

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

Thursday, 16 May 2024 | 2:10 PM | 3580 Memorial Union

### GENERAL COUNCIL MEETING

ATTENDANCE			
Kerry Aistrope	X	Chris Knight-Gipe	X
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
Matthew Crain	X	Lucas Oerter	X
Anindita Das	X	Nathan Pick	S
Paul Easker	X	Jake Pippin	X
Isaac Ehlers	X	Tina Prouty	X
Sara Everson	A	Susan Ray	X
Rachel Faircloth	X	Christine Reinders	X
Matthew Femrite	X	Julianne Rogowski	X
Jennifer Finch	X	Jamie Sass	X
Mike Fischer	X	Anugrah Saxena	X
Jason Follett	X	Jennifer Schroeder	X
Taylor Gerdes	X	Michelle Thompson	X
Paul Gibbins	X	Brimah Vonjo, Jr.	X
Laura Graves	X	Adam Wade	X
Whitney Groomes	X	Patrick Wall	X
Lainey Heck	X	Melissa Warg	X
Molly Heidenreich	A	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. Steve Mickelsen – Workday Student Update
  1. WorkCyte Phase II: Student information and receivables
  2. Onboarding and registered students for fall 2024
    - a) 87% undergrads have full schedule
    - b) April – Huron consultants provided in person and virtual assistance to college help rooms
    - c) 818 tickets resolved.
      - (1) Prereq overrides, access/login questions, data accuracy
  3. Plan for orientation
    - a) Continue the Rapid Response Team
    - b) Launch undergrad advising workgroup
  4. WorkCyte website – Monitor known issues/solutions

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

##### A. President – Patrick Wall

The final quote for my monthly reports is one that has stuck with me for almost 40 years. I've never written it down, nor really even used it before, but for some reason, it has stuck with me. It was posted inside my small hometown coffee shop/restaurant/bar. The quote: "If you came in here to complain, you've already wasted 97% of your time, I would suggest you use the remaining 3% to find the door."

My dad was a proud, loyal member of the morning coffee group, more commonly known as 'the liar's club.' It was mostly a bunch of farmers, retired factory workers, and tradesman swapping stories, and what seemed like a whole lot of...complaining. If you wanted the biggest fish, the highest corn yield, or the most successful grandchild, all you had to do was go last in the conversation. Maybe the reason the quote stuck with me was because all the members of the liars table would gripe and argue about politics, the weather, crop prices, and the stock market, but they still left as friends, neighbors, community members, and Americans....only to do it all over again the following day. I fear that as the liar's tables across the country have slowly dried up, so has our ability to complain.

Last month I had to summarize our complaints to the Board of Regents. Rather than simply list our atrocities and demand better, I tried to make us all human again. It's easy to reduce or erase a line item on a budget; it's much harder to look someone in the eye and tell them they don't deserve more. While the Board of Regents aren't the ones with the final say, I hope I at least took us a step closer to helping them see our value. My address paints me as a dad, not an employee, and it certainly resonated with the Regents. You can watch all 5 of the addresses here:

[https://www.youtube.com/watch?v=qjVq\\_HARxgY&t=5990s](https://www.youtube.com/watch?v=qjVq_HARxgY&t=5990s). The ISU P&S portion starts at about 1:57:00.

I will submit the annual final report for your review. It is basically a stacked summary of the great work the committees have done over the past year. A couple wins would certainly be Term to Continuous/Regular employment, a trustworthy online election process, increased meeting access through free hybrid sites on campus, increased professional development opportunities, vacation payout to the fringe pool, and a mild increase in state appropriations. We certainly fought for more favorable outcomes on tuition reimbursement and health insurance, but those battles can continue on. A sincere thank you to each and every one of you for serving on this Council. This is sometimes thankless volunteer work, but know that I appreciate the value you also see in serving. My hope is that all Professional & Scientific staff will learn to acknowledge it too, or better yet, volunteer to become a part of it. It has been my honor to serve as President.

"We make a living by what we get. We make a life by what we give." – Winston Churchill

##### B. Secretary/Treasurer – Suzanne Ankerstjerne

###### 1. Budget update

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

###### 1. No report

##### D. Vice President for Compensation and Benefits – Steve Couchman

###### 1. No report

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

###### 1. No report

##### F. Awards Committee Chair – Michelle Thompson

###### 1. No report

##### G. Governance Committee Chair – Paul Easker

###### 1. No report

##### H. Peer Advocacy and Policy Committee Chair – Rachel Faircoth

###### 1. OMBUDS training discussion

a) Had our last OMBUDS training of the year on May 16th

b) Overall we've received a lot of positive feedback about the offerings and Laura's presentation style

c) Working on creating a feedback survey to see how we can improve and what other trainings people would like to see.

###### 2. Adventure2 Kickoff Event

a) Working with the MU for their Lunch & Learn

b) From that event, getting feedback on a larger in person event and a virtual option for those who can't attend in person or who don't work on campus.

###### 3. Moving forward

a) Brainstormed other events such as a Promotion Process Q&A event or a Masters Program/Tuition Reimbursement information session.

##### I. Professional Development Committee Chair – Jennifer Schroeder

The Professional Development Committee sent out a survey at the beginning of May to all P&S Employees

to solicit feedback across campus regarding professional development. After one week, we received a 20% response rate. We are still tabulating all of the results but it is clear there are some discrepancies across campus regarding how PD is explained and addressed. The Committee will use the information from the survey to help inform their decisions regarding PD in the next year.

We are winding down the 23-24 year and have events scheduled for the next two months. Join us on June 11 from 2-3 for Understanding the University's Budget Model. And on July 9 from 2-3 for How to Lazy Genius Your Busy Season. Both sessions will be held virtually, and registration will be in Workday Learn.

## V. Unfinished Business and General Orders

- A. P&S Council 2024 Compensation and Benefits Report – Steve Couchman
  - 1. Final read
  - 2. Motion to forward to senior leadership, seconded, vote unanimous approved

## VI. New Business

- A. Recognition of 2023-2024 P&S Council Officers, Committee Chairs, and retiring Councilors – Patrick Wall
- B. Installation of 2024-2025 P&S Council Officers, Committee Chairs, and Councilors – Jason Follett

## 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, 20 June 2024 | 9 AM – 11 AM
- C. Council Meeting: Thursday, 11 July 2024 | 2:10 PM | 4250 Student Innovation Center
- D. Seminar Series Events:
  - 1. 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 2:51 PM