwartz will be taking over the Director of Ames Lab and I am excited about the opportunities that he will bring to the Lab.
- President Leath announced the salary policy lately as was referenced in Inside Iowa State. There will be a minimum of 1% for a satisfactory progress and an institutional average of 2.5%. Any increase above 5% would be approved by the appropriate SVP. There is no increase for those who do not have a satisfactory performance appraisal.
- We will graduate 4,016 students on Saturday and we have an alum that will be coming to speak to the students.
- I appreciate the partnership that we have been able to have this year and I am appreciative for all that you have done this year.

Faculty Senate (Robert Wallace)

- Thank you for the opportunity to be here. This is my first official act as President-Elect. Provost Wickert gave us the promotion and tenure report at our meeting on Tuesday. Most of our faculty have been able to meet the requirements. We have approved the graduation list and are excited for all of the students who will be leaving us.
- There is a new task force that the Faculty Senate has established for the Professional Responsibility Statement. This will make things a bit easier and clearer for the tenure process.
- We will be preparing for our annual meeting with the President and Provost.
- The committee for Student Affairs will be a standing committee and will be working with SVP Hill.

University Human Resources (Mike Otis)

- Dr. Nuter is at a conference this week so I am stepping in to fill her place. We put together a FAQ about the salary adjustment statement and we are excited for this year.
- Stephanie Downs has joined us as the wellness coordinator and she is digging through many things that I have already thrown a lot to her.
- The University Benefits Committee met and we are optimistic that we will not have any increases in employee or University contributions next year. We have not done the full analysis yet but we will be doing that this summer. The lack of increases is likely due to the health of the employees, the proactivity of the employees, and better than expected claims experiences. We also spend a lot of time visiting with our vendors to make sure that the benefits we provide to our employees meet their needs.

IT Services (Jim Davis)

- Thank you for the invitation to be here. I want to speak with you about a security breach that happened in April. There were old class lists and data sheets that contained SSNs before we used UIDs. Because of the size of the breach we contracted with AllClear and we were able to send out notice to those impacted. We were doing forensics and found that they were breaking in to do bit coins. There have been a lot of eyes on this breach and we currently do not have any indication

that the class lists were accessed. We have about 100,000 gadgets on our campus network. Each of the devices has a network address and some of the addresses are available only on campus. The addresses that are available off campus are things like web servers. There are tools that scan all of the addresses and catalogue them. The attackers have had these tools for quite a while and this isn't anything that new. If we were to put a shield in place to try and block these tools then we wouldn't be able to communicate with anyone outside of campus. They were able to take total control of 5 different servers because of a bug in the vendor software. The servers were cleaned up and taken off the network and we are working on a plan moving forward. There will always be bugs in software and security software also has these bugs. We are looking to find where confidential information is located and remove it if possible. If that information does need to be there then we are going to take steps to really fortify these areas. We are still in a planning stage but we are working through getting the technology aligned. We are going to deploy a tool called Identity Finder and will be working with unit and college IT departments. We are also going to be scanning our public web spaces for this same information. We are also going to be looking at the access patterns for the data in the central servers. We are going to look at having expiring Net ID passwords as well as encrypting all university owned laptops. We are also going to be scanning campus networks for areas of vulnerability proactively in hopes to be able to find these breaches before they happen. Finally, we hope to be able to partner with our partners on campus to help educate and train the staff on campus through various resources. We have gone through a number of provisions with our cloud based storage partners and we are working with companies that we know and trust.

6. P&S Council Executive Committee Reports

President (Steve Mayberry)

- I was able to go to the regents and speak about issues that are affecting P&S Staff at ISU. I focused a lot on the positives where a lot of the other folks focused on things that were not going well. I also was able to meet with staff from Kansas State University and discussed some of the restructuring that they are currently undergoing. Yesterday I was able to meet as part of the Sounding Board and discussed the top 12 priorities, which will be released in the next few weeks.

Secretary (Dick Pfarrer)

- Our current balance is \$1925.48. I also will be sending out an email for name tags, placards, and meal accommodations.

VP for University Community Relations (Stacy Renfro)

- No report.

VP for University Planning and Budget (Lisa Rodgers)

- No report.

7. P&S Committee Reports

Awards (Lindsey Wanderscheid)

- Review of committee.

Communications (Allan Schmidt)

- Review of committee.

Compensation & Benefits (Chuck Rodgers)

- Review of committee.

Peer Advisory (Jessica Van Winkle)

- We had 3 contacts in the last month. We also wanted to clear that there was a meeting where I served as a third party. Review of committee.

Policies and Procedures (Kris Koerner)

- Review of committee.

Professional Development (Dick Pfarrer)

- As you know we had our conference after our April meeting. The conference was very successful and we had approximately 380 participants. We have solicited feedback from the participants and are going to be debriefing later this month to go through the feedback. Review of committee.

Representation (Christian Charbonneaux)

- Review of committee.

8. Unfinished Business

- None

9. New Business

Introductions of Stephanie Downs

- My goal has been to really go on a discovery tour of Iowa State University. I am an alum and started working in wellness in 1995. For the last 9 years I have with the City of Ames working with the Employee Wellness program. My degree is in Exercise Science. I am really hoping to meet with as many people as possible and learn what are some of your wants and wishes. I look to build a 5 year plan that encompasses culture, leadership, people development, programs and activities, systems and workplace policies, sustainability, environmental, and personal choices. Create a framework to start having the conversations around wellbeing. There are many questions that I have and would be willing to learn from all of you. Whether you want to see it as a home or just a website, there will be some source of information distribution and this is on my radar.

Introduction of FY15 New P&S Councilors

- Congratulations to all of those who were elected! There is still one vacancy in Student Affairs and Amy Tehan will be making an appointment within the next month.

2014 Elections for P&S Council Officers

- Secretary:
 - o Kate Goudy-Haht
- VP For University Community Relations:
 - o Clayton Johnson
- VP For University Planning and Budget:
 - o Lisa Rodgers
- VP For Equity and Inclusion:
 - o Katie Davidson

10. Council Open Comments

11. For the Good of the Order

- P&S Professional Development Seminar: May 13, 2014, 2pm, Memorial Union, Campanile Room
- Next Council Meeting: Wednesday, June 4, 2014, Alumni Center, New Counselor Orientation @ 11:30am, Lunch at Noon, Meeting at 1:00pm.
- Next Executive Committee Meeting: Thursday, May 19, 1:15-3:00pm, 107 Lab of Mechanics

12. Adjournment: 3:49pm.