

IOWA STATE UNIVERSITY

Professional and Scientific Council

Thursday, 6 July 2023 | 2:10 PM | 3580 Memorial Union

GENERAL COUNCIL MEETING

ATTENDANCE				
Kerry Aistrope	S		Chris Knight-Gipe	X
Suzanne Ankerstjerne	X		Judy Knoblock	X
Michael Boyd	S		Ally Kuehl	A
Nikki Brandon	X		Sarah Larkin	X
Lynne Campbell	X		Liz Luiken	A
Nellie Corning	S		Autumn Marks	A
Steve Couchman	X		Rano Marupova	X
Matthew Crain	X		Susan McNicholl	X
Lainey Crawford	X		Lucas Oerter	X
Anindita Das	A		Nathan Pick	X
Paul Easker	A		Tina Prouty	S
Amanda Eggers	X		Christine Reinders	X
Isaac Ehlers	X		Sophia Sarver	X
Sara Everson	X		Jamie Sass	A
Rachel Faircloth	X		Anugrah Saxena	X
Leah Feltz	X		Jennifer Schroeder	X
Matthew Femrite	X		Carrie Schwake	X
Jennifer Finch	X		Prashant Singh	X
Mike Fischer	X		Katie Steigleder	X
Jason Follett	X		Michelle Thompson	X
Paul Gibbins	A		Patrick Wall	X
Laura Graves	X		Melissa Warg	X
Whitney Groomes	X		Kaylee Phillips Wellik	X
Mindy Hanna	X		David Welshhons	X
<i>X = Present, A = Absent, S = Substitute</i>				

Guests: Shawn Norman, Inside Iowa State reporter, Dwaine Heppler

I. Call to Order & Establish Quorum – Jason Follett

- A. Meetings started at 2:10 pm
- B. Quorum established

II. Approval of the Agenda and 1 June 2023 Council Meeting Minutes – Jason Follett

- A. Changes:
 - 1. Saxena – present for June meeting
 - 2. Sarver – correct first name spelling
- B. Approved

III. Administrative Reports

- A. Senior Vice President for Operations and Finance – Shawn Norman
 - 1. Event announcement: FP&M Picnic, Wed July 12 at 11-1 on central campus between Beardshear and Curtis Hall
 - 2. SVP has been at ISU for 6 months – on listening tour
 - a) Top topics of discussion
 - (1) Technology
 - (2) Policy and procedure
 - (3) Reporting

- (4) RMM (Budget Model)
- (5) Culture
- (6) Communication
- 3. Operations and Finance Division is customer service oriented
- 4. SVP hired Grant Thornton consulting to do assessment survey - identified 4 targets for improvement within Operations and Finance.
 - a) Financial controls and processes improvements
 - b) Optimize the use of technology
 - c) Drive strategic change and communication within division
 - d) Enhance RMM
- 5. Workday Project (Huron Consulting) - Enhancements to Workday
 - a) Funding sources – support all funds management
 - b) Business Unit – define appropriate use, align with area of reporting accounting
 - c) Cost Centers-optimize use for business processes, utilize hierarchies for reporting
 - d) IRT – (goal to not to have these)
 - e) Ledger Acct – establish more granular levels of reporting for operating expenses (ie: break salary out by employee categories)
- 6. Remote workers in Operations and Finance – must be available to customers
- 7. Email Shawn with questions or concerns
- 8. QUESTIONS:
 - a) Support from leadership for changes? Yes, process improvements supported, not sure what resources may be required or reallocated
 - b) Working on improving communication within division and with university customers
 - c) Access to grant financial information for co-PI? Changing Workday structure first and then address those issues
 - d) Too many Business Units, how to improve? Restructure the hierarchy.
 - e) Get rid of IRDs? Restructure those to funding source

IV. Professional and Scientific Council Executive Committee Reports

A. President – Patrick Wall

1. I'm going to try to start off every one of my reports with a quote. I'm sort of big on quotes, I have several books full of them. Many of my favorites come from one person, Lou Holtz. Does the name ring a bell?

I don't care which way the wind is blowin', just bring the gol' darn ship in." ~Lou Holtz

Lou Holtz is one of my idols. He didn't come from much. He didn't look like much (5'5", 140 pounds), but he didn't let that stop him. This quote was to his players, urging them to forget their excuses and focus on what was best for the team. He led the Notre Dame Fighting Irish to the 1988 National Championship, a perfect 12-0 season. I was 9 years old and remember it like it was yesterday. He went on to be a TV commentator...with a significant lisp, a motivational speaker...with a voice that doesn't command your attention.

The parallels to my current appointment on Council are almost laughable. Some days I feel like the small-town Illinois farm kid who has no business sitting in the same room with many of you...let alone President Wintersteen. Nonetheless, I'm going to try to draw from my idol's unorthodox charisma and lead this organization forward as best I can.

So why this quote? In my time on Council, I think at times we get caught up in which way the wind is blowing, rather than the ultimate goal of bringing the ship to port. It may start with a disgruntled employee's email on benefits, but the big picture might be something entirely different. It is my ultimate goal over the next 12 months to dig in, be diligent and thorough with the issues we face, and help all of us get to the true root of what could make Iowa State University a better place to work. I have an awesome leadership team that surrounds me, and I can't wait to get started. As always, Go Cyclones!

B. Secretary/Treasurer – Suzanne Ankerstjerne

1. Check your placard for typos and leave it on the table after the meeting
2. I will send a link to the executive committee to enter the meeting report into OneNote file on Teams.

3. Contact me with any issues with MU spaces for your committee meeting.
 4. After the Executive Retreat next week, I will update council on the FY24 Council Budget
- C. Vice President for Communications and Community Relations – Sarah Larkin
1. Work life newsletter – RESPOND Mental Health Training - July 12 and July 21, free, registration required
 2. Adventure 2, last events of the year July 12-18, New one starts Aug 1.
 3. Workday Wednesdays – via Webex, registration required
 4. Communications Liaisons – send reports for their committees
 5. Constant Contact – replace with new format
 6. QUESTIONS:
 - a) Deadline for newsletter submissions? TBD
 - b) New platform? Mailchimp probably
 - c) Committee reports from chairs or communication liaisons? Communication liaisons preferably.
- D. Vice President for Compensation and Benefits – Steve Couchman
1. Dwaine Heppler with HR joined meeting
 2. Committee working to understand comp and benefits offered by ISU
- E. Vice President for Diversity, Equity, and Inclusion – Susan McNicholl
1. Discussed priorities for the year, both outward towards ISU and within council.
- F. Awards Committee Chair – Michelle Thompson
1. Discussed awards timeline for year.
 2. Highlighting ISU staff
 - a) Submit you nomination (https://iastate.qualtrics.com/jfe/form/SV_2013x8U7V5H6ynH)
 - b) Those selected will be featured in newsletter and receive a scoop from ISU creamery for nominee and nominator
- G. Governance Committee Chair – Sarah Larkins substituting for Paul Easker
1. We have worked on updating the website, listservs, and Cybox folders.
 2. Our committee's email has been updated from pands-r@iastate.edu to pands-g@iastate.edu.
- H. Peer Advocacy and Policy Committee Chair – Kaylee Phillips Wellik
1. We are working on finding a room for the next Ombuds training regarding dealing with difficult people
 2. Brainstorming ways to promote the new Adventure2 sessions (maybe offering Adventure2 points for attending Ombuds trainings?)
 3. Looking for a way to create an employee events or activities calendar, could potentially tie into Adventure2
- I. Professional Development Committee Chair – Jennifer Schroeder
1. Met today to start planning the upcoming year. We are restructuring a little from previous years where we had a PD Committee and then a conference sub-committee. We realized that the PD committee pretty much did the conference so we are not having a separate sub-committee meeting just for conference. We will have a few non-councilor folks join us to help plan the conference. Conference planning will begin next month. We began brainstorming ideas for the seminar series this year and ways we can promote the series more broadly.
 2. Next week we will welcome Jenni Hargrove from 4-H to discuss Engaging Youth & Families Living in Poverty in Educational Experiences. We will meet virtually on July 11 from 10-11.
 3. In August, as we welcome students back to campus, we will not hold a live event and encourage everyone to view our on demand/previously recorded sessions in Workday Learn.
 4. In September we will welcome the University Ombuds and are finalizing that session. Make sure you check out the website for details.

V. Unfinished Business and General Orders

- A. None

VI. New Business

- A. None

VII. Open Discussion for the Betterment of Council

- A. Compensation and Benefits Survey – Steve Couchman
 1. Table discussion today
 2. Survey – draft discussed in executive committee
 - a) Probably distributed later this fall after changes to benefits go into effect

VIII. Announcements

A. Announcements from Councilors

1. Workday Wednesdays, 2 in July and more this fall

B. **Executive Committee Retreat:** Thursday, 13 July 2023 | 9 AM – 3 PM | 1128 Hansen Agriculture Student Learning Center

C. **Council Meeting:** Thursday, 3 August 2023 | 2:10 PM – 4 PM | 3580 Memorial Union

D. **Seminar Series Event:** Tuesday, 11 July 2023 | 10 AM – 11 AM | Register and attend virtually in Workday Learning

1. Engaging Youth & Families Living in Poverty in Educational Experiences – Jennie Hargrove, 4-H Positive Youth Development Specialist

a) Understanding the barriers faced by families along with recognizing some myths about those living in poverty will allow professionals to develop a thoughtful plan for providing inclusive experiences. In this session, participants will learn strategies for educational experiences that are accessible for youth and families regardless of their ability to pay and to create welcoming environments. Resources will be presented to strengthen work in providing welcoming environments for all, regardless of financial resources. Attendees will develop a basic understanding of the intersectionality of poverty with other social, racial, ethnic, environmental, cultural, etc. experiences, and how that can create further challenges of engaging with potential program participants.

IX. Adjournment

- ### A. Meeting adjourned at 2:50 pm