

IOWA STATE UNIVERSITY

Professional and Scientific Council

Thursday, April 1, 2021 Agenda | 2:10 - 4:00 PM | [Webex](#)

Meeting number (access code): 120 433 0632

Meeting password: nMCSVUUG468

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	X	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	X
Clayton Byrd	A	Gayle Mastbergen	X
Lynne Campbell	X	Barry McCroskey	X
Ritushree Chatterjee	A	Lindsay Moeller	X
Malinda Cooper	X	Dustin Moscoso	X
Mickie Deaton	X	Lloyd mv	X
Susan DeBlieck	X	Chris Myers	X
Emily Dougill	X	John Odenweller	X
Tom Elston	S	Sara Parris	X
Matthew Femrite	X	Deanna Sargent	X
Jason Follett	X	Jamie Sass	X
Katie Getting	X	Jennifer Schroeder	X
Robyn Goldy	X	Casey Smith	X
Robert Grandin	X	Megan Van Heiden	X
Butch Hansen	X	Patrick Wall	X
Bridgette Hare	X	Amy Ward	A
Jeff Hartwig	X	David Welshhons	X
John Hascall	X	Rich Wrage	X
		Misty Zimmerman	X

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
March 4, 2021 General Council Meeting

Administrative Reports

Senior Vice President & Provost (Jonathan Wickert)

- Thank you for moment of silence for the students lost over the weekend in a rowing accident.
- Congratulations to the Cytation Award Winners
- May 2021 in-person commencement updates
 - 90% of undergraduates plan to attend ceremony for their college
 - 2/3 masters/PhD students plan to attend ceremony for their college
 - 100% of DVM graduates plan to attend ceremony for their college
- Looking at options to celebrate 2020 graduates for in-person graduation.
- Finalized academic calendar for next year over the last month.
 - Discussed different options.
 - Moving toward more uniform calendar between 3 regent institutions.
- Gov. Reynolds- efforts to vaccinate university students before the end of the spring 2021 semester.
 - Initially will begin with University of Iowa, DMACC, and Dordt College.
 - Believe that Gov. Reynolds plan is to eventually include all higher ed institutions.
 - Aware of this opportunity and discussed options for mass vaccination on-campus.
 - Shared thoughts with board office and look forward to being included in this effort as soon as possible.
 - Plan: state gym be primary site for vaccination clinic. Very similar to Lied Rec move-in at the beginning of August.
 - This will be another major, campus-wide effort and plan to staff this clinic with volunteers.
- 5 finalists in search for Dean of the Library.
- Questions: none.

Senior Vice President for Student Affairs (Toyia Younger)

- Thank you for moment of silence for the students lost over the weekend in a rowing accident.
- Key Updates
 - Supporting Gen Z
 - Insight into who these students are and different approaches to working with these students.
 - They are interesting- looking at studies based on age demographic and comparing to generations of the past.
 - They love to challenge authority- they want a seat at the table- very vocal.
 - They don't know a world without social media- they hide behind the veil of social media. Constantly keeping an eye on how these students are using this venue of communication.
 - Boast being individuals but crave human interaction.
 - How 2020 shaped student affairs work
 - Mental health and COVID
 - Losing employment/internships
 - Inability to see friends and how that impacted them psychologically.
 - Social pressures of wearing a mask/ not wearing mask
 - Marginalized student groups
 - impacted by political landscape and increased visibility of police violence that took place this year
 - How can we support our students?
 - Society Impacting the student experience
 - Microcosm of the bigger society- we see similar issues manifesting itself on our campus.
 - How can we support our students through that?
 - There is a level of divisiveness amongst students.
 - Using social media for these tough conversations but encouraging students to bring those conversations into a better format for better dialogue.

- Providing information and resources to students to help them navigate societal issues that may impact it here at ISU.
- Partnerships
 - Advocate for the holistic student and outstanding ISU experience.
 - Assessment- working with Division of Student Affairs Director of Assessment and Research, Dr. Matt Pistilli. Share student success stories through data and analysis.
 - Fall 2021 planning- looking toward a successful fall 2021 semester and “return to normal”.
- Questions:
 - Jason Follett: As someone who works with students as an academic adviser, what suggestions do you have for having these robust conversations with people who do work so closely with students- those who are outside of faculty and student affairs?
 - SVP TY: That is a conversation we’ve been having. Many of our staff who are “essential frontline workers” is a different level of work compared to others across campus. We need to be more proactive in having those conversations, too. We want to move towards the same goal and use best practices campus-wide.

Associate Vice President for HR Service & Strategy (Dwaine Heppler)

- Presented a breakdown of coverage of HR roles throughout the university and how shifts have been made since Go Live with Workday. Some HR positions were eliminated with initial budget cuts in 2020.
- Going into FY22, another budget cut was going to be a major impact customer service across campus.
- In current structure, we are not optimized, but are going to be able to maintain coverage. Will be hiring within the next month for 3 positions to level work better across the platform.
- Questions: none.

Professional and Scientific Council Executive Committee Reports

President (Sara Parris)

The Executive Committee has had a busy month and I want to provide a few updates for you. On the 9th I attended Faculty Senate and shared our compensation and benefits recommendation for FY22. Since our two groups are often leading similar efforts to advocate for meaningful salary increases, I felt it was important for them to hear what we were asking for.

A small success that we can celebrate is that Chris and I recently met with ISD Finance staff to improve our financial and budgetary processes. The team was very generous in their support and have developed some reports similar to what many faculty use that will allow us to easily see what we’ve spent and where that money is going. I am excited to have this new tool in our toolbelt!

We can also celebrate another successful election. I won’t steal Jason’s thunder, but I do want to acknowledge the extraordinary amount of work required of the Representation Committee at election time, and the partnership they have with the Communications Committee to ensure the messaging is meaningful and timely.

Speaking of elections, you may have noticed something different about this year’s election survey. It has long been Council’s practice to ask candidates to provide a picture of themselves to include on the voting website. The picture was not required, although many perceived it to be. Members of the newly formed Diversity Equity and Inclusion Committee voiced concerns that the inclusion of pictures with the election process disadvantaged marginalized identities across campus and encouraged Exec to uphold our motion from last June to stand up in support of marginalized individuals and communities, and to denounce acts of racism, discrimination, and violence through overt actions and microaggressions. While we had collected nominee photos up to that point, the election site had not yet gone live, and we were able to quickly change course and let the nominees’ statements stand for themselves.

Finally, every year the Council president is asked to speak at the April Board of Regents meeting regarding salary policy for the coming year. This year I was asked to provide a written statement for inclusion in the

meeting's agenda rather than speaking. I collaborated with the Executive Committee to prepare the document and will present it at next month's Council meeting.

Secretary/Treasurer (Emily Dougill) - no report

VP for Equity and Inclusion (Lindsay Moeller)

- The Diversity, Equity, and Inclusion committee took feedback from constituents and the Executive Committee and removed the ability for nominees to upload photos this year and going forward.

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 via WebEx last Thursday to discuss our current project of scoring the 45 nomination for the 5 University P&S Awards categories: Outstanding New Professional, Excellence, Regent's Staff Excellence, and Carroll Ringgenberg awards. It is inspiring to learn about the amazing work done by staff across the university. The committee submitted our recommendations to the Provost's office yesterday.

Work continues on the logistics for our virtual CYtation Award event. Thank you to everyone for being patient as the committee works to put all the pieces in place to put the finishing touches on acknowledging our CYtation awardees. Look for official announcements by the middle of April with all the details on the outstanding work done by our P&S Council CYtation winners.

Communications (Jamie Sass)

March was a busy month for the Communications Committee! We spent a lot of time coordinating with the Representation Committee to help make the communications side of the election go as smoothly as possible. As you probably saw, we sent several different email blasts over the last six weeks or so, first encouraging people to run for Professional and Scientific Council and then to vote in elections. We also made additions to the website for elections so that people could get to know the candidates and put together some fun pieces on social media. I'd like to encourage all of you to follow us on social media if you aren't already. Now, we're moving into post-election communications, when we'll be taking down the election information specific to this year. We are also having conversations with Jason Follet, Representation's Committee Chair, regarding some changes to be made to the general election page on the website. Website work continues to remain a priority for us throughout the rest of the year.

Compensation and Benefits (John Odenweller)

- UBC update
 - Continued discussion around additional changes to insurance plan
- Budget update
 - Barry did not have any update and has not heard anything regarding budget
- Discussed reinstatement of the 2% to retirement accounts
- Discussed next topics to tackle
 - Term vs. continuous employment
 - Availability to use mental health as reason for sick leave

Peer Advocacy (Jacob Larsen)

- Our committee has continued doing research on PTO benefits offered at other universities across the US. We are trying to compare ISU policies with universities we frequently compare ourselves to. We continue to discuss the Did You Know articles we contribute to the monthly Council newsletter We continue to on alert and listen to staff input on policy changes at ISU, such as the changes that will happen over the summer when AWA agreements expire and we move into the Fall. Staff who have input and concerns to share are welcome to contact our committee.

Policies and Procedures (John Hascall) - no report

Professional Development (Paula Burns)

- As vaccination efforts continue and the COVID-19 pandemic starts to recede, P&S Employees are looking for guidance on how to emerge from self-isolation and rejoin their colleagues on campus and in their local communities.
 - How do we cope with the uncertainty of the “new normal”?
 - How do we remain safe as campus and our communities reopen?
 - What resources are available for staff dealing with pandemic loss, stress, and re-integration into the workplace?
- These are just some of the questions that we’ll address during this roundtable discussion featuring 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.
- In May, we will continue the critical conversation and diversity, equity, and inclusion efforts around campus. Last October, we featured a roundtable discussion with representatives from the Office of Diversity and Inclusion, the Office of Equal Opportunity, ISU Extension and Outreach, and the Iowa Civil Rights Commission. The overall goal of this session was to provide P&S Employees with an opportunity to examine their own biases, promote a campus that better represents the principles of DIE, and use those principles to develop meaningful strategies to effect change in our community. The response to the panel was so positive that we decided to revisit the topic this spring, continuing with the same objective in mind. The panel will once again feature campus representatives who will address your questions and concerns. So please join us online May 11, 2-3 p.m. for this important session. To make the most of this session, we are asking participants to pre-register and submit a question they'd like to ask the panel. You can find a link to submission spreadsheet on the Seminar Series Event page on the Professional and Scientific Council website. Although your question may not be answered directly, we will do our best to cover a range of topics.
- As a reminder, all spring events are being livestreamed via Adobe Connect.

Representation (Jason Follett)

- The 2021 P&S Council Election saw a turnout rate of 12.56%. To give you a reference point, the 2021 Government of the Student Body Election had a 15.80% turnout. The P&S Council Constitutional Amendment was approved by a vote of 98%.
- 12 seats were allotted for the Academic Affairs Division during the 2021 Election. The following were elected to represent the Academic Affairs Division:
 - Suzanne Ankerstjerne
 - Paula Burns
 - Mickie Deaton
 - Paul Easker
 - Matthew Femrite
 - Erin Gibson
 - Marlene Jacks
 - Judy Knoblock
 - Autumn Marks
 - Nicholas Streauslin
 - David Welshhons
 - David Zimmerman
- 2 seats were allotted for the Operations & Finance Division during the 2021 Election. The following were elected to represent the Operations & Finance Division:
 - Steve Couchman

- Katie Getting
- 1 seat was allotted for the Student Affairs Division during the 2021 Election. The following was elected to represent the Student Affairs Division:
 - Jahmai Fisher
- 1 seat was allotted for the President Division during the 2021 Election. However, there was no formal candidate on the ballot. We received several write-in votes and several of these individuals have formally accepted their candidacy.
 - There will be a run-off election held very soon to determine who will represent the President Division.

Unfinished Business and General Orders

None

New Business

None

Open Discussion for the Betterment of Council

Announcements

Announcements from Councilors - none

April Seminar Series Event - Part 2: Maintaining Wellness Post-Pandemic - presented by Stephanie Downs, David Brown, Lisa Nolting, and Cris Broshar - April 20, 2-3 p.m. via [Adobe Connect](#)

May Seminar Series Event - Continuing the Critical Conversation about DEI - panelist discussion - May 11, 2-3 p.m. via [Adobe Connect](#); participants should [pre-register](#) for this event

Executive Committee Meeting: April 15, 10AM - 12PM, via Webex

General Council Meeting: May 6, 2021, 2:10-4 PM, via Webex

Adjournment - 3:55 p.m. CST