

IOWA STATE UNIVERSITY

Professional and Scientific Council

Thursday, March 4, 2021 Agenda | 2:10 - 4:00 PM | [Webex](#)

Meeting number (access code): 120 477 1932

Meeting password: WfecGM5pJ86

Or, join by phone: +1-312-535-8110

Councilors and Substitutes: Please visit this [Qualtrics](#) page to record your attendance

Attendance:

Suzanne Ankerstjerne	X	Lesya Hassall	X
Chris Beedle	A	Chris Johnsen	X
Valyn Bodensteiner	X	Sarah Larkin	X
Ben Boecker	X	Jacob Larsen	X
John Burnett-Larkins	X	Liz Luiken	X
Paula Burns	X	Adrienne Lyles	A
Clayton Byrd	X	Gayle Mastbergen	X
Lynne Campbell	X	Barry McCroskey	X
Ritushree Chatterjee	X	Lindsay Moeller	A
Joy Childress	X	Dustin Moscoso	X
Malinda Cooper	X	Lloyd mv	A
Mickie Deaton	X	Chris Myers	X
Susan DeBlicek	X	John Odenweller	X
Emily Dougill	X	Sara Parris	X
Tom Elston	X	Deanna Sargent	X
Matthew Femrite	X	Jamie Sass	X
Jason Follett	X	Jennifer Schroeder	X
Katie Getting	X	Casey Smith	X
Robyn Goldy	A	Megan Van Heiden	X
Robert Grandin	X	Patrick Wall	X
Butch Hansen	X	Amy Ward	X
Bridgette Hare	X	David Welshhons	X
Jeff Hartwig	X	Rich Wrage	X
John Hascall	X	Misty Zimmerman	A

Call to Order & Seating of Substitutes (Chris Johnsen) 2:10 PM CST

Establish Quorum (Emily Dougill) - Confirmed

Approval of the Agenda - approved

Approval of the Minutes - approved February 4, 2021 General Council Meeting

Administrative Reports

Senior Vice President & Provost (Jonathan Wickert)

- **Workday Student Information Systems (SIS) Project**
 - Dr. Steve Mickelson will be joining office to be working on new student information system. Will be very challenging but will improve our campus and modernize our technology and business systems.
- **Spring 2021 commencement**
 - Will be in-person with modified events (bachelors-organized by college, masters, PHD, and DVM). An advisory committee has been working on this project for a long time and they are continuing to determine the final details to make this event safe for everyone.
- **State of Iowa legislative updates**
 - March 5th, 2021 is the first funnel day. The first date where policy bills must have made it out of the Iowa House and Senate committees to stay "alive". Currently, over 300 bills that can impact the university in one way or another. After March 5th, we will have a better idea of where things stand.
- **February BoR meeting**
 - 10 recommendations from Free Speech Committee surrounding protections for free speech. We have already met the recommendations prior to this meeting. There will be no meeting in March. The next meeting will be in April, which is when the board will begin to discuss tuition rates.
- **Questions**
 - **Malinda Cooper** - As an academic advisor, I teach several courses in COD. When will classroom capacity be determined - timeline?
 - **Response, Provost Wickert** - Still in early stages of fall planning; President has made commitment for fall planning, forming the [Moving Forward Coordinating committee](#) for Fall '21. Decisions regarding virtual, face-to-face, hybrid will be for pedagogical reasons.
 - **Tera Lawson** - Is there a vision about returning to work? What does it look like both inside and outside of the classroom?
 - **Response, Provost Wickert** - Reopening campus will be done in a prudent and logical way. There are many steps that we need to take and see happen before we can determine that.

Vice President & CIO (Kristen Constant)

- Working to modernize the Student Information System (SIS). Human Capital Management and Finance systems has laid the groundwork for this project. (Explained current system briefly).
- **Workday Student Evaluation Process:** benefits and risks; readiness assessment.
- **Timeline:**
 - July 2021-January 2024 phased implementation.
 - January 2024-February 2025 postproduction support.
- **Plan and Communications:** Change management and communication plan. How we help campus understand and accept new system.
- **Governance:** Project Governance Approach- leadership team.
- **Next Steps:** Project status updates for campus groups. Statement of Work-development of timeline/deliverables. Enrollment/Receivables/and IT leaders- evaluate leadership and team assignments. Identify backfill needs.
- **Questions:** None
- * **Presentation slides:** [found in Cybox](#)

ISU Wellness Coordinator (Stephanie Downs)

- **ISU Wellbeing:** various resources shared - staying connected, mindfulness 2021, mental health, financial wellbeing
- **Updates to Adventure2:** website's features highlighted
- **Website** - use as a communication tool to promote *many* programs that enhance well-being for employees.

Professional and Scientific Council Executive Committee Reports

President (Sara Parris)

Good afternoon! As we head in to this year's Council elections, I wanted to take a moment to reflect on how this past year has affected Council and the Councilors who have done their best to keep things moving forward in such a tumultuous time.

I never dreamed that I'd be assuming the role of President in the middle of a pandemic. When I nominated myself for President-Elect, I literally remember thinking "Well my term couldn't be any worse than Workday implementation." How wrong I was! This is not the experience I signed up for. Many of you here today feel the same way. And that's ok. We can mourn the loss of whatever we thought our Council experience would be—that doesn't mean we've failed. The fact that you are here today attending this meeting is a testament to your dedication to Professional and Scientific employees and to your loyalty to this University. We've made it through a year of virtual meetings, virtual committee work, and we've produced tangible results that have a positive impact on our constituents.

Much of the fun part of Council was taken away from us this year. I miss getting lunch with other Councilors in the MU Food Court before the meeting and getting to the Gallery Room early so I could chat with councilors and guests before the meeting. Our Webex meetings certainly feel more routine and business-like; it is much harder to engage in a lively discussion when you're not in person. Council meetings are usually full of surprises, like the seemingly boring agenda item turning in to a drawn-out and passionate debate with no resolution! But I know that a return to in-person meetings will also mean a return to that feeling of camaraderie that brought us all here in the first place.

I myself have struggled with feeling like a failure in my role as President of Council this year. I can only imagine how our newest council members feel, but I promise you, it isn't always like this. I know that many of us are less engaged than in years past, and that's ok. But I ask you to think about the work we have done so far, and the work we will produce in the last few months of this term. Council this year is a story of resiliency and adaptability. We stepped up when we needed to and we figured it out. We'd never even held a virtual meeting before last April, and now we make it look easy. We came up with a unique set of strategic initiatives for a unique year. The Compensation and Benefits Recommendation for FY22 has been warmly received by University Leadership, who appreciates our ability to acknowledge reality and focus on achievable goals. Please don't let the fact that this year fell short of expectations prevent you from feeling pride in what we have been able to accomplish.

I don't know what Council will look like next year or with Chris as your leader. I can promise you this: it won't look like any other year. Because as we slowly go back to the way things were, we will have the opportunity to ask ourselves what truly works for us, and to let go of the things that don't. There are old practices from years past that we haven't done this year, and maybe we don't miss those things that much. Some of the new things we've tried this year have been positive—let's figure out how to keep those!

Ultimately, your Council experience is what you make of it. If you have ideas on what myself or the Executive Committee can do to help make this the opportunity you were hoping for, please share that feedback with us. I also encourage you to think about what steps you can take to feel fulfilled as a Councilor. Speak up for future Councilors and make Council be what you envisioned it to be. If you are up for re-election and are undecided if you will run again, I ask that you join us in rebuilding the Council experience. We need you here.

Secretary/Treasurer (Emily Dougill) - no report

VP for Equity and Inclusion (Lindsay Moeller) - no report

VP University Community Relations (John Burnett-Larkins) - no report

VP for University Planning and Budget (Barry McCroskey) - no report

Professional and Scientific Council Committee Reports

Awards (Susy Ankerstjerne)

- The awards committee met March 1. We continue our work sorting out the details of the 2020 CYtation Awards virtual event. We will share these details with nominees and campus units next month. The committee is also reviewing University-level P&S award nominations this month to provide feedback and recommendations to the Provost Office.
- As the university wraps up its "Awards Season", please take a moment to nominate a colleague or team for [Highlighting ISU Staff](#). Beginning this month, all nominators will be entered into a drawing for a \$30 ISU Dining gift card to be awarded in June. It only takes a couple of minutes to give your co-worker or team a shout-out for their hard work and accomplishments.

Communications (Jamie Sass)

- Our primary focus this month has been working with the Representation Committee to disseminate innovative marketing materials for the nomination season.
 - We solicited a video of support from President Wintersteen that was posted on Facebook and our website.
 - We have collected testimonies from previous Councilors to use as social media features, wrote special email communications, and coordinated with Inside Iowa State.

- The goal of all of these communication pieces has been to encourage professional and scientific employees to run for Council! We're looking ahead to what needs to be done for communications to encourage P&S staff to vote in elections as well and coordinating with the Representation Committee to make that happen smoothly.

Compensation and Benefits (John Odenweller)

- Discussed our next projects to tackle including maternity leave changes and mental health as allowable for sick leave.

Peer Advocacy (Jacob Larsen)

- Our committee is doing research on the benefits offered at other universities across the US that are similar to ISU. We are interested in finding out how our benefits such as paid time off compares to universities we frequently compare ourselves to.
- We continue to maintain a connection to other offices on campus, such as the ISU Wellness office and Stephanie Downs, who we heard from earlier. As Stephanie mentioned, we met with her last month and decided to recommend that she get some speaking time at today's meeting to help her inform our constituents of the many valuable programs and offerings from her office.

Policies and Procedures (John Hascall) - No report

Professional Development (Paula Burns)

- The Professional Development committee met earlier this afternoon to continue planning the spring seminar series events. The next event will be held on Tuesday, March 9, from 2 to 3 p.m. and will be the first in a **two-part series** focusing on the health and well-being of Professional and Scientific Employees.
 - **In part 1**, "How Balanced Is Your Wellness?" 4-H Healthy Living Specialist Laura Liechty will introduce the eight dimensions of wellness. After taking a Wellness Wheel assessment to measure your well-being in each dimension, you will be able to identify areas where you thrive and others that need more attention. This new awareness will help guide you toward steps you can take to achieve a fuller sense of well-being.
 - **Join us for part 2** of the series online Tuesday, April 20, from 2 to 3 p.m. After assessing and reflecting on your current well-being, you will have the opportunity to discover various health and wellness resources available to P&S Employees on campus and in the Ames community. This session will feature a roundtable discussion with Senior WorkLife and WellBeing Coordinator Stephanie Downs, Behavioral Health State Specialist David Brown, Student Wellness Dietician Lisa Nolting, and University Human Resources WorkLife and Family Services Coordinator Cris Broshar. You do not have to attend the first event in order to attend the second, and vice versa. We will continue to livestream all spring events via Adobe Connect and post recordings of the events on [Learn@ISU](#).
- Tera Lawson, chair of the 2021 Professional and Scientific Council Professional Development Conference Planning Subcommittee:
 - On behalf of the Council PD Conference Subcommittee, I'm happy to share that we are very pleased with how the 2021 Professional and Scientific Council Professional Development Experience went on February 25th! We set out to hold a 9th annual event dedicated to the personal and professional development of our fellow P&S Employees that created opportunities for our colleagues to connect with one another, to engage, and to learn despite being distanced from one another. The subcommittee will debrief during our meeting on Monday, but I believe that we succeeded in what we set out to do, despite all of the challenges that had to be overcome!
 - We have ALL, without a doubt, grown through change this year and many of us chose to continue and strengthen that growth with our colleagues through the event on February 25th. This year there is one final opportunity for Professional and Scientific Employees to Cultivate Their Adventure and Grow through change!
 - The Gathering session with Renee Smith will be held on March 10th from 11-12:30 and will be centered around Finding Our Way Back Together. Renée will continue sharing her message of increasing love and decreasing fear in the workplace with an emphasis on how we find our way back together. We will also apply the tool that she introduced in her second keynote. Registration for this Gathering Session closes at noon on March 5th.

Representation (Jason Follett)

- We continued to work towards the 2021 Election which is scheduled to be conducted later this month. Nominations are lower than expected which appears to be a side effect of the COVID-19 pandemic. Iowa State's Government of the Student Body recently shared they are experiencing a similar issue. The only division presently having fewer nominations than the number of vacant positions is Academic Affairs.

Unfinished Business and General Orders

Motion to send the 2021 Compensation and Benefits Report and the Recommendation for FY22 (John Odenweller)

- Second read of the motion
- Motion was adopted

Nomination of Officers (Jason Follett)

- The Representation Committee conducted the election of officers for the 2021-2022 P&S Council.

Congratulations to the following:

- Jamie Sass - President Elect
 - John Hascall - Vice President for University Planning and Budget
 - John Burnett-Larkins - Vice President for University Community Relations
 - Lindsay Moeller - Vice President for Equity and Inclusion
 - Bridgette Hare - Secretary/Treasurer
- They will join Chris Johnsen, who will serve as President and Sara Parris, who will serve as Past President.

New Business - None

Open Discussion for the Betterment of Council - None

Announcements

Announcements from Councilors

March Seminar Series Event - Healthy Living presented by Laura Liechty - March 9, 2-3 p.m. via Adobe Connect

April Seminar Series Event - Mental Health/Wellness Panel - presented by David Brown, Stephanie Downs, Lisa Nolting, and Cris Broshar - April 20, 2-3 p.m. via Adobe Connect

Executive Committee Meeting: March 18, 10AM - 12PM, via Webex

General Council Meeting: April 1, 2021, 2:10-4 PM, via Webex

Adjournment - 4:10 PM CST