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January 2022 Meeting Minutes

Call to Order & Seating of Substitutes (Jamie Sass)
Meeting called to order at 2:10PM
No Substitutes
Guests: Dwaine Heppler, Ed Holland, Scott Butterfield

Establish Quorum (Sarah Larkin)
A quorum was established

Approval of Agenda
Agenda approved

Approval of Minutes
Minutes of the December 2, 2021, General Council Meeting were approved as submitted.

Administrative Reports
University Human Resources Dwaine Heppler and Ed Holland

- WorkFlex arrangement effective date is January 18, 2022
- WorkFlex applications changing to business process from request process in Workday. Allows for more reporting
- 700 total WorkFlex requests with 42 denied. Supervisors working hard to meet the needs of employees
- worklife.hr.iastate.edu/workflex for program documents
- HR_Delivery@iastate.edu for WorkFlex assistance
**Question:** I noticed the President’s numbers looked really low. I’m assuming it’s because ITS wasn’t included as they are still in their pilot?

**Answer:** The ITS pilot will not be included in numbers; they did not go through this request process. The tables do not include individuals who are in pilots and did not go through the WorkFlex request process.

**Question:** When do you feel 100% remote could be an option?

**Answer:** I don’t see anyway that this would be available before the fall; if it would even be available.

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**IT Services Manager for Change Management** Scott Butterfield

- [Workday Today](#) going into effect January 10th, 2022
- Workday Homepage Updates
- [Workday Assistant](#) allows for chat or voice commands
- [WorkCyte.iastate.edu](#)

**Question:** Do you anticipate growth in what Workday will be able to do?

**Answer:** I do. Workday has many things in the pipeline. One of the things is with Workday Assistant. We get new releases twice a year. One in March and one in September.
Professional and Scientific Council Executive Committee Reports

President Chris Johnsen

- Met with UHR Leadership
- WorkFlex gaining historical momentum
- Holiday reception at the Knoll

No Questions

Secretary/Treasurer Sarah Larkin

- No report

VP for Equity and Inclusion Jahmai Fisher

- Despite initial plans to present a motion at January’s meeting, more thoughtful consideration, consulting, and planning is in the works regarding how to best approach this opportunity. Continued conversation around revising the mission and vision for this committee to best serve constituents

No Questions

VP University Community Relations John Burnett-Larkins

- No report

VP for University Planning and Budget John Hascall

- No report
Professional and Scientific Council Committee Reports

Awards Suzy Ankerstjerne

- No report

Communications Deanna Sargent

- Planning a P&S Council and Constituent get together at MU Bowling Alley. Seeking a February timeline
- Planning a P&S Council Committee get together to give back at Food at First. Seeking a Spring timeline

No Questions

Compensation and Benefits Patrick Wall

- Draft 1 of the Compensation and Benefits report
- Working on salary scale being posted on job openings
- Tuition reimbursement for non-ISU schools

No Questions
Peer Advocacy  Jacob Larsen

- Paid Parental Leave Project
- Employee Interest Groups

**Question:** Are you willing to take any suggestions for the interest groups?

**Answer:** I think at one point we did but we are willing to rethink that.

Policies and Procedures  Paul Easker

Andrea Little was in attendance, and we had a good conversation about supervisor training and have a few promising leads to follow up on. Also want to give a shout out to Erin Gibson for reaching out to me and having the time to show us her efforts for supervisory training in Ames Lab.

No Questions
Professional Development Matthew Femrite

The Professional Development Committee is in the process of planning the Seminar Series Events for the remainder of the fiscal year.

Our next event is next Tuesday, January 11th from 2 to 3 p.m. Alison St. Germain will be presenting, “Non-diet, Weight Inclusive Approaches to Well-being: Learn how to establish food freedom and body liberation.” This will be a hybrid event. You may attend in person in Memorial Union Room 3580, formerly known as the Gallery Room, or virtually using the WebEx link available in most recent P&S Council Newsletter and on the P&S Council’s website.

Our next Seminar Series Event will be on March 8th from 2 to 3 p.m. We will announce the topic and speaker in the next P&S Council Newsletter. There will be no Seminar Series Event in February, but, instead, we encourage all P&S employees to attend the Professional and Scientific Council Professional Development Conference on February 23rd at the Gateway Hotel and Conference Center.

No Questions
On behalf of the Professional Development Conference Subcommittee, I am pleased to report that registration for the 2022 Professional and Scientific Council Professional Development Conference is NOW OPEN!

We have 20 wonderful concurrent session speakers lined up and are excited to have them share information on topics ranging from Negotiating for Success: Strategies, Tools, and Skills to Mindful Eating. We are also excited to hear from Sarah Noll Wilson who will be providing a keynote titled “Closing the Gap Between Good Intentions and Actual Impact” and “From Perfection to Experimentation!”

Early Registration for this personal and professional development opportunity specifically for Professional and Scientific Employees will be open through January 31st. Please take advantage of the early registration rates and, not only get yourselves registered, but also encourage your colleagues and friends to get registered as well!!! You can register through Professional Development Conference page of the Council’s website.

No Questions
Representation **Jason Follett**

- The Representation Committee continues to prepare for the 2022 election. In early January 2022 we will receive the yearly update on the number of P&S employees and their overarching supervisory division. We will use this data to determine the number of Councilor seats per division and what seats need to be up for election. Further, we will notify Councilors who terms end June 2022 if they are eligible to seek re-election.
- Consider running for an Officer position at the February 2022 General Council Meeting.

**No Questions**

**Unfinished Business and General Orders**
- None

**New Business**
- None

**Open Discussion for the Betterment of Council**
- New Councilor Orientation
- [Extension Store](#) offers [Simplified Parliamentary Procedure](#) for help with Councilor Education and Learning
Announcements

Seminar Series Event: “Non-diet, Weight Inclusive Approaches to Well-Being: Learn how to establish food freedom and body liberation,” January 11, 2022, 2PM-3PM, Room 3580, Memorial Union/WebEx

Executive Committee Meeting: January 20, 2022, 10AM-12PM WebEx

General Council Meeting: February 3, 2022, 2:10PM WebEx

https://iastate.webex.com/iastate/j.php?MTID=m47d226dcea1cdd6e7102c32bc3ce5a65