ISD Staffing
Staffing for Improved Service Delivery has reached **86% of positions filled**. This means the staffing process will be winding down to allow Service Teams to focus on training and preparation for July 1 go-live and allow Transition Teams time to engage and support impacted employees who are not moving into ISD roles. Leadership discussions are underway to determine a cutoff date for filling ISD positions or making ISD staffing changes ahead of go-live.

Finance Service Team Members
The names of the Finance Service Team members who have accepted ISD positions to date are listed in the attached document.

“I appreciate the enthusiasm of our finance professionals and their belief in the importance of collaboration, creative problem-solving, and high-quality service,” said Heather Paris, associate vice president for finance and support services. “I look forward to working with them to provide services that will advance Iowa State’s mission-focused efforts while also enhancing their own employee experience.”

The list of Finance Service Team members is also available on the ISD website, as is the updated list of HR Service Team members.

Support for Impacted Staff
Staff who are no longer under consideration for an ISD role have been notified. Transition Teams also are being notified so they can reach out to support these employees as well as all impacted staff.

As President Wintersteen has emphasized ISD is *not* intended to reduce the university’s workforce and *is* intended to be cost-neutral at the institutional level. Accordingly, Transition Teams will work with all impacted employees who do not move into an ISD role and supervisors to ensure staff have sufficient responsibilities to maintain their status. This includes looking at options in their current college, department, or office; opportunities to split work responsibilities with other colleges, departments or offices; or move to another area in need of staff support.

Grants FAQ
In an effort to provide more clarity regarding the delineation of responsibilities between a Grant Coordinator and a Grants Finance Specialist, and how ISD and Workday will support the grants process, please [review this FAQ](#).
ISD Fact Check
As part of our commitment to accurate, consistent, transparent communication, we have developed ISD Fact Check to help confirm or dispel rumors. Click on ISD Fact Check to get accurate information on the following as well as other issues:

- It seems ISD will cost more than the current system; will those costs be transferred to the college, department, center, etc.?
- There seems to be a lot of people in the Service Teams and it appears that there will be a net increase in staff members. How do we know that we have the right numbers? What if we find out we don’t have the right numbers on the service teams?

Are you hearing rumors or conflicting information about ISD? Please let us know at ISD_transition@iastate.edu

Still to come

- **April 1**: ISD training begins for HR Service Teams. [Click here](#) for a summary of the HR training requirements (ISD and Workday) that need to be completed by July 1
- **April 29 (updated)**: ISD training begins for Finance Service Teams. [Click here](#) for a summary of the Finance training requirements (ISD and Workday) that need to be completed by July 1
- **Now – April 15**: Transition Teams connect with impacted staff to complete a Responsibility Tracker tool that outlines how much of their current role may be impacted by ISD.
- **Now – April 30**: Transition Teams work with supervisors and impacted staff who are not moving to an ISD role. Teams work with their units on draft transition plans for reassignment of responsibilities.
- **April 1 – May 31**: Leadership decides on initial realignment of responsibilities. Impacted employees receive an individual transition plan outlining any new responsibilities.
- **May 1 – June 30**: Transition Teams facilitate the transition of responsibilities.

Email any questions about ISD or the transition process to ISD_transition@iastate.edu. Additional information is available in the Transition FAQ.