

IOWA STATE UNIVERSITY

Professional and Scientific Council

**Thursday, November 07, 2013 Minutes | 2:10- 4:00 PM | Pioneer Room,
Memorial Union**

2013-2014 Officers

President: Steve Mayberry

President-Elect: Amy Tehan

Secretary: Dick Pfarrer

Past-President: David Orman

Vice President UCR: Stacy Renfro

Vice President UPB: Lisa Rodgers

1. Call to Order & Seating of Substitutes (Amy Tehan) 2:14pm

Attending

X	Jessica Bell	X	Mary Beth Kaufman	X	Chuck Rodgers
S	Lynn Bagley	X	Kris Koerner	A	Lisa Rodgers
X	Christian Charbonneau	X	Joyce Lash	X	Diane Rupp
X	Tami Corcoran	X	Tera Lawson	X	Allan Schmidt
A	Elena Cotos	X	Steve Mayberry	X	Erin Schwartz
X	Bart Dobson	X	Jason McLatchie	X	Wendy Stensland
X	Katie Davidson	X	Robin McNeely	X	Amy Tehan
X	Glen Galvin	X	Sandy Oberbroeckling	X	Kipp Van Dyke
X	Kate Goudy-Haht	X	Josh Obrecht	X	Jessica Van Winkle
X	Ann Greazel	X	Dave Orman	X	Lindsey Wanderscheid
X	Melissa Gruhn	X	Dick Pfarrer	X	Mike Wilson
X	Colleen Humphrey	X	Mackenzie Heddens		
X	Clayton Johnson	S	Stacy Renfro		
		X	Dan Rice		

X – Present, A – Absent, S – Substitute

Guests

Sheryl Rippke, University Council
 Don Broshar, University Human Resources
 Erin Rosacker, University Relations
 Brenda Behling, SVPP
 Andy Bock, AFSCME
 Warren Madden, SVBF

Substitutes

Mike Miller for Lin Bagley
 Dave Brotherson for Stacy Renfro

2. Establish Quorum (Dick Pfarrer)

3. Approval of the Agenda

4. Approval of the Minutes

November 2013 Regular Council Meeting

5. Administrative Reports

Senior Vice President & Provost (Brenda Behling)

- The Provost supports more communication and the individual response to the incident is going to be different for each and every one of us. He encourages each of the units to discuss the incident and process. It helps to have that conversation and what one would do and how to be prepared.

Senior Vice President of Business and Finance (Warren Madden)

- I appreciate the chance to be here to talk a bit about what happened on Monday. Jerry Stewart also wished he could be here but he had another obligation. The Story County Attorney and Department of Criminal Investigations has said that the law enforcement officers were justified in their use of force in this incident. To put this in context, I would like to share a bit of the timeline of the events that happened on Monday morning. This incident started with a dispute between a father and son and the son took a vehicle without permission. The Ames Police then tried to stop the vehicle and the driver did not stop. The driver of the truck then began to drive off, stopping at one point to reverse into a police car, and then proceeded down Beach Avenue running the red light at Beach and Lincoln Way and continuing onto campus. Police pursued the vehicle and he turned into campus and then proceeded onto central campus where he continued to try and evade the police. At that time an Ames Police officer fired seven rounds into the vehicle and hit the driver twice. The whole time of the incident took a matter of 10 minutes. There are a lot of questions about the ISU Alert system and the rapid response of University officials. The ISU Alert system is to communicate immediate threats and actions that can be taken to avoid the threats. In this incident, about 15 minutes elapsed before an ISU alert was issued. The officers knew that the threat was no longer ongoing and therefore the timeframe for the alert was appropriate. The University officials are taking an in depth review of this incident in order to help improve the processes for the future, including the alerts going to student junk mail folders. It is challenging to have a prescribed set of steps that one should take in an incident as each incident has a different set of circumstances. In general there are three different options; each person has an opportunity to move away from the incident, secure themselves in their location, or try and take action if either of the first two options are unavailable. We have done many table top exercises in the University leadership including active killer, accidents, and weather related incidents. Generally I feel that the campus community has responded appropriately in all of these incidents. It is imperative that our community understand that the ISU Alert system is not a news or social media information source. We will continue to learn from these events and look at how information can be disseminated and help make sure that our campus community is kept safe. The Department of Public Safety is more than willing to talk to departments, buildings, etc. to talk about the layouts of your building, how you can respond to various incidents, and provide Violent Incident Response Training. At the end of the day, the one thing everyone needs to do is use good judgment; there is no right and wrong in situations such as this. We are fortunate that no one else was injured or killed in this incident. This is the second incident in the last three weeks; with our first incident, it was deemed that the threat did not exist to the rest of the campus beyond the immediate area of the incident. With both of these incidents, I would like to thank and commend the University community; the entire community was cooperative and it allowed our Department of Public Safety to do their job.

Faculty Senate (Veronica Dark)

- I just have 3 quick comments- it appears that the Faculty Senate is going to have a spring conference about online education. Tech support is a barrier to faculty being able to implement their online education. As Faculty Senate President I am participating in a lot of meetings and one of the pushes from the President's office about getting more faculty and in these meetings I continue to stress the importance of the support staff to help the faculty. On Tuesday we hope to have a motion passed to establish a connection between the Faculty Senate and the VPSA.

University Human Resources (Don Broshar)

- We are excited that we will have a new Associate VP starting on December 2nd. Open change will be closing on November 22nd. Mike Otis would like you to know that the employee contributions will remain mostly unchanged for most employees. The IRS has announced that up to \$500 in health care spending accounts can be carried over into 2014 (does not apply for dependent care spending accounts) and UHR is looking into this and its reality with our vendor.

6. Unfinished Business

- None

7. New Business

- None

8. P&S Council Executive Committee Reports

President (Steve Mayberry)

- Steve is getting his harvest in so Amy reported on his behalf. We went to Iowa City to meet with the University of Iowa staff and had a great meeting with them. They just went through an overhaul of their compensation and classification system and we are hoping to engage the new AVP for URH in this conversation. At the University of Iowa, their Supervisory and Confidential staff are a part of their Staff Council. We do have a relationship with them, but they do not have representation on Council. The S&C staff are Merit staff numbering less than approximately 150. They have struggled with the governance and they have a hard time getting people to run for their Council.

Secretary (Dick Pfarrer)

- Our current balance is \$3,296.92.

VP for University Community Relations (Stacy Renfro)

- No report

VP for University Planning and Budget (Lisa Rodgers)

- No report.

9. P&S Committee Reports

Awards (Lindsey Wanderscheid)

- We are trying to get a date for the CyTation team award. You will see in the newsletter today that there was a call for nominations for all of our awards. The deadline is December 1, 2013. Right now we do the team awards 2 times a year and there is concern that the work is not being recognized for up to a year and a half later. We were approached about a few different people about a Dan Woodin award. We are still in the process for developing some framework but we are looking for some people that may have known Dan or served on Council with him. Kevin Kane and Lynn Mumm are two people to start with.

Communications (Allan Schmidt)

- We hope that you noticed the new website and newsletter. The next step for the website will be training and you will be able to update your own parts of the website. Mike Otis will be doing our next Open Forum and then John Stein will be doing a workshop in December and then Randy Dean will be presenting in January on Taming the Email Beast. We will see how many people have watched the webinars and decide if we will continue broadcasting them.
- *** It is important to note that you should go to www.pscouncil.iastate.edu and not pscouncil.iastate.edu for the new website updates.

Compensation & Benefits (Chuck Rodgers)

- No report.

Peer Advisory (Jessica Van Winkle)

- We met today and are continuing to discuss who we can send some of our contacts to and meeting with these folks. This month we had Robin Kelly and next month we hope to have Kristie Darr.

Policies and Procedures (Kris Koerner)

- No report.

Professional Development (Dick Pfarrer/Amy Tehan)

- We talked more today about the proposal for the conference. We also talked about a CyBuddy program for employees to become more acclimated to the University and we hope this will help some of the retention that has been discussed in years past.

Representation (Christian Charbonneaux)

- No report.

10. Council Open Comments

Council Goals Action Steps

- We have started to talk about all three University Councils getting together and working together, including a possible round robin PD conference. We are working to talk with UHR about the Towers-Perrin report.

11. For the Good of the Order

P&S Professional Development Seminar: November 12th, 2:00 PM, Memorial Union Campanile Room

Mike Otis, University Human Resources, *2014 Benefits Overview*

Next Council Meeting: December 5th, 2:10-4:00, Memorial Union Pioneer Room

Next Executive Committee Meeting: November 21st, 1:15-3:00 PM, 107 Lab of Mechanics

12. Adjournment 3:28pm.