

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

P&S General Council Meeting Minutes | Thursday, November 7, 2024 | 2:10 PM | 4250 SICTR/Teams

### GENERAL COUNCIL MEETING

ATTENDANCE				
Chad Arnold	X		Laura Kilbride	X
Michael Boyd	A		Chris Knight-Gipe	X
Nikki Brandon	X		Steve Kopecky	X
Lynne Campbell	X		George Loper	X
Amy Carver	X		Liz Luiken	S
Nellie Corning	X		Susan McNicholl	X
Anindita Das	S		Heidi Nye	X
Emily Dougill	X		Lucas Oerter	X
Stacy Dreyer	X		Nathan Pick	X
Paul Easker	X		Deanna Powell	X
Isaac Ehlers	X		Tina Prouty	X
Sara Everson	X		Kasi Province	X
Rachel Faircloth	X		Christine Reinders	X
Mike Fischer	X		Brooke Rogers	X
Jason Follett	X		Julianne Rogowski	X
Sarah Freestone	X		Brian Rowe-Barth	X
Kate Garretson	X		Anugrah Saxena	X
Taylor Gerdes	X		Jennifer Schroeder	X
Paul Gibbins	X		Sam Shelton	X
Laura Graves	X		Lauren Tumey	X
Snow Gray	X		Adam Wade	X
Whitney Groomes	X		Patrick Wall	X
Sara Harris-Talley	X		Melissa Warg	X
Kimberly Hope	X		Leah Weeks	X
Alan Hulsebus	S		Jason Wiegand	X
Rachel Jones	S			

*X = Present, A = Absent, S = Substitute*

#### 1. Call to Order & Establish Quorum – Jennifer Schroeder

- Call to order 2:10pm
- Quorum established: yes

#### 2. Approval of the Agenda and October 10, 2024, Council Meeting Minutes – Jennifer Schroeder

#### 3. Administrative Reports

- Stephanie Downs – UHR
  - ISU WellBeing- Guiding Principles
    - Create Conditions in which well-being thrives

- Build an environment that makes the healthy choice and easy choice
- Support people from a “whole is greater than the sum of its parts” philosophy.
- Recognize the importance and value of all elements of well-being.
- Demonstrate CARE through habits of creativity, awareness, resilience and engagement.
- Develop human capacity for growth and development
- ISU WellBeing Action Plan
  - Improve the health status of our employees
  - Enable employees to adopt and maintain healthy lifestyle choices
  - Create a safe and supportive environment that makes healthy choices easy
  - Educate and empower our employees to effectively manage and utilize the health care system
  - Foster an inclusive and engaging culture of well-being that enables employees to bring their best self to work and life every day
- 4 Pillars
  - **Prevention:** flu shots, health screenings, awareness, etc.
  - **Lifestyle:** Adventure 2, Activities, Therapy Assistance Online (TAO), etc.
  - **Development:** Training and workshops like Real Colors, Mindful@Work, Everyday Leaders, etc.
  - **Culture:** Well-being Leaders (WBL) Network, Well-being assessments, Departmental Reporting, etc.
- ISU WellBeing visit website <https://www.wellbeing.iastate.edu>
- **Parenting Support Portal:** RethinkCare
- **Financial Wellness Portal:** Financial Wellness Checkup
- **Therapy Assistance Online (TAO): Self-help for stress management, mindfulness and other resources.** Access through Adventure2
- **Adventure 2**
  - Begins every year in August and ends in July
  - All benefits eligible employees are eligible to participate, with the exception of retirees.
  - Most widely used by P&S employees
  - More and more people are getting involved each year
  - Complete Well-being Assessment to automatically achieve the first reward level
  - Investigating ways to get more people to participate
- Working to create a Well-being Leader Network (WBL)
  - Increase communication about ISU WellBeing programs
  - Increase program enthusiasm
  - Improve programing satisfaction
  - Provide feedback to the ISU WellBeing team
  - Email [wellbeing@iastate.edu](mailto:wellbeing@iastate.edu) to provide feedback

#### 4. Professional and Scientific Council Executive Committee Reports

- President – Jason Follett

*“Whatever you do, always give 100%. Unless you’re donating blood.” – Bill Murray*

I think that is sometimes what we do on a daily basis. We are giving 100% of our sweat and tears and maybe a little blood. The Central Administration really does appreciate what we do on a daily basis. It’s a hard factor to get the compromise, you’ve seen that. You’ve seen what has been on the Board of Regents agenda that they have been talking about the last couple of days. Leadership has been heavily briefed, informed and asked to provide comments to Central Administration about the DEI report. Regents review today was pretty scathing. There were some harsh criticisms of this fine institution that we have not gone far enough and some personal

criticism of President Wintersteen. It's not over yet. We are going to have to continue to give that 100% and have to work hard to meet things that are, all of times, out of our control. I want to thank all of you in the room. I want to thank all of my colleagues across campus in P&S because it is a hard conversation.

Here are some things I want you to keep in mind. I want to ask you, are you a generous person? Most people think they you unless they identify the generosity gap. It's time to take a good look at yours. I quote Matthew Kelly a lot and I love his books.

*"The Generosity Habit is built on a simple and profound principle: give something away every day. You do not need money or material possessions to live a life of staggering generosity."* – Matthew Kelly

We need to support each other. We need to help people have these conversations. We need to support our extensions across the state and support the whole great state of Iowa. For some, this might be hard times, harder than we may be feeling personally. We need to have some of that generosity and we need to give people some support out there.

If you hear concerns, bring them to leadership. We talk to the President, the Provost, the Senior Vice President. We talk to UHR consistently. Sometimes they tell us they need to talk with us about something. We are here to support. We need to continue to support each other. Support what we are doing on a daily basis. We are advocating behind the scenes, sometimes it doesn't seem like you hear a lot about that because a lot of the times those are pretty frank conversations. We are getting some things that are moving, but yet still dealing with things that are out of Iowa State's control and P&S Council's control. We are trying to contribute and respond to those things the best that we can. Let's be generous.

You saw in the Newsletter, we will be supporting SHOP this month. Let's push that forward out there. SHOP is not just for students, anyone at Iowa State can use SHOP. If you can be a little generous and contribute either monetary or the goods, that they're seeking, let's do that. There's other ways out there too that we can be a little more generous during this time.

- Secretary/Treasurer – Sara Everson
  - No report
- Vice President for Communications and Community Relations – Michael Boyd : Jennifer Schroeder provided update
  - SHOP drive: runs now through November 29. [See link here for details](#)
    - Drop off locations include
      - Reiman Gardens
      - Parks Library
      - Gilman Hall
      - Hamilton Hall
      - ATRB
      - Coover Hall
- Vice President for Compensation and Benefits – Liz Luiken: Lucas Oerter provided update
  - Beginning to work on annual report which includes Compensation and Benefits
  - Asking for feedback, please email [pands-cb@iastate.edu](mailto:pands-cb@iastate.edu)
- Vice President for Diversity, Equity, and Inclusion – Susan McNicholl
  - We will continue to monitor the changes for P&S staff while the university complies with Senate

File 2435. P&S staff are welcome to [share their thoughts and concerns with DEI committee members](#) for us to bring forward as the process continues.

- Awards Committee Chair – Christine Reinders
  - Nominations for cytation awards are open now through December 2nd. Please see our website for the nomination link.
  - <https://www.pscouncil.iastate.edu/awards/cytation>
  - A few clarifications: The outstanding councilor award was previously the "new" councilor award. We removed "new" from the nomination form to open the award to all P&S Councilors.
  - All nominations will be considered, previous language listed one nomination was allowed per nominee. The intent was to explain multiple nominations will not impact the score, but all nominations will be read and considered.
- Governance Committee Chair – Paul Easker
  - No report
- Peer Advocacy and Policy Committee Chair – Rachel Faircloth
  - Keep an eye out for Steam Tunnel tour announcement, working on setting up a date and time
  - Winter Social on Dec. 5th after the general council meeting
    - First floor of the SIC (room 2118 and the Step-atorium)
    - 4-5:30pm
- Professional Development Committee Chair – Isaac Ehlers
  - The Professional Development Committee met today. Our October seminar series, Ghosts of Iowa State’s Past, was a huge hit with 106 attendees. The recording is now available in Workday Learning. Stay tuned for more information about our December seminar series focused on student employment best practices with Tricia Stouder, Senior Assistant Director, from the Student Employment Center and the Office of Student Financial Aid.
  - We received 23 speaker proposals for the Professional and Scientific Council Professional Development Conference. Our committee is working to review proposals and plan to follow up with selected speakers on November 21st. Registration for the conference is planning to open early January. Save the date for February 27th for the annual conference.

## 5. Unfinished Business and General Orders

- None

## 6. New Business

- First read – Proposed Bylaw changes
  - 3 year terms
  - Past-President should be a representative, similar to President and President-Elect
  - Restructuring committees: divide tasks of some of the VP positions
  - Secretary/Treasurer will not need to serve on a committee
  - Change UBAC to EBAC as UBAC does not exist anymore
- Second read at December 5th meeting

## 7. Open Discussion for the Betterment of Council

## 8. Announcements

- **Announcements from Councilors**
- **General Council Meeting:** Thursday, December 5, 2024 | 2:10 PM | 4250 Student Innovation Center or Teams
- **Executive Committee Meeting:** Friday, November 15, 2024 | 9:00-11:00 | 4237 SICTR

- **Professional Development:** 2025 Professional Development Conference – Mark your calendars: February 27, 2025 at the Gateway Hotel and Conference Center.
- **Seminar Series:** *Managing Hourly Student Employees: Resources and Best Practices* Monday, December 9, 2024 | 2:00-3:00pm | Virtual link will be provided [here](#)

9. Adjournment at 3:41 pm.