

Professional and Scientific Council

General Council Meeting | October 10, 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
 - September 5, 2024

Administrative Reports

- Kristen Constant – ITS
- Michael Norton – University Counsel
- Ed Holland - UHR

Administrative Reports

- Kristen Constant - ITS

Student Information and Receivables

Professional and Scientific Council

October 10, 2024



Thank YOU!

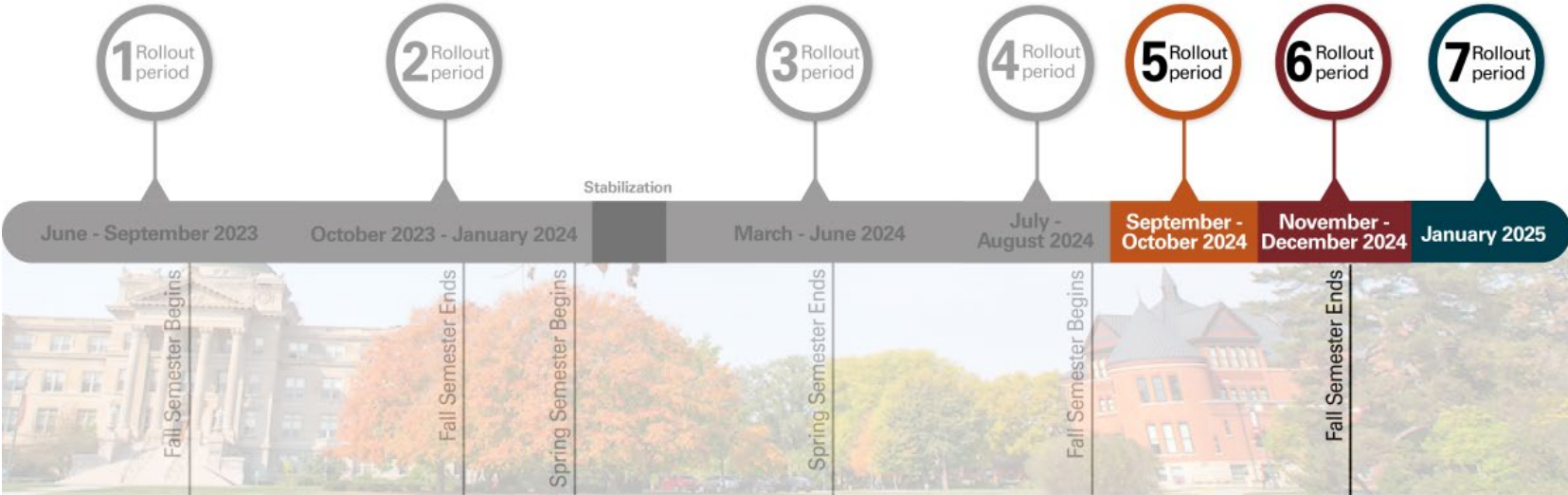


Agenda

- Rollout schedule
- Non-project recognition
- Office of Student Information
- IT Inventory Audit
- Resources




Project rollout



Non-project Faculty/Staff Recognition

- Acknowledge non-project faculty and staff who go above and beyond to help their areas transition to Workday
- Nomination form available in 10/9 WorkCyte Digest newsletter
- Spotlight feature in an edition of the WorkCyte Digest

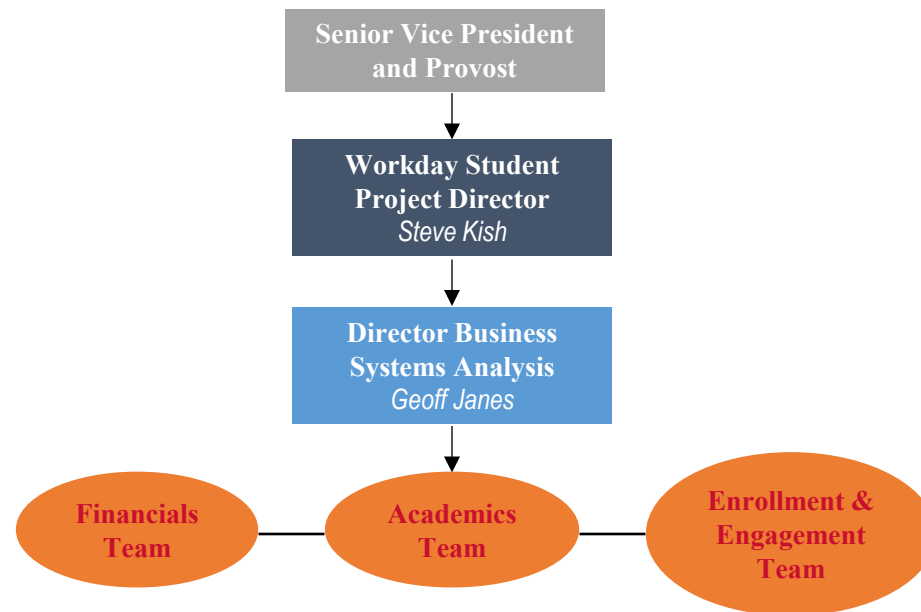


Recognizing Your Helpful Colleagues

As campus continues to adopt and get familiar with Workday for student information and receivables, we greatly appreciate how students, faculty and staff have come together to support each other. Your support of each other has served students and their academic experience.

Do you have a colleague who has been instrumental in helping you, your team or your area with Workday? Have they shared invaluable tips or can most always point you to the training resources you need? If so, **show appreciation for their hard work** by recognizing them.

Office of Student Information (OSI) – Org. Chart



Office of Student Information (OSI)

Who

- Business system analysts, BSAs, in three primary areas
 - Academics, Financials, Enrollment and Engagement

What we do (in coordination with others around campus)

- Complete implementation Workday Student
- Respond to help desk tickets
- Identify needs for training
- Escalate enhancement requests to Workday
- Implement continuous improvement
 - Automate manual tasks
 - Develop reports and dashboards
 - Streamline business processes

Fall 2024 Efforts and Priorities – OSI

Highlights

- Completion of fall 2024 financial aid disbursement
- Data clean-up in preparation for transcription
- New and continuing student onboarding
- Spring 2025 course registration preparation
- Support of admissions processes for 2025 terms
- Workday to become system of record



Resources for Information and Support

- Spring 2025 course registration student email series
- [WorkCyte training webpage: faculty and instructors](#)
- [WorkCyte Get Help webpage](#)
- [Workday Help Ticket](#)



The Iowa Board of Regents Office of Internal Audit provided an inventory audit report for Iowa State University leadership.

Audit results pinpoint five primary areas for improvement that ITS is undertaking; this is in collaboration with campus partners through mid-2025:

1. Inventory tracking
2. Purchasing policy
3. Inactive devices
4. Redundant software
5. Website inventory tracking

Activities - Communication - Engagement

1. Collaboration with Legal regarding policy modifications
2. Committees established for each area of improvement
3. Communication and outreach across campus
 - Technology Enterprise Advisory Committee – April 18, 2024
 - Information Technology Leadership Committee – September 16 and October 7, 2024
 - Faculty Senate IT Committee – September 11, 2024
 - Associate Deans Technology Review – August 22 and October 1, 2024
 - ITS Newsletter – September 27, 2024
 - Faculty Senate – October 8, 2024
 - P&S Council – October 10, 2024
 - Inside Iowa State – TBD

IT Inventory Audit Timeline

- Sept. 2024: Presentation to President and Board of Regents
- Oct. 2024: Committee meetings begin
- June 2025: Due date for deliverables



Questions /
Comments



Administrative Reports

- Michael Norton – University Counsel



The Public Classroom:

FREEDOM OF SPEECH AND ACADEMIC
FREEDOM IN OUR VIRAL ENVIRONMENT

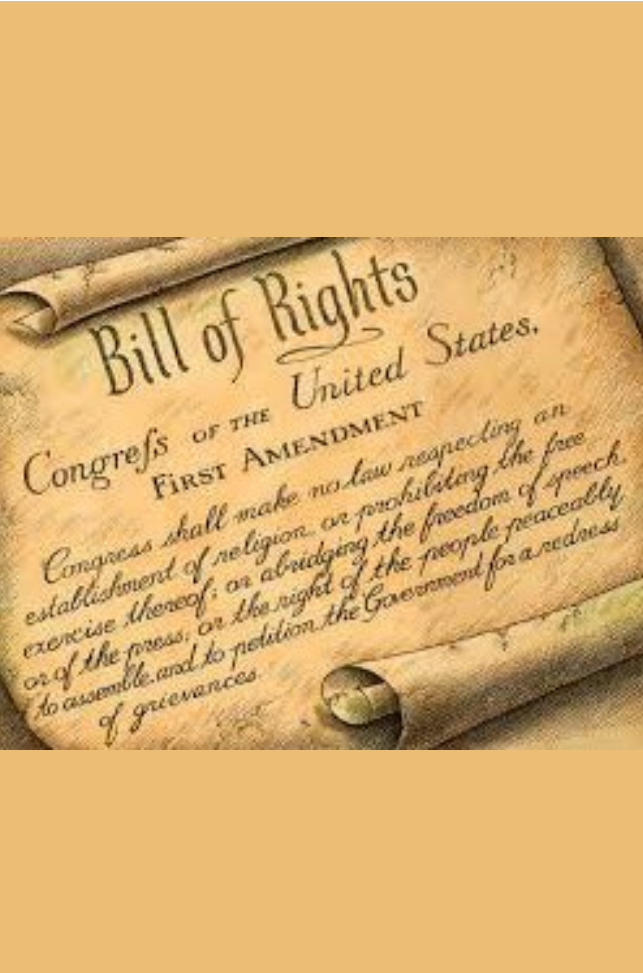
Michael E. Norton, General Counsel and Chief Risk Officer

Professional and Scientific Council, October 10, 2024

IOWA STATE UNIVERSITY

Agenda

- First Amendment Refresher
- What's Not Covered by the First Amendment
- Academic Freedom and the First Amendment
- Q & A



The First Amendment

Congress shall make **no law** respecting an establishment of religion, or prohibiting the free exercise thereof; or **abridging** the **freedom of speech**, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

What does this mean on our campus?

“Above all else, the First Amendment means that **government** has no power to restrict expression because of its message, its ideas, its subject matter or its content.”



First Amendment Does Not Protect

- **Incitement of imminent lawless action**
- **Fighting words (triggering an automatic violent response)**
- **True threats**
- **Obscenity (including child pornography)**



Hate Speech?

No exception to First Amendment protection for “hate speech”



Harassment?

Severe and **pervasive** conduct that **objectively** and **subjectively** creates a **hostile** environment because it **substantially interferes** with an individual's employment or educational program.

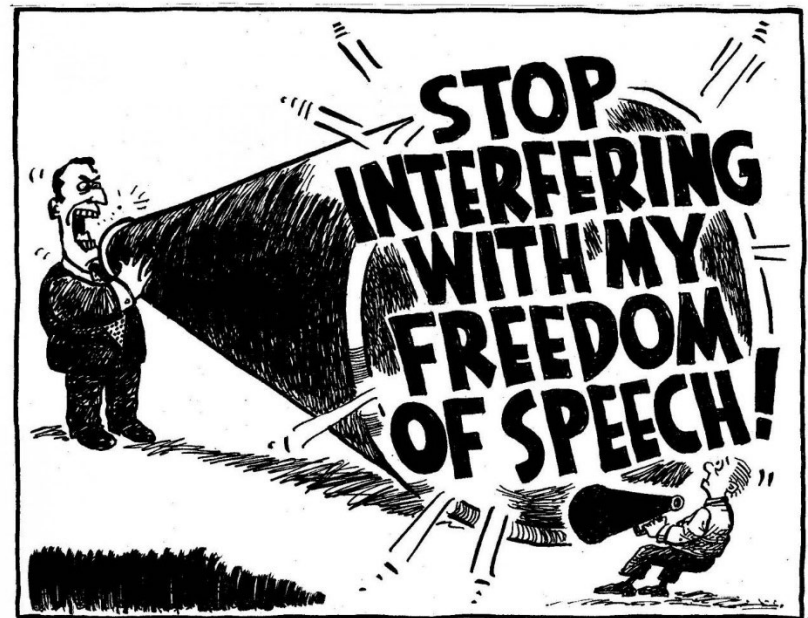


Time, Place and Manner

- Reasonable Restriction
- Content Neutral
- Viewpoint Neutral
- Consistently Applied
- Examples
 - Facilities use policy
 - Venue reservation policies
 - Dorm rooms

Academic Freedom and the First Amendment

What Faculty Speech is Protected?



Academic Freedom Standards

7.2.1.2 Scholarly Discourse and Germaneness.

When faculty are engaged in scholarly discourse they may not be disciplined for discussion or presentation of material, ideas and topics that are germane to the scholarly subject matter. Scholarly discourse includes the investigation, discussion and presentation of scholarly subject matter, including the presentation of material in the classroom. In order to be germane, the material presented must be relevant to the scholarly subject matter and must be presented by appropriate means.

Faculty must remember that students are constrained in their freedom of choice of classes and in continuation in classes. Teaching methods that target individual students in an unfair way so as to prevent them from full participation in a course will not be regarded as appropriate. Comments related to sex, gender, race or ethnicity that are persistent, demeaning and unnecessary are not germane. Failure to adhere to the policy on the use of Explicit Materials will be considered in making a determination of whether the material is germane. *Faculty Handbook, §10.6.1*



Academic Freedom Analysis

Is the speech **germane** to the scholarly subject and presented by **appropriate means**?



Free Speech Analysis

“When public employees make statements pursuant to their official duties, the employees are not speaking as citizens for First Amendment purposes, and the Constitution does not insulate their communications from employer discipline.”

Free Speech Analysis

- Is the employee speaking as a private citizen on a matter of public concern?
- Is the employee's speech work related and spoken as part of her professional duties?
- Is the employee's speech academic speech, in the classroom, germane to the scholarly subject matter being taught?



Thoughts About Free Speech Changing?

- What changes have you seen in your academic field?
- What changes have you seen in your students?
- What forces are causing the change that you see?
- Are the changes positive or negative in your view?



Recent First Amendment Free Speech Case

Heim v. Daniel, 81 F4th 212(2d Cir 2023)

- Adjunct professor at SUNY-Albany who studied Keynesian economics, alleged that SUNY-Albany infringed upon his constitutional right to academic freedom and retaliated against him for protected speech when in declined to hire him for a tenure-track faculty position and instead hired a candidate who research Dynamic Stochastic General Equilibrium economics.
- A federal district court in New York granted summary judgment to the defendants reasoning the Heim's academic research and writing were part of his "official job duties" within the meaning of Garcetti and thus no first amendment protection was implicated.

Recent First Amendment Free Speech Case

Heim v. Daniel, 81 F4th 212(2d Cir 2023) continued....

- The court also determined that plaintiff's scholarship did touch on matters of public concern or importance. However, the court ultimately ruled against plaintiff finding that a public university's interests in determining for itself what skills, experience and academic perspectives, it wishes to prioritize in its hiring and staffing decisions trump the professor's individual rights to free speech.

Scenario 1:

In a childhood education class, Student A expresses their viewpoint that “rapid assimilation” is critical to student success and criticizes diversity and multiculturalism.

How would you respond to these scenarios:

1. Student A expresses this opinion in a non-disruptive manner during an in-class discussion on the topic.
Response?
2. After class, Student B emails instructor asking that they not allow Student A to discuss this viewpoint in class because it makes everyone feel uncomfortable. *Response?*
3. Student A injects this opinion during multiple class sessions, including in sessions that focus on a different topic. *Response?*
4. During on-site clinical rotations Student A refuses to apply applicable district / professional teaching standards on this subject. *Response?*

Scenario 2:

Professor assigns a 5-page essay asking students to detail the arguments and evidence of a feminist theorist studied in the class supporting the position that there is an unequal distribution of unpaid labor (i.e., housework, childcare, eldercare, etc.) between men and women.

How would you respond to these student essays?

1. Student A's essay is a single sentence stating that they disagree with everything the theorist writes and they refuse to "parrot" the theorist's "lies."
2. Student B's essay is a well-written (grammatically and structurally) 5-page essay that details all the reasons they disagree with the assigned-theorist and instead agree with other-theorists that they have read independently.
3. Student C's essay demonstrates a thorough understanding of the assignment and the assigned-theorist's work and arguments, but in the final paragraph of the essay, student states that while they understand the theorist's arguments, they fundamentally reject them and find them completely unconvincing, personally.

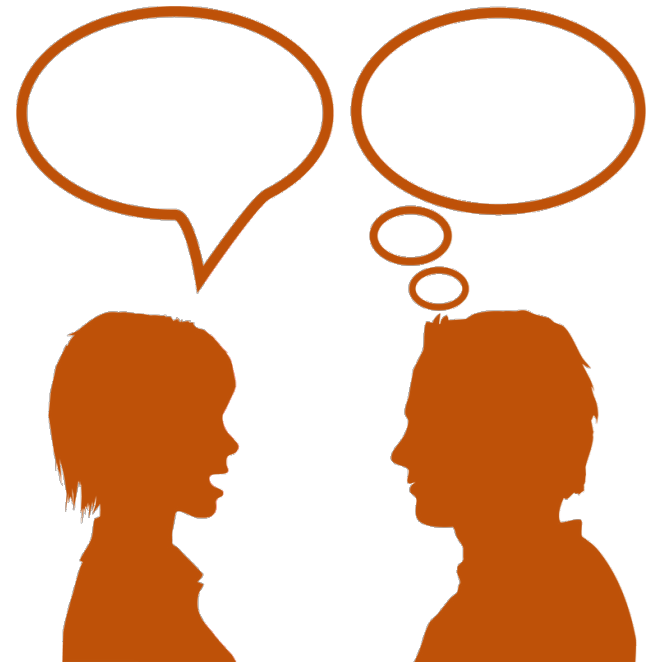
Scenario Analysis:

- Permissible for faculty to require students to write a paper or engage in a mock-debate from a particular viewpoint, even if it is a viewpoint with which a student disagrees -- so long as the requirement serves a legitimate pedagogical purpose.
- Students should be held accountable for satisfying assignment's requirements and pedagogical purpose.
- But it would be inappropriate for the faculty to downgrade students who criticized the author during in-class discussions; or who completed the assignment satisfactorily while at the same time expressing a different personal view; or for the faculty to allege that students who civilly disagree with the author are discriminating and harassing the faculty and students who agree with the author.

- While students should be allowed to express divergent viewpoints, “balance” and “equal time” are **not** required.
- In *Edwards v. Aguillard*, the U.S. Supreme Court rejected the argument that a student’s academic rights demanded that faculty actively teach students both evolution and creationism.
- The Court reasoned that academic freedom protects instructors as well: “The proposed requirement actually serves to diminish academic freedom by removing the flexibility to teach evolution without also teaching creation-science even if teachers determine that such curriculum results in less effective and comprehensive science instruction.”



- Generally, faculty should provide students with an opportunity to challenge the validity and advance alternative understandings of viewpoints presented in class.
- As long as students do so in a non-disruptive manner, students should not be penalized for doing so.



For further information, contact General Counsel:

Michael E. Norton

General Counsel

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Administrative Reports

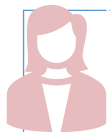
- Ed Holland - UHR

ISU is Self-Insured – What does that mean?

- Iowa State’s medical plan is “self-insured”. That means each year the university pays all the actual medical and pharmacy claims of its plan members and bears most of the risk for medical costs.
- We contract with Wellmark to administer the medical plan and pay claims; and Express Scripts to administer the pharmacy component of our plan and pay claims.
- Both of these contracts are operating efficiently and save ISU considerable amounts of money related to provider and network discounts
- In recent years, our costs have been higher than the money we bring in through monthly premiums.

Why and Annual Benefits Review

- Iowa State is always seeking new and better ways to offer a highly competitive benefits package while balancing ever-increasing plan costs.
- That's why the Employee Benefits Advisory Committee (EBAC), comprised of faculty and staff, thoroughly reviews our benefits coverage and plan costs each year.
- The committee takes a close look at the details to make sure the University continues to:



Offer what employees need most



Be an employer of choice

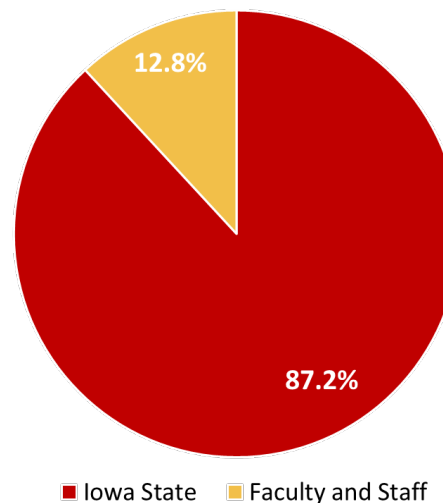


Keep coverage affordable and provide choice/flexibility

The Big Picture - 2025

- To put the 2025 changes to Iowa State's medical plan in perspective, we're proud of the significant investment the university makes to its employees and their families through our medical and Rx coverage.
- In 2025, Iowa State expects to pay 87.2%. That's only slightly less than the 88.1% the University expected to contribute in 2024.

Estimated Total Medical/Rx
Premium Cost Share 2025



Medical Insurance Premiums

2025 Monthly Medical Plan Premiums:

- Two plan design options
- Health Maintenance Organization (BlueHMO)
- Preferred Provider Organization (BluePPO)

Beginning Jan. 1, 2025	BlueHMO		BluePPO	
	Employee Monthly Premium	University's Monthly Premium	Employee Monthly Premium	University's Monthly Premium
Employee Only	\$45 <i>(up \$12)</i>	\$753 <i>(up \$118)</i>	\$76 <i>(up \$21)</i>	\$741 <i>(up \$105)</i>
Employee + Spouse	\$217 <i>(up \$33)</i>	\$1,615 <i>(up \$264)</i>	\$373 <i>(up \$41)</i>	\$1,495 <i>(up \$248)</i>
Employee + Child(ren)	\$150 <i>(up \$30)</i>	\$1,282 <i>(up \$202)</i>	\$257 <i>(up \$11)</i>	\$1,201 <i>(up \$215)</i>
Employee + Family	\$300 <i>(up \$66)</i>	\$2,031 <i>(up \$312)</i>	\$522 <i>(up \$97)</i>	\$1,873 <i>(up \$274)</i>
Double Spouse	\$195 <i>(up \$41)</i>	\$2,136 <i>(up \$337)</i>	\$333 <i>(up \$31)</i>	\$2,062 <i>(up \$340)</i>

Employee contributions rising, but still well below market

- In 2024, employees paid 4.9% of the BlueHMO single and 12% of the BlueHMO family premiums. For BluePPO single and family premiums, employees will be paid 8% and 21%.
- In 2025, employees will pay 5.64% of the BlueHMO single and 12.87% of the BlueHMO family premiums. For BluePPO single and family premiums, employees will be paid 9.3% and 21.8%.

For comparison, in 2023 U.S. workers contributed on average:

- 14.9% and 27.4% of the HMO single and family premiums, respectively
- 17.6% and 27.3% of the PPO single and family premiums, respectively

Why the premium changes for 2025?

The University will continue to pay a competitive level of the costs. However, after a rigorous review, it was concluded that these changes are necessary to that costs are more sustainable and the University can continue to offer a competitive benefits package.

While we'll continue to work to hold down costs, we may need to make additional adjustments each year to keep up with rising healthcare costs.

Bottom line: Healthcare costs keep going up and Iowa State needs to share more of the cost with faculty and staff.

2025 Benefit Changes

- 1 Medical premium increase
- 2 Dental premium increase
- 3 Avesis premium increase plus added benefits to plan design

No Change to the Medical or Dental Plan Design

- Deductible
- Coinsurance
- Copay application
- Out of Pocket Maximum

Health Care Flexible Spending (FSA)

- The IRS has not released 2025 limits
- 2024 Annual maximum \$3,200
- 2024 Rollover limit \$640

Eyewear Discount Plan



VISION CARE SERVICES	IN-NETWORK MEMBER COST	OUT-OF-NETWORK REIMBURSEMENT
Vision Examination (includes Refraction)		Up to \$35
MATERIALS*	\$25 copay <small>(Materials copay applies to frame or spectacle lenses, if applicable.)</small>	
Frame Allowance <small>(Up to 20% discount above frame allowance.)</small>	Members receive a \$50 wholesale allowance up to \$150 retail value	Up to \$45
Standard Spectacle Lenses		
Single Vision	Covered in full after \$25 copay	Up to \$25
Bifocal	Covered in full after \$25 copay	Up to \$40
Trifocal	Covered in full after \$25 copay	Up to \$50
Lenticular	Covered in full after \$25 copay	Up to \$80
Preferred Pricing Options		
Level 7 Lens Option Package		
Polycarbonate (Single Vision/Multi-Focal)	Covered in Full	Up to \$10
Standard Scratch-Resistant Coating	Covered in Full	Up to \$5
Ultra-Violet Screening	Covered in Full	Up to \$6
Solid or Gradient Tint	Covered in Full	Up to \$4
Standard Anti-Reflective Coating	Covered in Full	Up to \$24
Level 1 Progressives	Covered in Full	Up to \$40
Level 2 Progressives	Covered in Full	Up to \$48
All Other Progressives	\$140 allowance + up to 20% discount	Up to \$48
Transitions® (Single Vision/Multi-Focal)	\$70/\$80	N/A
Polarized	\$75	N/A
PGX/PBX	\$40	N/A
Other Lens Options	Up to 20% Discount	N/A
Contact Lenses † <small>(in lieu of frame and spectacle lenses)</small>		
Elective <small>(10% discount on amount exceeding allowance)</small>	\$130 allowance	Up to \$110
Medically Necessary	Covered in full	Up to \$250
Refractive Laser Surgery	Onetime/lifetime \$150 allowance Provider discount up to 25%	Onetime/lifetime \$150 allowance

Tier of Coverage	Monthly Premium
Employee Only	\$7.14
Employee + Spouse/Partner	\$13.29
Employee + Children	\$15.04
Employee + Family	\$19.44



Open Enrollment for PY 2025

- **September: Socialize**

- President sends message to campus on September 9
- Meetings with stakeholders throughout the month
- Inside Iowa State article on September 12 and throughout leading up to OE
- Open Enrollment communications begin late September

- **October: Prepare**

- UHR makes updates to benefits website and 2024 ALEX tool launches October 1
- Retiree OE: October 15-December 7
- Ongoing OE communication

- **November: Enroll**

- Open enrollment: November 1-22
- Reminders sent throughout the month



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

- None

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, Nov. 7, 2024
- 2:10 PM
- 4250 Student Innovation Center OR Teams

Executive Committee Meeting

- Friday, Oct. 18, 2024
- 9-11 AM
- 1118 Student Innovation Center

Professional Development

- **Oct. Seminar Series:**
Ghosts of Iowa State's Past
- 10.17.24 | Virtual |
[Register in Workday](#)
- **2025 Conference**
- Thursday, Feb. 27, 2025
- Gateway Hotel &
Conference Center