On November 8, your Professional & Scientific Council held its monthly meeting. Below are highlights from the meeting.

**P&S COUNCIL EXECUTIVE COMMITTEE REPORTS:**

**Council President – Patrick Wall**
This month’s quote stays local. I heard it in October at the ISU Extension Ag & Natural Resources Fall Professional Development Conference from our own Vice President of Extension & Outreach, Jason Henderson. “At Iowa State, we can do ANYTHING, but we can’t do EVERYTHING.”

He was referring to the breadth of Extension work, but the limitations imposed by a lack of funding, and the struggles of maintaining a competitive wage for the Extension professionals we want to recruit and maintain on the payroll. Campus employees are certainly no different, and the longer I have this role, the more confident I become that the university grabs dollars from wherever it can in order to achieve their mission in education and service to Iowans.

Jason’s message was to prioritize the services we offer, and yes, eliminate or say no to obsolete programs, poorly attended events, etc. The message we are receiving from the state legislature certainly doesn’t imply that they want Iowa State University to expand the services we offer. The mission to our students cannot waver, which seems to create a huge challenge. However, I would encourage all of you to look within your office, program, department, etc. for areas that could be consolidated, or yes, eliminated altogether. Ask yourself if you’re doing a lot of things really average, or a few things really well. Work hard for Iowa State, but also understand that sometimes it’s okay to say no.

The DEI Committee will be addressing the Board of Regents report as the guidance becomes clearer for the regent institutions moving forward. Governance continues to keep us as full capacity. Awards is in the midst of accepting applications. Professional Development is planning their conference. Policy & Peer Advocacy has transitioned to new leadership and Rachel is doing great! Compensation & Benefits continues to roll out information to help P&S employees navigate recent changes. I’m really proud of the team that surrounds me. Thank you for your efforts thus far. Please continue to rally around them in your committee meetings.

Merry Christmas to Sarah Larkin, and Happy Thanksgiving to the rest of you! However you celebrate, enjoy your upcoming time off.

**Vice President for Communications and Community Relations – Sarah Larkin**
The 2nd Annual SHOP Food Drive is now accepting donations through Dec 1. You can find more information and the closest drop off location near you on the Council [website](#). Donations will be collected on Friday, December 1st or Monday, December 4th. Contact Sarah Larkin if you need an earlier pickup if your collection site is getting full.

*Deck The Halls and The Paws!* A toy/pet food drive is being organized for December 1-15. Toys will be donated to Ames Toys For Tots, and pet food will be donated to Ames Pet Food Pantry. Items can be dropped off at Sarah’s office (2114 Sweeny Hall) or email her to request pickup.

The P&S Council Newsletter is emailed out on the 2nd Wednesday of every month. Please have submissions emailed to Sarah by the 1st of the month. If you need something posted on our social media, please email Sarah your submissions.

**Compensation & Benefits – Steve Couchman**
Annual Benefits Open enrollment ends November 17. Call Wellmark if you have questions about procedures to plan and estimate for your Flexible Spending Account allocation.

**Diversity, Equity, and Inclusion – Susan McNicholl**
The committee discussed the draft of the Board of Regents Recommendations for DEI. The committee collected donations for the Winter Gear clothing drive for Sloss House. If you would like to donate, the Sloss House accepts donations year-round. Visit their [website](#) to learn more about their supply needs.

**Awards Committee Chair – Michelle Thompson**
Nominations for [Cytation Awards](#) are open until December 1. A letter is no longer be required; nominators will use text
boxes to describe the nominee's qualifications. Consider nominating a team or New Councilor for those award categories.

UNFINISHED BUSINESS:
The Executive Committee introduced the proposed FY24.1 Salary Resolution at the October meeting. The resolution was approved and will be distributed to the Board of Regents and the staff council presidents of University of Iowa and University of Northern Iowa this month.

NEW BUSINESS:
Council approved the appointments of three new councilors. Welcome to Kate Garretson, Molly Heidenreich, and Leah Weeks!

ANNOUNCEMENTS:
• Seminar Series Events – register TODAY!
  ➢ Tuesday, 14 November 2023, 2 PM – 3 PM in 3580 Memorial Union. Pre-Registration is 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.
  ➢ Tuesday, 12 December 2023, 2 PM – 3 PM, Virtual only, Pre-Registration encouraged via Workday Learning
    Beyond the Basics: Intermediate Excel Tips & Tricks – Lucas Oerter, Associate Director Athletic Compliance
      ▪ Scrolling endlessly to find data? Want a competitive edge? Intermediate Excel knowledge is the step beyond simply inputting data into a spreadsheet. That means knowing how to format properly, use VLookup formulas, and create pivot tables. Participants will gain knowledge to produce reliable and easily accessible results from your data.

• Nominations for P&S Council Citation Awards are open until December 1.

The next P&S Council Meeting is Thursday December 7, 2023 at 2:10 PM in 3580 Memorial Union.

As your representatives on the Professional and Scientific Council, we continue to work for you and ask for your feedback! Please feel free to share your thoughts and questions with us!

For more information regarding the Professional and Scientific Council, please visit the website and follow us on social media on Facebook and Twitter. You can also share concerns, suggestions, and feedback anonymously using the Council Suggestion Box.