

Staff Council Minutes

January 18, 2023 ~ 2:00-4:00 p.m.

Campus Center 409 or Zoom

**Members and Guests Present:** Leslie Albers, Sadiya Ali, Cheryl Avery, Tom Baker, Michelle Benberry, Thora Berndt, Cody Breault, April Briggs, Kim Burrows, Beth Chaisson, Tina Cochran, Mindy Cooper, Brooke Creech, Jessica Darling, Valerie Decker, Kevin Tamosaitis for Emily Dunham, Tricia Edwards, Stacy Files, Sarah Frigo, Alicia Gahimer, Jennifer Gilles, Lauren Gronke, Robyn Hart, Bernetta Hartman, Carolyn Hasser, Lindsay Heinzman, Sarah Herpst, Bryce Hockman, Katie Grace Jackson, LaVerne Johnson, Curtis Kester, Todd Kirk, Ketha Troutman for Anne McGee, Margaret Miley, Dawn Molnar, Tre Quarles, Kim Richards, Dawn Roberts, Evelyn Safder, Ryan Schafer, Diana Sims-Harris, Mansi Singh, Heather Staggs, Brian Starkel, Shomita Steiner, Robin Tew, Amy Treat, Melissa Vastag, Kevin Walsh, Terry Wilson, Camy Broeker, Rob Katz, Eric Stoner, Tom Stucky, Juletta Toliver, Tammy Leone, and Christy Teter

**Members Excused:** Connie Anoskey, Emily Dunham, Anne McGee, Todd Morton, Mary Beth Ryan

**Members Absent:** Kenya Alexander, Jeanne Rushin

# Agenda Item I: Welcome and Call to Order

Heather Staggs, *President*, hstaggs@iupui.edu

IUPUI Staff Council President Heather Staggs called the meeting to order.

# Agenda Item II: [Action Item] Adoption of the Order of Business for the Day

Heather Staggs

The agenda was adopted as the Order of Business for the Day.

# Agenda Item III: [Action Item] Approval of Minutes of the December 21, 2022, SC Meeting

# Heather Staggs

# Minutes were approved with no revisions.

# Agenda Item IV: Report from the President

Heather Staggs

Heather then shared the following reminders and updates:

* We have upcoming blood drives, with informational email reminders going out via the communications team regularly. The remaining blood drive dates for this year are:
	+ 1/26/2023
	+ 3/29/2023
	+ 5/24/3023
	+ 9/27/2023
	+ 11/28/2023
* We have scheduled presenters for our upcoming meetings this year as requested via our survey from last year, so keep an eye out for those exciting opportunities. If you have any ideas for special presentations during meetings, please reach out to the executive committee.
* There is a great opportunity coming up to thank former chancellor Paydar for his work for the school, so keep an eye out for that.

# Agenda Item V: [Information Item] IU Life Insurance Presentation

Eric Stoner, *Human Resources,* esstoner@iu.edu

Eric shared the following information about current IU Life Insurance offerings:

* Basic and supplemental life insurance for full time faculty and staff, supplemental AD&D coverage for full time faculty, staff, and ophthalmological residents.
* Active, benefit eligible employees are automatically enrolled in IU basic life insurance.
	+ Coverage provided at no cost, claims administered by The Standard
	+ Basic life is 2x base salary up to $50k
	+ Accidental Death and Dismemberment (AD&D) is 2x base salary up to &50k
	+ Dependent life insurance is $3k for spouse, $1k for each child
	+ Benefit reduces to 1.3x base salary up to $50k at age 70+
* 24/7 emergency travel assistance
	+ Offered by Assist America
	+ Helps you prepare for trips or respond to medical problems or emergencies when traveling
	+ Available to you, your spouse, and your children through age 25 when traveling more than 100 miles from home or internationally
* Life services toolkit
	+ Offered by Health Advocate
	+ Services for employees include estate planning, financial planning, funeral arrangements
	+ Services for beneficiaries include grief support, legal services, financial counseling
* Retiree basic life insurance
	+ Former employees with IU retiree status are automatically enrolled. Coverage provided at no cost, claims administered by The Standard. No dependent coverage included.

Voluntary Life and Accident Plans

* Supplementary employee life
	+ Coverage options 1-4 times salary up to guaranteed issue or max coverage amount
* Supplemental dependent life
	+ Employee must be enrolled in supplemental employee life
* Supplemental AD&D insurance
	+ Claims administered by The Standard
	+ Coverage options cover levels from 30k - 500k, employee only or employee and family (spouse and children through age 25)
	+ Employee pays full premium through pre-tax deductions.

Eligibility and Enrollment

* Basic life and retiree basic life insurance
	+ No enrollment action required
	+ Name/change beneficiaries at any time through optional benefit change request through employee center at one.iu.
* Employee supplemental life
	+ Enroll within 30 days of hire into eligible position
	+ Evidence of insurability- proof of good health, medical statement must be provided to The Standard for review before enrollment is permitted if not enrolled during 30 day period or to enroll in the max coverage option at any time.
	+ name /change beneficiaries or lower coverage level at any time by submitting an optional benefit change request through the employee center at one.iu
* Dependent supplemental life
	+ Enroll, change, or terminate coverage at any time as long as you are enrolled yourself by submitting an optional benefit change request.
* Supplemental AD&D insurance
	+ Enroll within 30 days of hire into eligible position
	+ After initial 30 period, can only enroll during open enrollment each fall or within 30 days of an IRS qualifying life event (marriage, birth)
	+ Name/change beneficiaries any time by submitting an optional benefit change request.

Eric is also the long term disability specialist, so you can email him any questions you have regarding that.

Review current insurance needs and ensure your current elections are in line.

Review/update your beneficiary information regularly. Each vendor that would pay you or your family out must have their own beneficiary information for you on file. Beneficiaries can overrule the will (i.e. whoever you have as beneficiary will get the funds even if someone else is named in the will)

Upon terminating employment or retiring, you may be eligible to convert coverages to individual policies.

You may want to consult with a personal insurance agent or financial advisor to ensure you are adequately insured.

You may desire to purchase coverages outside of the university.

Contact IU HR at askHR customer care: askhr@iu.edu

Questions:

If you do not have a beneficiary listed, what happens?

* First it goes to your spouse, then children, then brothers/sisters, then parents, then your estate.

Does the beneficiary pay taxes upon receipt?

* Traditional beneficiary funds are not taxable.

As a note, please let people know you’ve named them as a beneficiary so that they know to reach out in the event of your death.

Does the beneficiary need to be a certain age?

* We do not recommend naming someone under the age of 18 because they cannot claim the funds until they turn 18 and it becomes a complicated legal process.

# Agenda Item VI: Update from the Vice Chancellor for Finance and Administration and Human Resources

Camy Broeker, *Vice Chancellor for Finance and Administration,* cbroeker@iupui.edu

Camy shared the following campus updates:

* Shout out to facilities team as we had, over the deep freeze, 14 different buildings impacted to various degrees including significant impacts in the campus center and ICTC. They did a great job staying on top of these issues.
	+ Because of the fact that it impacted Einstein bagels in ICTC it is currently closed and does not have a reopening date yet. Also impacted some music tech space, they have been moved into campus center space for now.
* As of January 1 the Chartwell’s exclusivity clause now only applies to the campus center. They are still our preferred provider, but it’s no longer required to use them for events on campus outside the campus center.
	+ Campus center also has a few exceptions like pizza, cake, donuts, events under $100 (down from $250), and registered student orgs.
	+ Hine Hall and The Tower can use outside vendors; remember that they must be approved through IU and pass food safety requirements.
	+ There is some documentation that will be coming soon. There will not be a wholesale notice via email or anything like that.
* We do still have exclusivity with Coke including bottled water, so if you use bottled water it must be Dasani.
* Some changes to shuttle routes are in effect in an attempt to work with staffing challenges. Eliminated route 6 (green) that went to the Fairbanks area. Also gone ahead and moved time from 10 minutes to 15 minutes. Happy to take feedback on that. Trying to balance the needs of the ridership and climate action committee work. If you do use the shuttle, please use the JagLine app.
* Parking is moving into the next phase for the license plate recognition program. Please make sure your vehicles are registered and in the system. Please do not pull through a spot; the license plate must be visible to be read.
* Sports complex summer day camp will be returning this summer! Program guide/parent guide should be published in the next week, registration open Feb 1. Learn to swim program is also back and ongoing, register on the natatorium website. Looking to hire counselors for those camps if you know students who are interested.
* The new Indy Eleven schedule is out with games starting April 1, only one Wednesday game but it’s in the summer so it should be easier to navigate.

Questions

* What are the long term plans to add parking to the health sciences/lockfield area?
	+ There are no long term plans to add parking there. There is capacity on campus and along that eastern corridor, there’s still availability in the north street garage.
* Because people will have to be walking longer distances or along the street to get from parking to their building, will there be effort put into pedestrian safety?
	+ That is on the table and if you have other questions or concerns let Camy know.
	+ New IUSM/academic med center should lighten the need for parking on campus.
	+ Tech corridor parking is a long term plan and parking should not be affected in the short term.
	+ Cultural trail project will probably get worse before it gets better. Work will probably continue through this sept/oct.
* The NIFs issue of having access as staff with a subscription was resolved but some people are still not able to access it- Camy will look into this.
* Will the changes with WM taking over Rays, will it affect IUPUC?
	+ Camy is not sure and will double check. This transition has been less than ideal and the business is competitive, so IU is still looking into how to navigate this.
* Have you heard if the two additional holidays will be continued or not?
	+ Camy hasn’t heard, maybe Juletta has.

**Agenda Item VII: Report from HR**

Juletta Toliver, *Human Resources Director,* jtoliver@iu.edu

Juletta shared the following updates from HR:

* HR has asked that those two additional holidays be continued and even that we get the four days between the actual holidays are given off and no answer has come down yet.
* Performance management- <https://hr.iu.edu/training/performance-at-iu/index.html> wanting to change from rating system with numbers to a conversation system, templates available at the above link. Continuing with this process by working with a specific school to implement these changes as a test. Would like some kind of repository system where individuals across campus can indicate that they’ve done a performance review and can get reminders when it’s time to do so again etc.
* Looking at metrics/data to assess the success of what we do such as turnover data to make sure we are doing things correctly.
* Honing the reference checking/background checking to make sure we include internal checking, i.e. moving from one dept. to another to make sure individuals are coming with a good performance record, that they’ve been in their current position for a minimum of 6 months which is company policy, etc.
* Continuing work with strategic initiatives which is about to come to a close and will be communicated to campus in the next month or so, as well as work on Vision 2024 which includes the Purdue transition.

Questions

* Are there any updates concerning the market analysis on staff positions?
	+ While we haven’t done a broad communication to say we’re looking at it, we have been doing it recently by request, especially in positions where we’ve been seeing rapid turnover/change. Will continue to do so as needed.

# Agenda Item VII: Faculty Council Liaison

# Dr. Tom Stucky, *Faculty Council Liaison,* tstucky@iupui.edu

# Tom shared the following updates from the Faculty Council:

* Don’t put too much stock in whatever rumored requests Purdue has made to the legislature i.e. having three buildings given to them. Understand there are strong advocates for us on this campus working behind the scenes.
* If you hear something that is concerning to you, please don’t hesitate to reach out to Tom or one of the other members of the faculty-staff relations committee.
* Will be meeting with the staff on the faculty-staff committee soon; if you have things you want them to work on, let Tom know.

# Agenda Item VII: [Information Item] Jewish Faculty-Staff Council Presentation

# Dr. Rob Katz, *Jewish Faculty-Staff Council,* rokatz@iupui.edu

# Dr. Katz shared the following information on behalf of the Jewish Faculty-Staff Council:

* Dr. Katz is a professor of law at IU McKinney and has spent time studying antisemitism after unfortunately experiencing it firsthand.
* Asked the chat what more the group would like to know about antisemitism.
* “I have heard from some that there has been a marked increase on campus in recent years. Is that accurate? Is there metrics on that we can look at to learn more?”
	+ Yes, that is absolutely true. Sometimes you get people who have their Torah scrolls on their doors torn down, you get swastikas, you get people hating on Jews online with stereotypes like “Jewish men are sexual predators,” attacking men who are in a Jewish fraternity claiming they assault women and that they’re a threat to “Gentile womanhood” and there are other things that sort of toe the line. For example, at Berkeley Law School a number of student groups passed a resolution that said no one who supports the state of Israel is allowed to speak in front of them. Over 85% of Jews think that Israel as a state should exist, so having student groups who say no one who thinks Israel should exist can speak to us regardless of whether they are speaking about Israel or something completely unrelated is communicating that these places are not welcoming to Jewish people. There are a lot of things that get tied up in campus environment have to do with Israel. That is a long answer to say that yes, antisemitism is increasing on college campuses.
* “Are there common terms that are rooted in antisemitism, even if they are not intended as such?”
	+ So of course the word Jew can be used as a noun, adjective or verb right- like some people have said the phrase “Jew down the price,” which is a pejorative like “welching.” To really answer this we have to look at the list of stereotypes to see how ingrained antisemitism is in our culture. These are all unfortunately widespread and many may think these even if they don’t say them out loud because it’s socially unacceptable. Some stereotypes include:
		- Jews stick together more than other Americans.
		- Jews are more loyal to Israel than America.
		- Jews have too much power in the business world.
		- Jews don’t care about anything but their own kind.
		- Jews are irritating, dishonest.
* We need to deprogram our brains. Antisemitism is deeply embedded in our society and has been around for millennia. It will linger in your brain and you may not even be aware of them, so your job is to become aware of them. Once you start seeing these stereotypes you will not be able to unsee them.
* Bashing Jews, unlike bashing other minority groups, is often seen as punching up instead of punching down, which is why some people find it okay to perpetuate or believe these stereotypes.
* Most of the Jews you may know probably look white, coming from Eastern Europe, but Jews come from all over the world and many are actually not white- from Morocco, or India, North Africa etc. So really the idea that Jews are white is an American thing.
* Antisemitism can be experienced by just being a person and having your words or actions taken through these stereotypical lenses. For example, if a Jewish person asks for something someone may just assume they’re being devious.
* This is the first time in his life that any group of non-Jews has asked him to come speak on antisemitism, and he is so honored to be given this opportunity. If you have one takeaway from this presentation, it’s to go talk to Jewish people and ask them about their experiences with antisemitism.
* Antisemitism is insidious. It warps people’s souls. It can even make Jewish people loathe other Jewish people; they will internalize these things, just like anyone else. Be a good person and be aware of how these stereotypes can worm their way into our brains.
* Thank you for asking for this presentation. If anyone ever wants to talk to Dr. Katz about antisemitism in the future, don’t hesitate to reach out.

# Agenda Item VII: Old Business

None

**Agenda Item VIII: New Business**

None

# Agenda Item IX: Question and Answer

# None.

# Agenda Item X: [Action Item] Final Remarks and Adjournment

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be February 15, 2023, in Ruth Lilly Auditorium, University Library or on Zoom,  <https://iu.zoom.us/j/82894707308>.



**Committee Reports**

**Bylaws:**

No new updates.

**Communications:**

* Last met on Jan 10. Communicated on social media the Campus Health’s flu and COVID-19 booster vaccine clinic on Jan 13. Upcoming communications on staff council blood drives. Discussed reviewing other upcoming campus awards and events to promote.

**DEI:**

See end of minutes for January calendar of cultural events/celebrations.

**Faculty Relations:**

No new updates.

**Membership:**

No new updates.

**Rewards and Recognition:**

* Last met on Dec 8. Nothing to report.

**Special Events:**

* A The committee toured a venue for the annual retreat last week and will share more information soon.

**Staff Affairs:**

* Continuing to work on getting David Heard scheduled as a presenter.
* Camy answered their parking question and they will now continue looking at pedestrian safety.
* Discussing with merging of BL and IUPUI etc. whether representation with IUPUI staff is still accurate since some staff are based here but have been moved administratively to BL.
* Continuing to work on paid parental leave and elder care.

**Staff Development:**

February courses from the HR calendar:

* Lean Process Improvement - Feb. 1, 9:30-11:30 a.m.
* Building a Resilient Team Amid Change: Addressing Anxiety at Work - Feb 1, 1-4 p.m.
* Mental Health First Aid in the Workplace - Feb 8, 11 a.m. - 12 p.m.
* Lead Methodology - Feb 15, 9:30-11:30 a.m.

Leading at IU Series: Competency Development for Leaders

* Applications being accepted through Jan 15
* Series starts Feb 15 and goes into Oct 2023

**Sustainability:**

* Though no changes to IUPUI’s waste management services have been announced, WM’s acquisition of Ray’s Trash Service could make a difference in how our campus recycles. Rachel sent out a guide on behalf of the committee to share with constituents regarding what can be recycled and how to do it at IUPUI last week.

**DEI January Calendar:**

January 20

* [Timkat](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.bbc.com%2Fnews%2Fworld-africa-46937383&data=05%7C01%7Cramolin%40iu.edu%7C8159c286a7ff41e24e6608daf9a7c64b%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638096796234302388%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=lh2QkpOV3dnfjqEM2fb9VDzIHwG%2BeB%2FSxKGqADWkT1M%3D&reserved=0)- Orthodox Tewahedo celebration of Epiphany

January 22

* [Lunar New Year (Year of Rabbit)](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Ffinance.yahoo.com%2Ffinance%2Fnews%2Flunar-celebrate-home-172751514.html&data=05%7C01%7Cramolin%40iu.edu%7C8159c286a7ff41e24e6608daf9a7c64b%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638096796234302388%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=r9ArU8zxo09mMHdX3M8QqGTyT11EdFpDhRlIJxT0uAY%3D&reserved=0)- Lunar New Year is celebrated in [many different countries](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.forbes.com%2Fsites%2Fsarahkim%2F2020%2F01%2F25%2F2020-lunar-new-year%2F%3Fsh%3D533f4fe73689&data=05%7C01%7Cramolin%40iu.edu%7C8159c286a7ff41e24e6608daf9a7c64b%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638096796234302388%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=sdt4N4MA5Bx2W21sA3R5Il1Hv6Qfst2PZ7blAjiVUBY%3D&reserved=0). There are twelve zodiac signs associated with the Lunar New Year, and each one has a different meaning.

January 24

* [International Day of Education](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fen.unesco.org%2Fcommemorations%2Feducationday&data=05%7C01%7Cramolin%40iu.edu%7C8159c286a7ff41e24e6608daf9a7c64b%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638096796234302388%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=Lg9XYXPtnlgJ1ZKdEtv6O5ifhk02zR2TKsDJXcUG9jE%3D&reserved=0)- Without inclusive and equitable quality education and lifelong opportunities for all, countries will not succeed in achieving gender equality and breaking the cycle of poverty that is leaving millions of children, youth and adults behind.
* [World Day for African and Afrodescendant Culture](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.unesco.org%2Fen%2Farticles%2Fworld-day-african-and-afro-descendant-culture&data=05%7C01%7Cramolin%40iu.edu%7C8159c286a7ff41e24e6608daf9a7c64b%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638096796234302388%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=oEaK1JEwzY2Rcom73%2F29kF2zv35FZbYAklKnCKS0cQk%3D&reserved=0)- Celebrate the many vibrant cultures of the African continent and African Diasporas around the world.

January 26

* [Vasant Panchami](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.timeanddate.com%2Fholidays%2Findia%2Fvasant-panchami&data=05%7C01%7Cramolin%40iu.edu%7C8159c286a7ff41e24e6608daf9a7c64b%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638096796234458624%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=wmd%2B7aBB6LPhzD%2FL9dz4wND66b8pjga4gIMzNpBm73g%3D&reserved=0)-Hindu festival that highlights the coming of spring

January 27

* [International Holocaust Remembrance Day](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ushmm.org%2Fremember%2Finternational-holocaust-remembrance-day&data=05%7C01%7Cramolin%40iu.edu%7C8159c286a7ff41e24e6608daf9a7c64b%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638096796234458624%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=kUwcT99HrkuIU2uPdM5jpZe3RaLuQoAfdEpfQzm1cZE%3D&reserved=0)-Registered by the United Nations General Assembly on November 1, 2005, as a day to raise remembrance of the victims of the Holocaust.

Minutes prepared by Rachel Molina

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