

IOWA STATE UNIVERSITY

Professional and Scientific Council

Thursday, 11 April 2024 | 2:10 PM | 3580 Memorial Union

GENERAL COUNCIL MEETING

ATTENDANCE

Kerry Aistrope	X	Chris Knight-Gipe	A
Suzanne Ankerstjerne	X	Sarah Larkin	X
Michael Boyd	X	George Loper	X
Nikki Brandon	X	Liz Luiken	X
Lynne Campbell	A	Rano Marupova	X
Nellie Corning	X	Susan McNicholl	X
Steve Couchman	X	Heidi Nye	X
Anindita Das	X	Lucas Oerter	X
Paul Easker	A	Nathan Pick	X
Isaac Ehlers	X	Jake Pippin	X
Sara Everson	X	Tina Prouty	X
Rachel Faircloth	X	Susan Ray	A
Matthew Femrite	X	Christine Reinders	X
Mike Fischer	X	Julieanne Rogowski	S
Jason Follett	X	Jamie Sass	X
Kate Garretson	X	Anugrah Saxena	A
Taylor Gerdes	X	Jennifer Schroeder	X
Paul Gibbins	X	Michelle Thompson	A
Laura Graves	X	Brimah Vonjo, Jr.	A
Whitney Grooms	X	Adam Wade	X
Lainey Heck	X	Patrick Wall	X
Molly Heidenreich	X	Melissa Warg	X
		Leah Weeks	X

X = Present, A = Absent, S= Substitute

I. Call to Order & Establish Quorum – Jason Follett

- A. Meetings started at 2:10 pm
- B. Quorum established

II. Approval of the Agenda and 7 March 2024 Council Meeting Minutes – Jason Follett

- A. Changes: none
- B. Approved

III. Administrative Reports

- A. None

IV. Professional and Scientific Council Executive Committee Reports

- A. President – Patrick Wall

I had a full circle moment this month. On March 26th, I listened to the extraordinary accomplishments of 47 of my colleagues at the annual CYtation Awards banquet. Congratulations to all of them, as well as those that were nominated this year. If I'm being honest, I've never been much of a career awards person. I do my job because I genuinely love what I do, not for the accolades that may or may not come along with it. Yes, I've even wondered if the Awards committee and all the efforts put into the banquet is truly worth it. Then...I was scrolling on my phone during an annoying ESPN+ commercial break of March Madness, and the following quote literally flooded my Facebook feed: "Ordinary is contagious. If you hang out with ordinary people doing ordinary things, guess what you're going to be? You will be ordinary as h***!" The quote was from Dr. Mark Hoge. Now most of you don't recognize that name, but Dr. Hoge recruited me to Iowa State. He was the livestock judging team coach at the time, now an Animal Science faculty member at Western Illinois. He set me on the path to excel in

the field that pays my bills every month, and for that, I am eternally grateful. Dr. Hoge certainly deserves more recognition than I ever gave him. The quote was addressed to 4-H & FFA members at a youth event, but it hit me in the face at the perfect time.

Awards ARE important. Recognizing the extraordinary efforts of others is just as contagious, and it should be celebrated. I often comment how fortunate I am for those surrounding me in this room. I should do a better job of recognizing the efforts of everyone I represent; thank you, the work we do is important.

In the past month, I have spent more hours than I care to admit preparing for my 5-minute address to the Board of Regents. Quite frankly, there's no way five minutes is enough to cover our frustrations as an employee group, but by the same token, it's ludicrous to believe that a 5-minute address will drive a resurgence of state appropriations. So, I'm going to drive home the importance of INVESTING in Iowa's workforce through an example I hope they will at least remember. Stay tuned.

B. Secretary/Treasurer – Suzanne Ankerstjerne

1. Budget update

2. If councilors or P&S are not receiving email communications, email Suzanne to verify the listservs are accurate

C. Vice President for Communications and Community Relations – Sarah Larkin

1. April Showers Council Empowers – Talk Shop With Us! April 16 3-5pm

2. CYtation Awardee will be linked in the newsletter

D. Vice President for Compensation and Benefits – Steve Couchman

1. No report

E. Vice President for Diversity, Equity, and Inclusion – Susan McNicholl

1. The committee continues to refine and edit the proposal for moving P&S Meetings to the Student Innovation Center and making the general meetings hybrid.

F. Awards Committee Chair – Nathan Pick substituting for Michelle Thompson

1. March 27 finalized university award recommendations. March 26 awards ceremony (80 attendees).

2. CYtation photos and awards will be updated on the website.

G. Governance Committee Chair – Tina Prouty substituting for Paul Easker

1. The committee met today and discussed the election, reviewed the results and discussed the upcoming committee assignments email. We will be discussing that more coming up shortly.

H. Peer Advocacy and Policy Committee Chair – Rachel Faircoth

1. Planning ideas to bring attention to the Adventure2 cycle starting in August. Potentially a Lunch and Learn style event where participants can bring their phone or laptop and receive a tutorial on how to navigate the platform, ask questions, etc. Also thinking about a similar virtual option.

2. Upcoming OMBUDS training: Exploring the Difference Between Leadership and Management on May 16th from 8-9:30am in the Gold Room, MU. Sign up [here](#)

3. Brainstorming options for council member gifts as well.

I. Professional Development Committee Chair – Jennifer Schroeder

1. The Professional Development Committee successfully held our annual conference on Wednesday, February 28, 2024. This was a week later than normal due to a schedule conflict at the Gateway.

Here are a few highlights:

- We had 241 Early Registrations and 32 Regular Registrations. For a total of 273 participant registrations. This exceeded our goal of 250. We did set our goal a little lower due to the overlap of our conference with the ISCORE conference. We also had 12 committee members and 23 speakers for a total attendance of 308 people.
- We offered 18 breakout sessions in a variety of topic areas like human interaction, health and wellness, technical skills, leadership and more
- We tried a few new things this year which were all well received: we offered a raffle or door prizes due to overwhelming support from 17 local small businesses who donated items to be given away, we collected donations for SHOP and Clothing that works. Participants could gain additional raffle tickets by bringing in donations and we welcomed Cy and the Spirit Squad to close out the day.

Regarding the conference costs:

- Income from Registration
 - After signing our contract with Gateway, they determined they had a conflict and asked us to move our date back a week. As a result, we received a \$2,500 credit to our overall bill.
 - We did not know at that time that the date conflicted with ISCORE's ½ day pre-conference. We did not learn this until December, well into our planning.

- We also knew that Workday Student would go live with the first phase on March 4th, a week after our conference.
 - Due to these new unknowns as well as the overall rising cost of all things, the committee determined to raise rates from last year.
 - Early registration opened January 1 and closed January 31. Early registration rate was \$130
 - Regular registration ran from February 1-20 with a rate of \$150.
- Expenses
 - Speakers: \$4720
 - Conference supplies: \$11,578.91(printing, terrariums, participant gifts, cy photographer and CPM)
 - CPM Fees were less because the overall cost to Gateway was less
 - The photographer was less this year because not as much of his time was necessary after the fact
 - Venue Costs: \$4,159.90
 - We did receive a \$2,500 credit for moving our dates after our contract was signed and that was not taken into consideration when original budget was created
 - Food Costs: \$13,701.21
 - Usually the most expensive cost of a conference
 - Total Expenses of \$34,160.02
- Surveys
 - Surveys were sent to all 306 registered participants and 170 responded for a very good 55% response rate
 - 98.8% overall selected satisfied or very satisfied
 - Common Questions / FAQs
 - Weather – not an issue this year but not something we can control. The survey responses indicated that February continue to be the most favorable month to hold the conference
 - Location/Space – no other options are large enough for us in Ames. We would have to limit our number of participants or move to Des Moines which we do not want to do
 - Pre-registering for sessions – helps with crowd control so we can place larger sessions in larger rooms to help remain in compliance with fire codes
 - Food – there are many individualized tastes. We try our best to find a meal option that meet all the dietary restrictions of our participants.

V. Unfinished Business and General Orders

A. P&S Council Elections

1. Elections were held the end of March. This amazing team did a lot of behind the scenes work and made sure it worked for everyone including Ames Lab so yeah us. We had the following number of vacancies:

Academic Affairs – 19

Student Affairs – 3

President's Office – 3

Ops & Finance - 4

We were able to fill all positions and have very few individuals remaining to fill vacancies next year. We will be sending an email to the elected individuals with length of term over the next few days. In the next few weeks all council members will be receiving an email regarding committee interests.

The individuals who were elected are:

Academic Affairs

Amy Carver

Kate Garretson

Laura Kilbride

Heidi Nye

Deanna Powell

Julianne Rogowski

Christine Reinders

Sara Harris-Talley

Emily Dougill

Chad Arnold

Taylor Gerdes

Jason Wiegand

Brooke Rogers

Sarah Freestone

Adam Wade

Brian Rowe-Barth
Paul Easker
Snow Gray
Steve Kopecky

Student Affairs
Jordan Curzon
Leah Weeks
Sam Shelton
George Loper

President's Office

Kasi Province
Stacy Dreyer
Alan Hulsebus

Operations & Finance

Rachel Jones
Kimberly Hope
Melissa Warg

VI. New Business

- A. Comp and Benefits Report
1. First read of the report

VII. Announcements

- A. Announcements from Councilors:
1. **April Showers Council Empowers – Come Talk Shop** hosted by P&S Council
 - a) 3-5 PM on April 16 at Launchpad in the Student Innovation Center. Sparks Cafe will have snacks and drinks. All Professional and Scientific employees are welcome!
 - B. Executive Committee Meeting: Thursday, 18 April 2024 | 9 AM – 11 AM
 - C. Council Meeting: Thursday, 16 May 2024 | 2:10 PM | 3580 Memorial Union
 - D. Seminar Series Events:
 1. Tuesday, 14 May 2024 | 2 PM – 3 PM | Virtual | Pre-Registration via Workday Learning
Developing Your Leadership Skills – Chad Olson, Office of Student Financial Aid Director
What's the difference between a leader and a manager? Which do you strive to be? In this interactive session, participants will discuss the differences between a manager and a leader. After identifying 10 skills of leaders, the participants will assess their own leadership skill set. You'll also leave with some tips on how to improve your leadership skills.
 2. Tuesday, 11 June 2024 | 2 PM – 3 PM | Virtual | Pre-Registration via Workday Learning
Understanding the University's Budget Model – Rachel Boenigk, Senior Manager Budget and Finance; Division of Student Affairs
Throughout higher education, we see a multitude of strategies used for resource management. One such strategy that is applied across universities is the Responsibility Centered Management model (RCM). Universities utilize the RCM to fund and allocate expenses to subdivisions based on their revenue. This presentation will provide a basic explanation of the university's budget model, compare it to other budget models.

VIII. Adjournment

- A. Meeting adjourned at 3:01