

Professional and Scientific Council

General Council Meeting | November 7, 2024 | 4250 SICTR/Microsoft Teams

Welcome to our hybrid meeting!

➤ *If you are joining us virtually:*

- You may turn your camera on, but please remain muted until you are presenting or addressing Council.
- To address Council or ask a question, please press the “Raise” button. You will recognize you when it is your turn to speak.
 - When recognized, you may unmute to speak. Mute again when done.
- Please refrain from the use of emoji reactions unless expressly instructed.

➤ *If you are joining us live:*

- To address Council or ask a question, please raise your name placard. You will be recognized when it is your turn to speak.
- *Only councilors or their substitutes may vote.*

Agenda

- Call to Order – Jennifer Schroeder
- Establish Quorum – Jennifer Schroeder & Sara Everson
- Approval of Today's Agenda – Jennifer Schroeder
- Approval of Previous Meeting Minutes – Jennifer Schroeder
 - October 10, 2024

Administrative Reports

- Stephanie Downs – ISU WellBeing

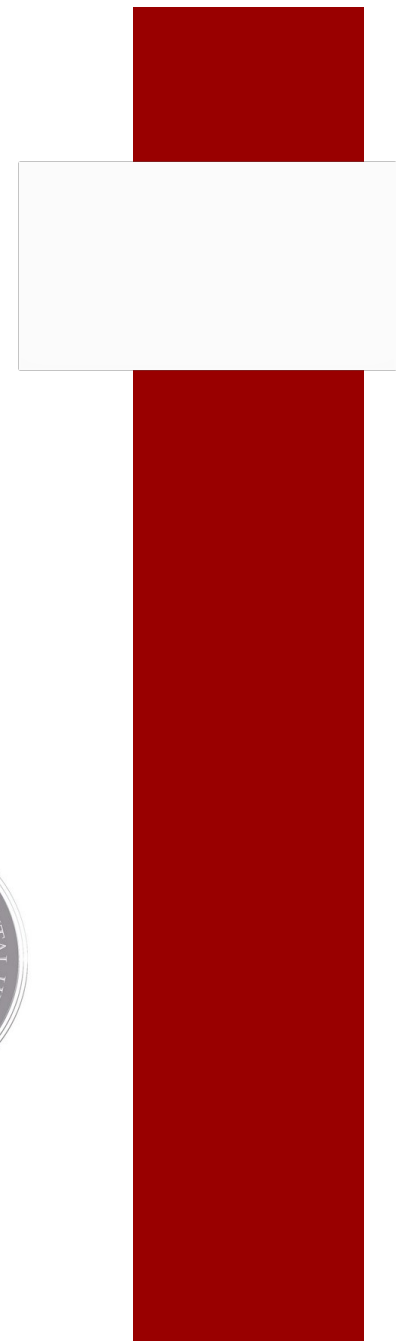


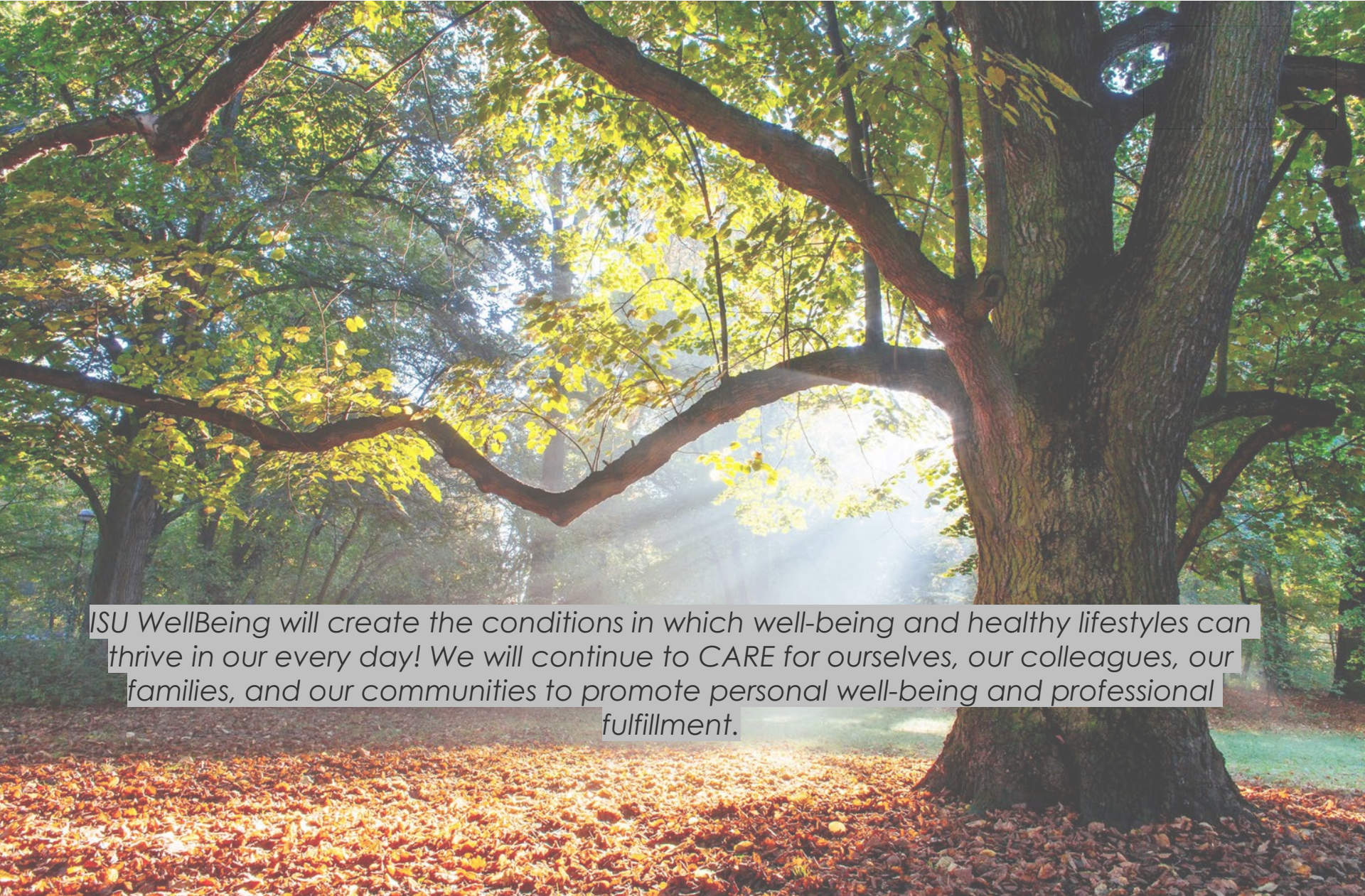
ISU WellBeing

Think. Live. Feel Well!

Stephanie Downs, MS, CIC®
She/her

ISU WellBeing and Engagement, Sr. Coordinator
UHR, Iowa State University
sdowns@iastate.edu
wellbeing@iastate.edu





ISU WellBeing will create the conditions in which well-being and healthy lifestyles can thrive in our every day! We will continue to CARE for ourselves, our colleagues, our families, and our communities to promote personal well-being and professional fulfillment.

ISU WellBeing – guiding principles



1. Create conditions in which well-being thrives.
2. Build an environment that makes the healthy choice an easy choice.
3. Support people from a “whole is greater than the sum of its parts” philosophy.
4. Recognize the importance and value of all elements of well-being.
5. Demonstrate CARE through habits of creativity, awareness, resilience and engagement.
6. Develop human capacity for growth and development.

“We cannot solve the challenges of today with the same thinking that created them.” - Albert Einstein

ISU WellBeing Action Plan



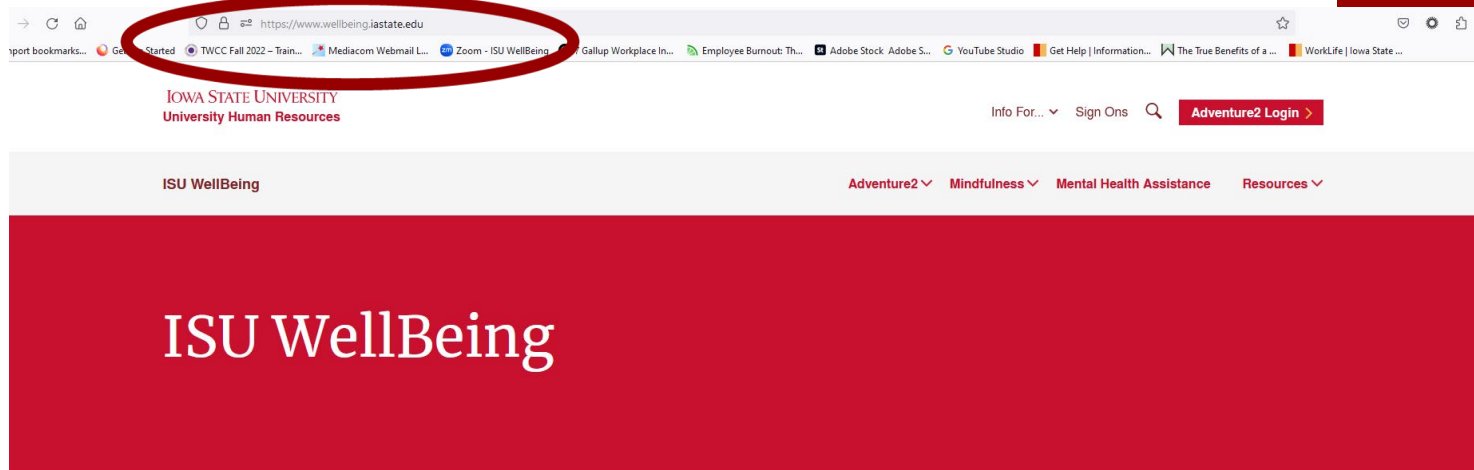
Five strategic priorities

1. **Improve the health status** of our employees
2. Enable employees to **adopt and maintain** healthy lifestyle choices
3. Create a **safe and supportive environment** that makes healthy choices easy
4. Educate and empower our employees to **effectively manage and utilize the health care system**
5. **Foster an inclusive and engaging culture** of well-being that enables employees **to bring their best self** to work and life every day

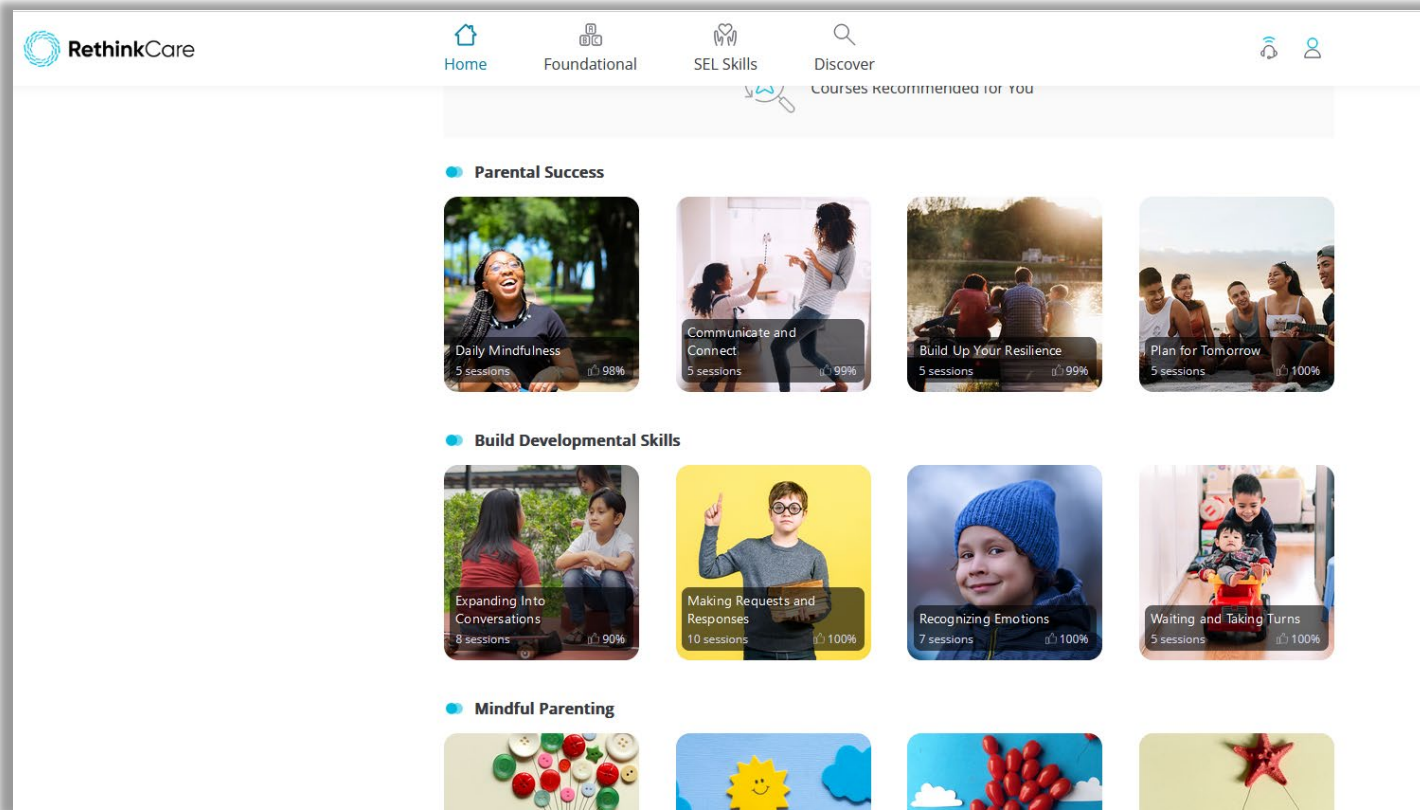
The Employee Experience and Engagement



ISU WellBeing Website



Rethink Care



Enrich Financial Well-being

The screenshot shows a web browser window with the URL <https://iastateemployees.enrich.org/dashboard/checkup/overview>. The page is titled "Financial Wellness Checkup" and features a navigation bar with "IOWA STATE UNIVERSITY", "Dashboard", "Topics", "Mindfulness", and a search bar containing "75". A notification banner at the top states: "It has been a while since your last checkup! Make sure to review your information so that we can recommend the best content for you." Below this, the "Featured Actions" section lists three items:

- Retake Checkup**: Update your answers in the Financial Wellness Checkup as your financial situation changes. [Go to Financial Wellness Checkup](#)
- View Recommendations**: Explore new content recommendations based on your Financial Wellness Checkup responses. [Go to Recommendations](#)
- View Monthly Tasks**: Your home page has tasks for you to complete on our platform. Go check it out! [Go to Home](#)

Therapy Assistance Online (TAO)

The screenshot displays the Iowa State University TAO website. At the top, the browser address bar shows the URL <https://us.taconnect.org/browse/content>. A navigation bar includes the Iowa State University logo and "Student Counseling Services" text, along with a "Click Here for Crisis and Emergency Help" link. The user profile for Stephanie Downs (sdowns@iastate.edu) is visible on the left, with buttons for "My Profile" and "Notifications".

The main content area features a search bar labeled "Search For Courses by Keyword". Below this is a "#Shorts" section with five video thumbnails:

- Find Calm Through Song** (0:56)
- When To Use Grounding Techniques** (1:50)
- Grounding with Sight** (1:32)
- Grounding with Touch** (1:12)
- Grounding with Imagery** (2:17)

Below the shorts is a "New From TAO" section with six resource cards:

- Managing Your Finances** (19m)
- Fast Facts About Imposterism** (6m)
- Strategies to Address Imposterism** (8m)
- Primer on Trauma** (15m)
- Addressing Time Management Challenges** (5m)
- Setting SMART Goals** (5m)

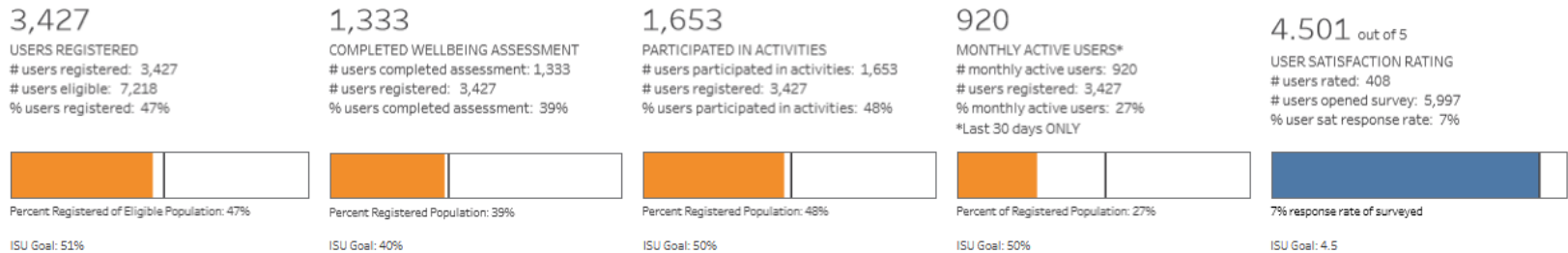
The bottom of the page shows the beginning of a "Success and Wellness Library" section.

Adventure2

July 2018 – Year 1



July 2024 – Year 7



Adventure2 – this year

July 2024 – Year 7

3,427

USERS REGISTERED
users registered: 3,427
users eligible: 7,218
% users registered: 47%



Percent Registered of Eligible Population: 47%

ISU Goal: 51%

1,333

COMPLETED WELLBEING ASSESSMENT
users completed assessment: 1,333
users registered: 3,427
% users completed assessment: 39%



Percent Registered Population: 39%

ISU Goal: 40%

1,653

PARTICIPATED IN ACTIVITIES
users participated in activities: 1,653
users registered: 3,427
% users participated in activities: 48%



Percent Registered Population: 48%

ISU Goal: 50%

920

MONTHLY ACTIVE USERS*
monthly active users: 920
users registered: 3,427
% monthly active users: 27%
*Last 30 days ONLY



Percent of Registered Population: 27%

ISU Goal: 50%

4.501 out of 5

USER SATISFACTION RATING
users rated: 408
users opened survey: 5,997
% user sat response rate: 7%



7% response rate of surveyed

ISU Goal: 4.5

Current Year To-date

3,539

USERS REGISTERED
users registered: 3,539
users eligible: 7,132
% users registered: 50%



Percent Registered of Eligible Population: 50%

ISU Goal: 51%

1,162

COMPLETED WELLBEING ASSESSMENT
users completed assessment: 1,162
users registered: 3,539
% users completed assessment: 33%



Percent Registered Population: 33%

ISU Goal: 40%

1,363

PARTICIPATED IN ACTIVITIES
users participated in activities: 1,363
users registered: 3,539
% users participated in activities: 39%



Percent Registered Population: 39%

ISU Goal: 50%

1,168

MONTHLY ACTIVE USERS*
monthly active users: 1,168
users registered: 3,539
% monthly active users: 33%
*Last 30 days ONLY



Percent of Registered Population: 33%

ISU Goal: 50%

4.683 out of 5

USER SATISFACTION RATING
users rated: 159
users opened survey: 2,370
% user sat response rate: 7%



7% response rate of surveyed

ISU Goal: 4.5

Adventure2 – “it sticks with you”

	Level 1	Level 2	Level 3	Level 4
2018 – Year 1	501	141	36	NA
2019	880	395	153	65
2024 – Year 7	1,390 (2.8x)	595	360	111 (1.7x)

Improving the Employee Experience



Well-being Risk Status Changes

	Risk Dimension	% Change YOY
Health	Nutrition	-0.07%
	Sleep	-0.30%
	Self-Care	+1.19%
	Exercise & Fitness	-0.78%
Well-being	Energy Level	-0.01%
	Resilience	+0.03%
	Managing Stress & Anxiety	+1.55%
	Work-Life Balance	-2.53%
Productivity	Job Satisfaction	-0.02%
	Work Growth	-1.95%
	Sense of Team	-0.86%
	Resources & Support	-0.57%

Employee Engagement and Burnout Risk

Engagement: A deep connection and sense of purpose at work that creates extra energy and commitment.

Burnout: When people have been highly engaged for a long time, without the personal skills and organizational support to maintain their well-being.

Designation	*Actively Engaged %	**Burnout Risk %
Limeade BoB	36.6%	7.4%
Iowa State University	28%	10.3%
P & S	26.5%	9.7%
Merit Employee Hourly & Salary	24.8%	10.3%
9 & 12 Month Faculty	41.6%	18.2%
Post Doctorate	31.6%	21.1%

*Actively Engaged is based on the Well-Being Assessment response to the question: "I am engaged in the work I do."
**At risk for burnout is if a user indicates high engagement as well as high stress in the annual Well-Being Assessment.

Retention Rates

Turnover Rates by Registration Status

Registered Users		7.3%
Non-Registered Users		11.3%

Well-being Risk Status Changes

	Risk Dimension	% Change YOY
Health	Nutrition	+1.03%
	Sleep	-0.64%
	Self-Care	+0.18%
	Exercise & Fitness	+2.13%
Well-being	Energy Level	-0.77%
	Resilience	+0.21%
	Managing Stress & Anxiety	+0.47%
	Work-Life Balance	+0.60%
Productivity	Job Satisfaction	-0.16%
	Work Growth	-1.69%
	Sense of Team	-1.17%
	Resources & Support	-0.92%

Retention Rates

Turnover Rates by Registration Status

Registered Users		8.9%
Non-Registered Users		13.4%

Employee Engagement and Burnout Risk

Engagement: A deep connection and sense of purpose at work that creates extra energy and commitment.

Burnout: When people have been highly engaged for a long time, without the personal skills and organizational support to maintain their well-being.

Designation	*Actively Engaged %	**Burnout Risk %
Limeade BoB	35%	5.9%
Iowa State University	27.4 %	10.8%
P & S	25.2%	11.1%
Merit Employee Hourly & Salary	34.3%	7.8%
9 & 12 Month Faculty	37.5%	25.0%
Post Doctorate	50%	0%

* Actively Engaged is based on the Well-Being Assessment response to the question: "I am engaged in the work I do."

** At risk for burnout is if a user indicates high engagement as well as high stress in the annual Well-Being Assessment.

The Opportunity (Goal = 50%)

- Registered in Adventure2 (Nov 1, 2024)

Current	Eligible	Registered	%
Professional & Scientific	3,719	2,690	72%
			(Stretch goal 80%)
Merit	1,145	641	57%
Faculty	1,679	621	37%
Post Doc	289	158	55%
Prior Year – P&S	3,745	2,649	71%

The Opportunity (Goal=40%)

- Well-being Assessment Completion (Nov 1, 2024)

Current	Completed WBA	Registered	%
Professional & Scientific	806	2,690	30%
Merit	151	652	23%
Faculty	75	612	12%
Post Doc	11	152	7%
Prior Year - Faculty	913	2,649	34%

The Opportunity (Goal = 50%)

- Activity Participation (Nov 1, 2024)

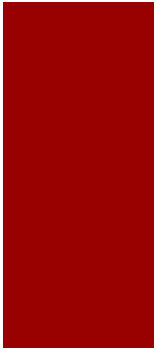
Current	#'s Participated	Registered	% Participation in Activity
Professional & Scientific	951	2,690	35%
Merit	167	652	26%
Faculty	95	612	15%
Post Doc	14	152	9%
Prior Year – P&S	1,153	2,649	44%

The Opportunity (Goal = 50%)

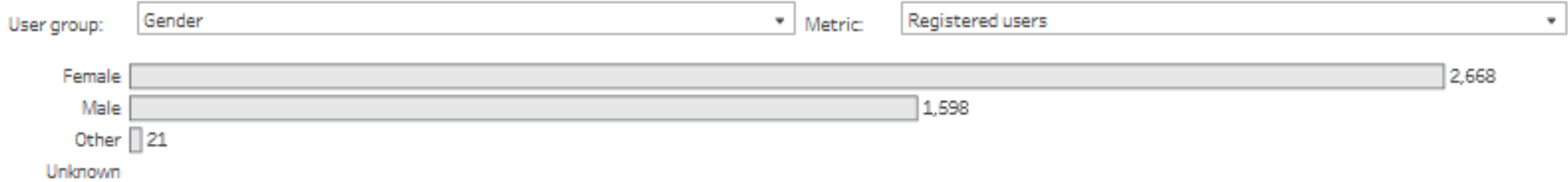
- Monthly Active Users

Current	Monthly Active Users	Registered	MAU % of Registered
Professional & Scientific	835	2,690	31%
Merit	190	652	29%
Faculty	137	612	22%
Post Doc	25	152	17%
Prior Year – P&S	649	2,649	24%

Gender Breakdown (Nov 1, 2024)



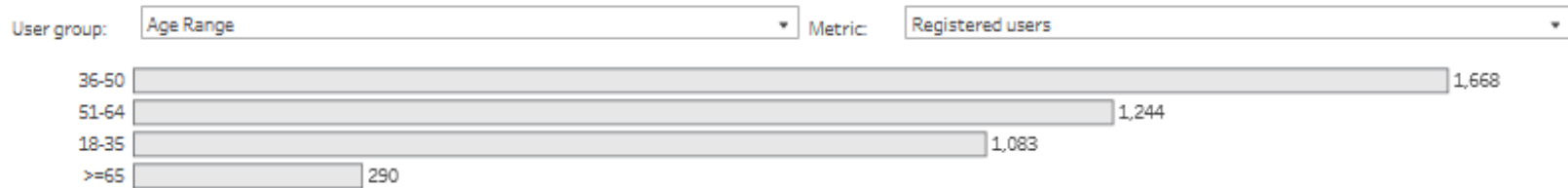
USER GROUP COMPARISON



Gender	Eligible	% Registered
Female	3,718	73%
Male	3,383	47%
Other	30	70%

Age Breakdown (Nov 1, 2024)

USER GROUP COMPARISON



Age	Eligible	Registered	% Registered	% Completing WBA (registered)	MAU% (registered)
18 - 35	1,737	1,083	62%	28%	28%
36 - 50	2,735	1,668	61%	28%	29%
51-64	2,062	1,244	60%	26%	28%
65+	598	290	48%	18%	20%

Our Opportunity

What we'd like to see..

- Increase overall registration (Goal 51%)
- Increase WBA Completion
- Improve “stickiness” - MAU
- More posts in “My Updates”
- Become part of flow of work
- Become part of our culture

What do employees want?

- Find out what drives participation?
 - Incentives
 - Activities
 - Connection
- How do we get them participating?
- How do we keep them participating?
- Is it functionality

Opportunity to Connect

Well-being Leader Network (WBL)

The primary goals for the Well-being Leader network are:

- Increase communication throughout ISU about ISU WellBeing programs, services, and resources, specifically in the area in which they work.
- Increase program enthusiasm and generate excitement about Adventure2 by actively encouraging co-worker participation.
- Improve programming satisfaction by providing insights and direction on employee needs and interests, including review of data and reports.
- Know the pulse of their environment and provide feedback to ISU WellBeing team.





ISU WellBeing

Think. Live. Feel Well!



Executive Committee Reports

- President – Jason Follett
- Secretary/Treasurer – Sara Everson
- VP of Communications & Community Relations – Michael Boyd
- VP of Compensation & Benefits – Liz Luiken
- VP of Diversity, Equity & Inclusion – Susan McNicholl

Committee Reports

- Awards – Christine Reinders
- Governance– Paul Easker
- Peer Advocacy & Policy – Rachel Faircloth
- Professional Development – Isaac Ehlers

Unfinished Business & General Orders

- None

New Business

- First Read – Proposed Bylaws Change

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: Motion to Amend the Rules and Bylaws of the Professional and Scientific Council

Submitted by: Executive Committee

Date: November 7, 2024 – First Reading
December 5, 2024 – Second Reading and Vote

Whereas: The Professional and Scientific Council desires to make more efficient use of Councilors' time. Additionally, Council wants to better align officers and standing committees with the current needs of Professional & Scientific employees.

It is moved: To amend the Rules & Bylaws of the Professional and Scientific Council as presented.

Distribution: Wendy Wintersteen, President
Jason Keith, Senior Vice President and Provost
Sean Reeder, Senior Vice President for Operations and Finance
Toyia Younger, Senior Vice President for Student Affairs
Kristi Darr, Vice President of University Human Resources

[Online document for edits](#)

IOWA STATE UNIVERSITY

Professional and Scientific Council

- Article II § 3. Election timeline.
 - Current
 - ✓ December – The Vice President for Communications and Community Relations provides the Governance Committee with a list of eligible employees.
 - Proposed
 - ✓ December – The Governance Committee will be provided with a list of eligible employees.

- Article II § 5. Terms of representatives.
 - Current
 - ✓ Article II § 5. Terms of representatives. Representatives will serve one-, two-, or three-year terms as determined in this section. In accordance with pertinent articles of the Constitution, the Governance Committee will provide for and report to the Council any adjustments that are necessary to provide for the election of approximately one-third of the representatives of the Council each year. The committee will place candidates receiving the most votes in vacancies with the longest available terms until all vacancies are filled. If there is a tie vote which affects the length of the term of two or more candidates, the committee will place candidates by the flip of a coin or other random process. If there is a tie for the final available vacancy, the Governance Committee will hold a run-off election between such candidates within 15 days. Run-offs that result in a tie will be decided by the flip of a coin.
 - Proposed
 - ✓ Article II § 5. Terms of representatives. Representatives will serve a three-year term. No representative may be elected for more than two terms in succession. If there is a tie for the final available vacancy, the Governance Committee will hold a run-off election between such candidates within 15 days. Run-offs that result in a tie will be decided by the flip of a coin.

➤ Article II § 9. Vacancies.

▪ Current

- ✓ § 9. Vacancies. In the event of a vacancy on the Council, the Governance Committee, with the assistance of the remaining representatives in the area in which the vacancy has occurred, will provide the president a list of nominees equal to the number of vacancies. Nominees must be eligible to serve as representatives. Nominees will first be chosen from the list of candidates from the most recent Council election, with priority given to those receiving the most votes. If upon inquiry a potential nominee declines the nomination, the committee must consider the next such person from the election list. If such list is exhausted, the committee may consider any other willing Professional and Scientific employee. If practicable, at the next regular council meeting following the vacancy the president will nominate a person from the list to fill the vacancy. The nomination must be approved by a majority vote of representatives present and voting. The appointed representative will serve for the remainder of the university's fiscal year, and will have the same duties and responsibilities of an elected representative.

▪ Proposed

- ✓ § 9. Vacancies. In the event of a vacancy on the Council, the Governance Committee will provide the president a list of nominees equal to the number of vacancies. Nominees must be eligible to serve as representatives. Nominees will first be chosen from the list of candidates from the most recent Council election, with priority given to those receiving the most votes. If upon inquiry a potential nominee declines the nomination, the committee must consider the next such person from the election list. If such list is exhausted, the committee may consider any other willing Professional and Scientific employee. Once the Governance Committee provides the president with a list of nominees, the president will make the appointment which will take effect immediately upon acceptance. At the next regular council meeting or by other means of communication, the president will announce the appointment. The appointed representative will serve for the remainder of the university's fiscal year and will have the same duties and responsibilities as an elected representative.

➤ Article III § 1. Generally.

▪ Current

- ✓ § 1. Generally. The Council will have a president, president-elect, past president, vice president for compensation and benefits, vice president for communication and community relations, vice president for diversity, equity, and inclusion, and secretary/treasurer, each of whom will be a representative or officer at the time of their election. The president and president-elect, while holding such offices, cannot concurrently serve as a representative. No person will concurrently hold more than one office, though an officer may temporarily act on behalf of others. All officers will have full voting rights at council meetings.

▪ Proposed

- ✓ § 1. Generally. The Council will have a president, president-elect, past president, and secretary/treasurer, each of whom will be a representative or officer at the time of their election. The president, president-elect, and past president, while holding such offices, cannot concurrently serve as a representative. No person will concurrently hold more than one office, though an officer may temporarily act on behalf of others. All officers will have full voting rights at council meetings.

➤ Article III § 2. Terms of office.

▪ Current

- ✓ § 2. Terms of office. The president-elect will serve a three-year term because he or she will succeed to the offices of president and past president, each for one year, and vice presidents and the secretary/treasurer will serve one-year terms.

▪ Proposed

- ✓ § 2. Terms of office. The president-elect will serve a three-year term because he or she will succeed to the offices of president and past president, each for one year, and the secretary/treasurer will serve one-year terms.

➤ Article V. Committees

▪ Current

- ✓ § 1. Council committees and eligibility to serve on committees.
- ✓ § 2. Executive Committee.
- ✓ § 3. Peer Advocacy and Policy.
- ✓ § 4. Governance.
- ✓ § 5. Awards.
- ✓ § 6. Compensation and Benefits.
- ✓ § 7. Professional Development.
- ✓ § 8. Diversity, Equity, and Inclusion.
- ✓ § 9. Ad Hoc Committees.
- ✓ § 10. Subcommittees.

- ✓ § 11. Vice-Chairs.

▪ Proposed

- ✓ § 1. Council committees and eligibility to serve on committees.
- ✓ § 2. Executive Committee.
- ✓ § 3. Community Relations and Advocacy. The Community Relations and Advocacy Committee will focus on fostering positive relationships within the community and advocating for various causes. Their responsibilities include promoting communication, addressing employee concerns, ensuring equity and inclusion, and actively engaging in public presentations.
- ✓ § 4. Governance.
- ✓ § 5. Awards.
- ✓ § 6. Compensation and Benefits.
- ✓ § 7. Professional Development.
- ✓ § 8. Ad Hoc Committees.
- ✓ § 9. Subcommittees.
- ✓ § 10. Vice-Chairs.

➤ Article IV. Powers and Duties of Officers.

▪ Current

- ✓ § 1. Duties of officers generally.
- ✓ § 2. The President.
- ✓ § 3. The President-Elect.
- ✓ § 4. The Vice President for Compensation and Benefits.
- ✓ § 5. The Vice President for Communications and Community Relations.
- ✓ § 6. The Vice President for Diversity, Equity, and Inclusion.
- ✓ § 7. The Secretary/Treasurer. The secretary/treasurer will record and distribute the minutes of each regular and special meeting of the Council and of the Executive Committee, and will maintain a permanent record of these minutes, attendance, and proceedings. Copies of the minutes of each council meeting and budget updates will be sent to each representative prior to the next meeting. The secretary/treasurer will coordinate the scheduling of all meeting spaces. The secretary/treasurer will monitor the acquisition, budgeting, and disbursement of all Council funds via appropriate university channels.
- ✓ § 8. The Past President.

▪ Proposed

- ✓ § 1. Duties of officers generally.
- ✓ § 2. The President.
- ✓ § 3. The President-Elect.
- ✓ § 4. The Secretary/Treasurer. The secretary/treasurer will record and distribute the minutes of each regular and special meeting of the Council and of the Executive Committee, and will maintain a permanent record of these minutes, attendance, and proceedings. Copies of the minutes of each council meeting and budget updates will be sent to each representative prior to the next meeting. The secretary/treasurer will coordinate the scheduling of all meeting spaces. The secretary/treasurer will monitor the acquisition, budgeting, and disbursement of all Council funds via appropriate university channels. The secretary/treasurer will serve solely on the Executive Committee.
- ✓ § 5. The Past President.

➤ Article V. § 6. Compensation and Benefits.

▪ Current

- ✓ § 6. Compensation and Benefits. The Compensation and Benefits Committee will work to ensure a fair and equitable financial reward system, including salaries and benefits, for Professional and Scientific employees. The vice president of compensation and benefits will chair the Compensation and Benefits committee. The committee's responsibility will be to assess the effectiveness of, and develop and recommend revisions to, the university's classification and compensation system. The committee will also advise the Council regarding the university's annual budgeting process, and prepare, for consideration by the Council, recommendations to university administrators regarding salaries, salary distribution, and adjustments to the pay structure, employee benefits, and other compensation concerns. The vice president of compensation and benefits will serve on the University Benefits Advisory Council (UBAC) and the UBAC Admin team. If for any reason the chair is not able to serve, the chair may designate another committee member to serve in their place.

▪ Proposed

- ✓ § 6. Compensation and Benefits. The Compensation and Benefits Committee will work to ensure a fair and equitable financial reward system, including salaries and benefits, for Professional and Scientific employees. The committee's responsibility will be to assess the effectiveness of, and develop and recommend revisions to, the university's classification and compensation system. The committee will also advise the Council regarding the university's annual budgeting process, and prepare, for consideration by the Council, recommendations to university administrators regarding salaries, salary distribution, and adjustments to the pay structure, employee benefits, and other compensation concerns. The chair of the Compensation and Benefits Committee will serve on the Employee Benefits Advisory Committee (EBAC). If for any reason the chair is not able to serve, the chair may designate another committee member to serve in their place.

Executive Committee Structure

11 Member Executive Committee

Current Elected Officers

- President
- President-Elect
- Past-President
- Secretary/Treasurer
- VP Comp & Benefits
- VP DEI
- VP Communications & Community

7 Elected Members

Current Appointed Chairs

- Awards
- Governance
- Peer Advocacy & Policy
- Professional Development

4 Appointed Members

9 Member Executive Committee

Proposed Elected Officers

- President
- President-Elect
- Past-President
- Secretary/Treasurer

4 Elected Members

Proposed Appointed Chairs

- Awards
- Community Relations & Advocacy
- Comp & Benefits
- Governance
- Professional Development

5 Appointed Members

Open Discussion for the Betterment of Council

- In Person:
 - If you'd like to speak, please raise your placard to be acknowledged.
- Virtually:
 - If you'd like to speak, please “Raise” your hand and wait to be acknowledged.
 - Once acknowledge, please unmute to share your discussion item(s)

Announcements

General Council Meeting

- Thursday, Dec. 5, 2024
- 2:10 PM
- 4250 Student Innovation Center OR Teams

Executive Committee Meeting

- Friday, Nov. 15, 2024
- 9-11 AM
- 4237 Student Innovation Center

Professional Development

- **2025 Conference**
- Thursday, Feb. 27, 2025
- Gateway Hotel & Conference Center

SHOP Food Drive

- Now through November 29
- Various locations