

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

Executive Committee Meeting  
Monday December 19, 2016 | 10 AM - 12 PM | 107 Lab of Mechanics

### Members

Clayton Johnson -P  
Jessica Bell- P  
Melissa Gruhn- P  
Ben Green- A  
Samone York- P  
Jordan Bates - P  
Tera Lawson - P  
Kara Berg - P  
Nick Van Berkum - P  
Bethany Burdt- P  
Jim Harken- A  
Stacy Renfro- P  
James Studley - P  
Amy Ward- P

### Opening Go Around

### Updates

#### 11/22/16 Meeting with University Human Resources

The Classification and Compensation review was discussed. Council will be updated on the vendor information when that information can be publicly shared. The vendor is going to stay with the University until the process is done. They will be part of the planning teams and the implementation. The FLSA changes, of course, are on hold. UHR is trying to communicate as much as possible through Inside Iowa State. The Executive Committee will suggest to UHR that they make their communication via Inside Iowa State more obviously from UHR rather than being a reporter's news story.

#### 12/5/16 Body Camera Policy Meeting with Deputy Chief Carrie Jacobs (ISU PD)

DPS has developed guidelines around the use of the body cams that have been in use since this summer. This is an internal departmental policy, not a University Policy. The policy specifies details about how the department will periodically review the videos.

There was a discussion among the Executive Committee members about whether or not this set of guidelines should have been developed as an internal departmental policy or an overall University

Policy and housed in the Policy Library. The Policies and Procedures Committee will look deeper into the process and report back to the Executive Committee.

The Committee also discussed the topic of Crime Prevention through Environmental Design and the possibility of developing a seminar around this topic.

### **12/8/16 Department Chair Workshop: Free Speech, Hate Speech, or Safe Speech**

Jessica and Clayton were invited to attend the workshop which featured Margo Foreman, Mike Norton, Michael Bugeja and a panel of others. It was geared towards guidelines around appropriate topics and speech in the classroom. It also addressed some of the recent concerns about posters, and general posting policies for the University.

### **12/8/16 Campus Leaders Breakfast Update**

The breakfast was held at the Economic Development Core Facility. The Facility is available for general campus use for meeting spaces.

Council members asked about the “fallout” of the FLSA injunction. President Leath shared that the Iowa Attorney General argued, as part of the lawsuit against the federal government, that the FLSA changes created an undue hardship on Iowa taxpayers. As a result, state entities were told that they could not implement the raises after the injunction occurred.

University Services is making increased efforts to increase police presence on campus and increase safety through improved lighting and cameras.

### **12/9/16 First meeting of the VP of UHR Search Committee**

Skype meeting was held with the search firm, Parker, out of Atlanta. The firm has done other administrative-level University searches recently including some previous searches at ISU. An advertisement will be in January editions of several higher education publications. The timeline is aggressive and they are looking to have a candidate selected by April/May 2017.

#### **12/14/16 Campus Climate Survey: Update on activity from ISU Strategic Plan Goal 4 Implementation Team Meeting**

The group is about 45 people including Johnathan Sturm, Cole Staudt and many P&S employees. Goal 4 includes the upcoming Campus Climate Survey. There are other pieces of goal 4, but the survey will be the biggest piece. The same consultant that did the last survey in 2004 will be helping to develop the new survey. The consultant will also develop recommendations after compiling the results. The survey should be developed by next semester and implemented in Fall 2017. P&S Council will have an opportunity to suggest questions for the survey.

#### **Strategic Initiative re. Diversity and Inclusion: Revision of text from first reading of motion**

There was a discussion about whether or not we need to add language or add any “action items” to the motion per the feedback and suggestions received from Councilors. Although the feedback suggested that action items may be needed, there were no real suggestions of what items should be added. The second read will occur as it was written and any additions would need to take place at the meeting in the form of a motion.

#### **Possible Salary/Benefits survey to all P&S employees**

It's been several years since either Council or UHR has done a survey to employees about salary and

benefits so is there a need to develop one at this time? What would be the purpose or goal of developing such a survey?

The general feeling among the Executive Committee is that we need to coordinate with the Campus Climate Survey so we will start the survey development process and see where it goes in relation to the CCS.

### **Social Events for the Spring**

The Executive Committee weighed having an annual large event vs. several small events.

This discussion was tabled to another meeting and get more feedback from Ben Green.

Possible brown bag lunch series dates, locations, topics were also discussed.

There was a consensus that we want to hold these events again, but we need to develop details. One lunch for all P&S employees and one for just Councilors will be planned.

### **Alternative date for January Executive Committee meeting**

Most of the group seemed to have a preference for Monday, January 23<sup>rd</sup>, 2017 from 10-12 pm.

### **Closing Go Around**

Meeting adjourned - 12:01 pm