

Staff Council Minutes

September 20, 2023 ~ 2:00-4:00 p.m.

Campus Center 409 or Zoom

**Members and Guests Present:** Kenya Alexander, Sadiya Ali, Connie Anoskey, Tom Baker, Michelle Benberry, Thora Berndt, Megan Bettag, Cody Breault, April Briggs, Kim Burrows, Beth Chaisson, Crystal Clark, Mindy Cooper, Brooke Creech, Jeffrey Dawn, Valerie Decker, Amber Delp, Emily Dunham, Connie Ely, Sarah Frigo, Jennifer Gilles, Lauren Gronke, Todd Grooten, Robyn Hart, Carolyn Hasser, Lindsay Heinzman, Kim Johnson, LaVerne Johnson, Todd Kirk, Margaret Miley, Dawn Molnar, Shelli Reed, Jeanne Rushin, Mary Beth Ryan, Evelyn Safder, Anita Sale, Ryan Schafer, Diana Sims-Harris, Paige Smith, Heather Staggs, Melissa Vastag, Dionna Weatherly, Terry Wilson, and Kelly Zimmerman; Camy Broeker, Mary Chappell, Tammy Leone and Anne Mitchell

**Members Excused:** Jessica Darling, Tricia Edwards, Alicia Gahimer, Todd Morton, Brian Starkel, Amy Treat

**Members Absent:** Tina Cochran, Amanda Gist, Bernetta Hartman, Julie Heger, Katie Grace Jackson, Natalie Lin, Anne McGee, Tre Quarles

# Agenda Item I: Welcome and Call to Order

Heather Staggs, *Interim President*, [hstaggs@iupui.edu](mailto:hstaggs@iupui.edu)

IUPUI Staff Council Interim 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 August 16, 2023, SC Meeting

# Heather Staggs

# With no objections, the August 16, 2023 SC meeting minutes were approved.

# Agenda Item IV: Report from the President

Heather Staggs

Heather then shared the following reminders and updates:

* Interim Chancellor Murdoch-Kinch will be with us at the October meeting. Please plan to attend in person.
* Next blood drive will be from 10 am to 4 pm on September 27. Location is TBD.
* Committees have been formed by Tricia Edwards and those will be communicated soon. We are still looking for chairs for the following:
  + Faculty staff relations
  + Staff affairs
  + Staff Development
* Regatta is coming up on Sept. 30 and our team is Rachel Molina, Robyn Hart, Anne McGee, Ryan Schafer, and Crystal Clark. Todd Kirk is subbing if necessary.
* The campus United Way campaign has started! The silent auction will be on Oct. 25 from 10 am to 2 pm in the campus center atrium.
* The search for the next EVP and Chancellor of IU Indianapolis is in progress. Some members of the council were able to give feedback on the preliminary process. There is a website with information about the search: <https://execsearch.iu.edu/iui-chancellor.html>
* Professional Development:
  + Diversity speaker series starts Sept 20. [register here.](https://go.iu.edu/4pOh)
  + 30 day hydration challenge hosted by HealthyIU, sign up by Nov. 20.
  + For more HealthyIU programs this fall, check here: <https://healthy.iu.edu/campus-programs-services/index.html>
  + Road to Retirement is ongoing.
  + Staff council awards will be opened later this fall and include the Carol D. Nathan Staff Council Scholarship Award, Glenn W. Irwin Experience Excellence Award, Bepko Spirit Award, Staff Council Sustainability Award, and the Nan Bohan Community Engagement Award. Nominations open on October 9 and will conclude on October 17, with the awards being presented at this year’s Chancellor Staff Recognition ceremony.
  + Awards are still open for the DEI awards. Send nominations to Karen Dace.
* Senior academy shared the following information:
  + 30th anniversary of the IUPUI Senior Academy, on Oct. 5 from 2-4 pm in the campus center there will be a celebration and recognition event. Registration is available but not required. Kathy Johnson will be presented with the Gerald L. Bepko Community Medallion, an award created by the Senior Academy to honor a person who has made a significant and ongoing commitment to civic engagement and has established a history of strengthening the bonds between IUPUI and the larger community.
  + The next lecture in the IUPUI Last Lecture series will be from Professor Emeritus Dr. Peggy Daniels Lee and is titled “Lessons for Life from a Lifetime of Learning: From Secretary to Professor”. It is Friday November 3 from 2 – 4 p.m. in the Campus Center Theater. Register here: <https://senioracademy.iupui.edu/events/event-registration.html?scheduleid=eee69f5d-2edb-4a13-8852-53f8e0886517>

# Agenda Item V: Update from the Vice Chancellor for Finance and Administration

Camy Broeker, *Vice Chancellor for Finance and Administration,* [cbroeker@iupui.edu](mailto:cbroeker@iupui.edu)

Camy shared the following updates:

* Make sure you join us at the Regatta next Saturday! Bring your families, come have a good time.
* Call 8-1900 or email CFS if you see something around campus that needs to be addressed, especially as we approach colder months.
* If you’re around Education, Social Work, Business there is underground steam work happening that should be over sometime in October.
* Taylor Hall roof replacement is underway and completion is expected later this calendar year.
* Magnolia Courtyard work is basically done except for installation of exterior lights.
* Hine Hall Courtyard is getting windows replaced.
* If you drive on New York- Carroll Stadium is getting its lights replaced sometime in November, which will cause detours on New York as they get that set up.
* Cultural Trail construction will finish eventually- it will roll into 2024. As an FYI that is a city project, not a university led project.
* Bookstore will not be receiving any more IUPUI merchandise, so if you want some before it’s gone go get some.
* Surplus just had an auction in September but their inventory is refilling; you can schedule an appointment Mon-Fri between 8 am and 2:30 pm.
* Thanks to Senior Academy for being here today- please turn out to the Senior Academy events and make them fun.
* Kathy Johnson will be leaving the university to take on the job as the new President of the University of New Orleans. Jay Gladden will be the interim while a search for her replacement takes place.

Questions:

* Any update on the hot water situation in BS?
  + That has to do with the steam work. Expectation is to be done by Oct. 15.
* When will Wilson St. Parking Garage construction be complete?
  + Camy is not sure.

# Agenda Item VI: Report from Human Resources

Anne Mitchell, *Senior Human Resources Director,* [amitch29@iupui.edu](mailto:amitch29@iupui.edu)

Anne shared the following updates:

* DEI updates-
  + As of Sept. 15 we are in Hispanic Heritage Month; there are a number of different events across campus to take part in, so look for those and participate when you can.
  + Still room available in the Anti-Racist reading group offered to staff, though registration ends this Friday (Sept. 22). They are reading the book “Do The Work”, which comes highly recommended from Anne.
* Staff mentoring program is now closed for applications. We received a ton of applications, so thank you for putting out the word about that program. In the process of pairing people up and getting those out.
* On Sept. 28 we are celebrating staff who have been here for 5, 10, and 15 years. Later in the fall semester we will have the Chancellor’s Staff Recognition event to celebrate those who have been here for 20+ years. Anyone who can come celebrate is welcome to join.
* Open enrollment is coming up Oct. 23 – Nov. 3. There have been discussions around benefits changes, none of which are finalized yet. Look for communications soon from HR about any benefits changes. HR benefits will also be presented at the October staff council meeting.

Questions:

* Any updates on the additional days off in December?
  + The conversation is ongoing and when the decision is officially made, it will be communicated.
* They are expressing grave concerns about staff morale system wide especially for student services personnel who are expected to volunteer without compensation under the guise of wellness.
  + There is no secret that morale is low coming out of Covid. There are many changes happening around campus and a lot of unknowns. When there is uncertainty, people feel less stable in terms of their jobs as well as relationships on campus etc. There are a lot of opportunities coming with that change as well. “I don’t come to work for IUPUI. I come to work for the mission of the university. Remind yourself of the reason you are here to begin with.”
  + If you are ever asked to work without compensation, contact Anne immediately.
* Agenda Item VIII: Updates from Faculty Council

# Lisa Angermeier, *Faculty Council Liaison,* [langerme@iupui.edu](mailto:langerme@iupui.edu)

# Deborah shared the following information about the Staff Mentor program:

# Lisa introduced herself as the new faculty council liaison.

# The meetings this year are themed; the theme of September was mental health, October will be themed after research.

# The realignment has been a major focus. Phil Goff has talked about how power of faculty and staff has been limited and we’ve been hoping for some outside support. Lisa will share the verbiage of this with us.

# There are new implementation teams created to finalized the details of the realignment including the chancellor’s cabinet, key members, and reps from the registrar’s office.

# A resolution was passed stating that the faculty and staff of the Engineering and Technology school need to be part of us until July 1, 2024 when the split officially happens.

# Related to mental health, Dr. Aaron Carroll was a guest at their September meeting and talked about the three arms of focusing on mental health as a campus- opening dialogue, policies and protocols, and services and support.

# Speaker from CAPS spoke with the FC; they have moved to Lockfield Village, have counselors available and there is no waiting list if you would like to be seen.

# Tom Stucky shared his regret that he was unable to continue in his role as the FC liaison and his appreciation for the work he was able to do with us last year.

# Agenda Item IX: [Information Item] Meet the Staff Council Executive Committee

# Heather Staggs

The members of the executive committee introduced themselves to the council.

* 55 responses, down 5 from last year, with 9 new members, 40 returning, and 6 exiting members responding.

**Agenda Item XII: [Information Item] Staff Council Onboarding**

Heather Staggs

Heather shared the following information regarding Staff Council responsibilities and resources:

* Website: [www.staffcouncil.iupui.edu](http://www.staffcouncil.iupui.edu)
  + Has meeting dates and dates of events, award recipients, annual reports, governance documents, and meeting minutes among other things.
* Bylaws
  + Include responsibilities of the representatives. We are required to use Robert’s Rules, which is the reason for the formal language at certain points of the meeting.
  + Attendance- communicate in advance if you will be late, sending an alternate, or missing a meeting. Four unexcused absences in a 12-month period without a delegate/alternate could result in removal from the council. Kelly has created a new tool to help let the executive committee keep track of attendance. You can use the new Office Form to indicate what meeting you are going to be late to or missing and whether you are sending an alternate (and who that is). This link will be placed in the monthly meeting announcement for easy access.
  + Committees- if your committee comes up with an idea, work with Rachel or Heather to present that idea to the executive committee.
  + Meetings- every third Wednesday of the month; if you have an idea about a presentation (or your constituents provide you with one), please share it with the executive committee so we can work on getting that set up!
* New Member Handbook
  + Shares the purpose of the council, meeting logistics, attendance policy, the Teams account, annual reports (submitted every year to the Chancellor and deans) and staff council structure.

**Agenda Item XII: Question and Answer Period**

# Heather Staggs

# Regarding educational assistance programs- we all have IU’s tuition benefit plan and it’s part of the EAP under IRS guidelines. Please also be aware of the Public Service Loan Forgiveness Program.

# At the last unit retreat for Val’s unit there was a lot of discussion regarding ADA laws and updating online resources to be compliant, and she wasn’t sure if anyone else’s units were having these discussions. She shared some trainings in the chat that you can follow here:

# <https://ucm.iu.edu/digital-strategy/index.html>

# <https://expand.iu.edu/browse/accessibility/courses/7-simple-steps-for-creating-more-inclusive-digital-content>

# <https://expand.iu.edu/browse/ittraining/single/courses/creating-accessible-documents-at-work>

# Update on the new sports complex and the new science building? Timeline for architects, or breaking ground?

# No update on the sports complex (appropriated to FY 2025).

# New science building- conversations going on around the programs that will be in there; some of the design work will probably happen later this fall/early next spring.

# Agenda Item XIII: Unfinished Business

# Heather Staggs

# None.

# Agenda Item XIV: New Business

# Heather Staggs

None.

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

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be October 18, 2023, in Campus Center 409 or on Zoom,  <https://iu.zoom.us/j/82894707308>.

Minutes prepared by Rachel Molina

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