

IOWA STATE UNIVERSITY

Professional and Scientific Council

Thursday, 12 October 2023 | 2:10 PM | 3560 Memorial Union

GENERAL COUNCIL MEETING

ATTENDANCE			
Kerry Aistrophe	X	Chris Knight-Gipe	X
Suzanne Ankerstjerne	X	Sarah Larkin	X
Michael Boyd	X	Liz Luiken	S
Nikki Brandon	X	Rano Marupova	S
Lynne Campbell	X	Susan McNicholl	X
Nellie Corning	A	Heidi Nye	X
Steve Couchman	X	Lucas Oerter	A
Matthew Crain	A	Nathan Pick	X
Lainey Crawford	X	Jake Pippin	A
Anindita Das	A	Tina Prouty	X
Paul Easker	X	Susan Ray	X
Isaac Ehlers	X	Christine Reinders	X
Sara Everson	X	Sarah Riley	A
Rachel Faircloth	X	Julieanne Rogowski	X
Matthew Femrite	X	Sophia Sarver	X
Jennifer Finch	X	Jamie Sass	X
Mike Fischer	X	Anugrah Saxena	A
Jason Follett	X	Jennifer Schroeder	X
Taylor Gerdes	X	Carrie Schwake	A
Paul Gibbins	X	Prashant Singh	A
Laura Graves	X	Michelle Thompson	X
Whitney Groomes	S	Patrick Wall	X
Mindy Hanna	A	Melissa Warg	S
<i>X = Present, A = Absent, S= Substitute</i>			

Guests: Sarah Bennett-George, Emma Houghton, Ed Holland

I. Call to Order & Establish Quorum – Jason Follett

- A. Meetings started at 2:09 pm
- B. Quorum established

II. Approval of the Agenda and 7 September 2023 Council Meeting Minutes – Jason Follett

- A. Changes: none
- B. Approved

III. Administrative Reports

- A. University Human Resources Benefits and Wellbeing Director – Ed Holland
 - 1. Over 1200 individuals registered for the event, generating over 340 comments/questions. 83% of the questions came from P&S employees. The Benefits Office is currently reaching out to individuals and answering their questions if they were skipped during the townhall.
 - 2. Holland presented an updated FAQ:
 - Q: Did you consider a high deductible with a health savings account?
 - A: Yes, but IRS requires you to do both. And IRS sets the deductible. For 2024, the high deductible will be \$1600 per individual or \$3200 per family. The proposed ISU plan has a lower deductible and would not be considered a high deductible plan by the IRS.
 - Q: Did you consider a tiered method, based on salary?
 - A: This is not common in the market -- probably because it is complex and difficult to make fair for all employees. For example, an individual's income may not be representative of their household income.

Q: Are counseling and therapy still covered?

A: Yes, the plan will continue to include mental health and substance abuse. What may have confused people is that each visit to an office will require a co-pay.

Q: Do co-pays count towards the deductible or out-of-pocket maximum?

A: Yes. Co-pay, insurance deductible, and co-insurance count towards to the out-of-pocket maximum.

Q: What's the difference between office co-pay and emergency room co-pay?

A: For an office visit, the co-pay is \$15 for the HMO; \$25 for the PPO. You pay \$125 for an ER visit and co-insurance for services (e.g., labs, diagnostic tests, inpatient services, etc.) If you are admitted to the hospital after visiting the ER, you only pay co-insurance.

Q: What is co-insurance?

A: This is a percent of the insurance-company's negotiated cost for services, defined by the plan you select, for which you are responsible for.

Q: Do employees have to reach their deductible before co-insurance begins?

A: Yes, you must meet your deductible. Once you do, coinsurance kicks in and you only pay coinsurance. A couple of exceptions are: When you pay a copay, you don't have to pay toward the deductible; Under family coverage, when an individual in the family meets the \$250 deductible, from that point forward, that family members pays coinsurance; An individual in a family plan doesn't have to meet the \$500 family deductible. (This is verbatim from Holland's PowerPoint slide.)

Q: Could ISU increase the FSA (flexible spending account) limit or amount allowed to roll over?

A: No. This is set by IRS. Currently, the max deferral is \$3050, with \$610 rollover. For 2024, it is anticipated that the max deferral will be \$3200 with \$610 rollover.

Q: What should the average ISU employee do next?

A: Review the 2024 updates on the Open Enrollment and HR websites. Next, reach out to the Benefits Office if you have further questions. Confirm your plan and enroll. There are instructional videos and job aid instructions available through HR.

Questions from Council:

Q: What qualifies as preventative care?

A: List on UHR website, decided by federal government.

Q: Mental health visits copay, that could be a lot of money not budgeted?

A: For the health of ISU self-insured plan, cost share is necessary.

B. Faculty Senate President - Sarah Bennett-George

1. Academic Policy Updates

a) Waitlisting

(1) workday allows students to place themselves on waitlist, process will be somewhat automated

b) Scholastic recognition policy

(1) Top 2% will be replaced by President's List

(2) GPA 4.0 over 2 semesters with 24 credit hours

c) Out of Term policy changes

2. Academic Affairs Committee will have a committee seat for advisors

3. BOR meeting – leadership represented the need of DEI at ISU

IV. Professional and Scientific Council Executive Committee Reports

A. President – Patrick Wall

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.” – Martin Luther King, Jr.

It's been a tough month. A former boss of mine once told me that the further up the ladder of leadership I climbed, the thicker my skin would need to be. Maybe that should have been this month's quote, but I think you all understand where I'm coming from. The insurance benefits cut was certainly unwelcome. I want you all to know that your P&S representatives on the Benefits Advisory Committee voted against this change earlier this year. However, you also should know that the alternative proposal was still a shift to employees bearing more of the cost of our health care. The bottom line is that the university was slowly going broke offering us the health care plan we had, spending \$1.08 for every \$1.00 it was collecting; that's simply not sustainable. The university chose to protect us...at

a financial loss...through Covid, and the resulting correction to market is simply a bigger hit than many of us were ready for. Unfortunately, there's no way to un-ring this bell in the short term.

I became aware of the 'Call to Action' letter to Senior Administration as most of you did...AFTER it was released. I had no part in authoring it, but I also hold no grudges against those who did. However, you all elected me to represent EVERYONE. A statement of support or an outright forward or release of the letter without a quorum vote would have simply been unprofessional on my part. Since the deadline to sign was prior to this meeting, no action will be taken. I may have mentioned before that I try to look at every difficult situation from the position that makes me the most angry. If I'm an elected official, I don't believe the letter encouraged me to increase state appropriations, but rather focus on where universities were allocating funds. I could go on, but I'd rather turn our focus to what we ARE gonna do.

We have the full support of Senior Administration to bring a motion to the floor supporting a separate salary bill, an idea that was actually floated by the Board of Regents. Please vet this motion and share it with your constituents. Better yet, reach out to your state representatives, as an individual taxpayer, and ask them to support the people that lead Iowa State University forward. Professional & Scientific employees simply have to continue to sell our VALUE to the state of Iowa. We also cannot be ignorant to the fact that many Iowa taxpayers want to hold onto every dollar of their hard-earned money as much as we do. Their health insurance rates and grocery bills went up too. Unlike the utter embarrassment we have representing us in Washington, D.C., Iowa State University cannot print money we don't have nor spend money we didn't earn. Pat yourselves on the back, because encouraging enrollment numbers this fall are largely the reason a 3% discretionary raise in January is even an option!

I'm going to close with this. Have you ever been in an airport when a flight was cancelled, then watched a REALLY disgruntled passenger light up the gate agent with profanity? They are yelling at the only person in the entire airport that can help them! The only person that can get them home was just belittled in front of a crowd. PLEASE keep this scenario front of mind, because right now...the only people that can help us make this situation better are the ones we want to yell at. Stay calm, and fight the battles we can win.

B. Secretary/Treasurer – Suzanne Ankerstjerne

1. No report

C. Vice President for Communications and Community Relations – Sarah Larkin

1. No report

D. Vice President for Compensation and Benefits – Steve Couchman

1. Discussed Employee Benefits Advisory Committee
2. Mapped calendar of events to promote benefits

Q: What was the reply from leadership regarding last year's motion on tuition reimbursement from other institutions be permitted?

A: No. Only courses taken at ISU will qualify for tuition reimbursement.

E. Vice President for Diversity, Equity, and Inclusion – Susan McNicholl

1. Continue to research the logistics of offering a hybrid option for P&S Council Meetings to make access to our meetings equitable to all P&S employees

F. Awards Committee Chair – Michelle Thompson

1. CYtation Award nominations open until Dec 1.

G. Governance Committee Chair – Sarah Larkins substituting for Paul Easker

1. Working with ITS getting ready for voting
2. Working to fill vacancies

H. Peer Advocacy and Policy Committee Chair – Rachel Faircloth

1. UHR Questions & Talking Points
 - a) Emma Mallarino Houghton joining us to discuss the following:
 - (1) Minimum qualifications
 - (a) Making more consistent among positions
 - (b) Looking to see where they can adjust
 - (2) Career progressions
 - (a) Who we can direct questions to
 - (b) Refer them to their HR delivery person to talk about options or have their manager go to HR delivery
 - b) University Task Force on Use of Ownership of Educational Materials
 - (1) Updating the policy regarding the use of ownership of educational materials and we've been asked to help review and give feedback
 - (a) Looking at it to modernize it since 1976
 - (b) A list of FAQs will accompany this policy

I. Professional Development Committee Chair – Jennifer Schroeder

The Request for Proposals for the 2024 Professional Development Conference is open and will remain open through

November 3rd.

As a reminder we are looking for presentations that fit within one of these for tracks:

- 1) Human Interactions (networking, communication, conflict resolution, diversity and inclusion, etc.)
- 2) Leadership (leading from different levels, working with people and groups, etc.)
- 3) Health and Wellness (stress management, financial planning, personal health and safety, mental health, etc.)
- 4) Professional Resources (technical tips and tricks, tools, project management, benefits, etc.)

You may submit a presentation, OR a recommendation for a speaker through the same online form that is available on the Professional Development Conference Page of the Council Website

We really need each one of you to help us to recruit the presentations you want to attend and the presenters you want to hear from during the upcoming conference! If you haven't yet shoulder tapped someone or forwarded on the email announcement you received during the meeting last month, please take 5 minutes yet this week or next to reach out to a potential presenter. We do need you to reach out now so that the individuals have some time to complete their response to the call.

The committee has an exciting slate of seminar sessions coming up as well. In November we will welcome Kelly Pistilli to discuss Connecting your passions and visions. This session will delve into a series of thoughtful questions that can help you to identify your passions, values, and intentions. The November session will be November 14 from 2-3 in 3580 Memorial Union. Pre-register via Workday Learning.

We also have beyond the basics; intermediate excel skills in December, a couple of presentations from UHR in spring, sessions on AI and chat GPT and more coming in 2024.

V. Unfinished Business and General Orders

- I. None

VI. New Business

- A. RY24.1 Resolution to the Legislature of the State of Iowa and Governor of the State of Iowa on Salaries
 1. First read of the resolution
 2. Next meeting - 2nd read and vote

VII. Open Discussion for the Betterment of Council

- A. Constituent Feedback
 1. Unionization questions – salaries are the only negotiable thing when unionized, P&S Council would no longer exist, prohibited from striking. Chapter 20 of Iowa Code – arbitrator can't provide more than 3% increase when negotiating raises.
 2. Councilors should help our constituents to maximize their benefits. Encourage feedback to their council representatives or through the anonymous survey.
 3. Benefit questions shared with Ed Holland.
- B. DEI BOR meeting.
 1. Representatives of ISU have no idea what the BOR report on DEI will look like. Sarah Bennett-George stated full results will be made public (either by FOIA or released by BOR).

VIII. Announcements

- A. Announcements from Councilors
 1. The DEI Committee will be collecting winter gear (coats, hats, etc.) at the November P&S Council meeting. Items will be delivered to the Sloss House free community closet
- B. Executive Committee Meeting: Thursday, 19 October 2023 | 9 AM – 11 AM
- C. Council Meeting: Wednesday, 8 November 2023 | 2:10 PM | 3560 Memorial Union
- D. Seminar Series Event: Tuesday, 14 November 2023 | 2 PM – 3 PM | 3580 Memorial Union |
 - a) Pre-Registration encouraged via Workday Learning
Connecting to Your Passions and Vision – Kelly Pistilli, Academic Advisor with the Ivy College of Business
What drives you? How do you use your passion in your career? How are your values incorporated into your daily work habits? In this interactive session we will explore hands on activities that allow you to delve into a series of thoughtful questions that can help you to identify your passions, values, and intentions. Attendees will work through exercises, questions, and learn how they could incorporate these tools into their lives, both personally and professionally.

IX. Adjournment

- A. Meeting adjourned at 3:35 pm