



# IUPUI STAFF COUNCIL

## Staff Council Minutes

September 19, 2018

University Library Lilly Auditorium ~ 2:00-4:00 p.m.

**Members and Guests Present:** Connie Anoskey, Kristy Beach, Lisa Elko, Kaitlin Bell, Kim Bloodgood, DoMonique Brock, Aimee Brough, Loren Bumbalough, Joan Charlesworth, Jeff Creasser, Mindy Cooper, Mary Cox, Jessica Darling, Cornelia Davis-Moore, Angela DeCamp, Valerie Decker, Erin Detweiler, Carla Ewing, Tasha Gilson, Dana Gonzales, David Hanson, Michelle Haug, Ed Holdaway, Patti Holt, Lans Jameson, Andrea Janota, Rachel Johnson, Laura Kernodle, Mary Ann Kershaw, Alicia Libla, Lodema Lines, Joseph Loveless, Mike Lulgjuraj, Hollyn Mangione, Ina McBean, Teresa McCurry, Kim Minor, Jessica Moore, Lindsey Mosier, Tuan Nguyen, Tricia O'Neil, Joshua Page, April Peigh, Rebecca Pope, Kris Powell, Kim Richards, Julie Rodgers, Mansi Singh, Heather Staggs, Liza Sumpter, Holly Thomas, Rachael Urso, Allison Wheeler, Terry Wilson, Carmen Wissman, Biannca Yates, Beth Young, Cathy Zappia, Chris Rohl, Roberto Carballido, Camy Broeker, Juletta Toliver, Margie Ferguson, Miriam Murphy, and Michael Goss.

**Members Excused:** Miranda Benson, Beth Chaisson, Ranna Johnson, Brooke Moreland, and Aaron Fields.

### Agenda Item I: Welcome and Call to Order

Kristy Beach, *President*, [beachka@iu.edu](mailto:beachka@iu.edu)

IUPUI Staff Council President Kristy Beach called the meeting to order at 2:07 p.m.

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

Kristy Beach

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

### Agenda Item III: [Action Item] Approval of Minutes of the August 15, 2018, SC Meeting

Kristy stated that the August 15 minutes had been sent out and placed in the box account. She then asked if anyone had any clarifications or any requests for revisions, changes, misspellings,

or punctuation errors. Lisa stated that there were no corrections noted. With that, the August 15 minutes were approved as written and entered into record.

#### **Agenda Item IV: Report from the President**

Kristy Beach

Kristy reported the following:

The IUPUI Regatta is next Saturday, Sept. 22<sup>nd</sup> and the SC Crew is back. Our team consists of Tuan Nguyen, Kristy Beach, Mary Cox, and Julie Rogers. Our team's handlers are Dana Gonzales and Cathy Zappia. We are racing at 12:55pm and will be wearing IUPUI gear.

Staff Council has purchased (2) student tickets and (2) staff tickets for the Harvey Milk Dinner. The dinner is on Saturday, October 27 at the Indpls. Downtown Marriott. Lisa will send out an email to Staff Council to see if anyone is interested in attending. *UPDATE: Tickets are taken!*

Staff Council zip-up orders are due on 9/27. Lisa brought samples to try on after the meeting today. Zip-ups will be available for pick-up at the Oct. 17 SC meeting.

The Chancellors Staff Recognition Ceremony is Thursday, October 18<sup>th</sup> at 2:30pm in the Hine Hall Auditorium. Staff Council will be handing out the following awards: Gerald L. Bepko Spirit Award, Carol D. Nathan Staff Council Scholarship, Nan Bohan Community Engagement Award, Glenn W. Irwin, Jr., M.D. Experience Excellence Award. Staff Council is currently accepting nominations for each of these awards through Sept. 30. Lisa will send out a reminder early next week.

Staff Council has been assigned Wednesday, Sept. 26 for our Habitat for Humanity volunteer opportunity. We have been assigned roof decking for our job duties. We still have 2 spots available, if interested contact Lisa. You do not have to use your PTO but do have to have your supervisor's permission.

We would like to thank IUPUI Food Services for catering the meeting today. If you didn't get the chance to sample any of the tasty treats you will have another opportunity after the meeting.

Kristy's Fun Facts - Canoes

1. The modern canoeing-  
In 19th century, the modern canoeing was developed. Actually, it was used as a mean of transportation in the ancient time.
2. An Olympic game-  
Now canoeing is not only a recreational activity, but it is also a sport. In 1936 Summer Olympic, canoeing made its debut as a part of Olympic Games.

3. International Representation for Kanusport-  
International Representation for Kanusport was established in 1924 by canoeing associations from Sweden, Denmark, Germany and Australia. Now it is called International Canoe Federation.
4. The competitive sport of canoe-  
There are various kinds of competitive sports of canoe. Those include canoe polo, sprint canoe, canoe marathon, whitewater canoeing, playboating and ICF canoe marathon.
5. The canoe camping-  
If you want to avoid the competitive sport of canoeing, you can do canoe camping. It enables you to enjoy the outdoor area in the forest, hills or area near the lake.
6. The materials to make canoe-  
In the past, people used bark on a wood frame to create canoes. Now people use various materials to create the modern canoes. It can be made of fiberglass, aluminum or even molded plastic.
7. Canoeing in 1800s-  
The main purpose of canoeing in 1800s was for a mode of transportation when people want to do trade or exploration.
8. Canoeing in the history-  
Canoeing is one of the important parts for the life of the people who live in Canada, United States and New Zealand.
9. What is canoe camping?-  
Let's talk about canoe camping in detail? People often also call it canoe tripping, expedition canoeing or canoe touring. This activity is very popular for the people can enjoy the long-distance traveling, camping and canoeing at the same time.
10. Fishing-  
When the canoeists do this activity in the river or lake they find it easier for them to blend in with the natural surroundings.

Kristy asked if there were any questions. No questions asked.

**Agenda Item V: Update from the Senior Associate Vice Chancellor for Academic Affairs**

Margie Ferguson, *Senior Associate Vice Chancellor for Academic Affairs*, [mferguso@iupui.edu](mailto:mferguso@iupui.edu)

Margie, reported the following:

Margie was on medical leave this past summer and is happy to be back!

Former IFC President, Rachel Applegate was appointed as assistant vice chancellor for faculty affairs.

Gail Williamson has retired and a little earlier than expected due to some health concerns. Please drop her a note if you can, she did not get to have an official retirement party.

For Approval: 10-17-18

There are several dean searches coming up that academic affairs will be managing:

- School of Health and Human Sciences
- School of Dentistry
- School of Liberal Arts
- University Library

There will be lots of activity with candidates going on around campus in the coming months. Please keep an eye out for information.

Margie asked if anyone had any questions about academic affairs or faculty HR. She said that faculty HR is not the same for students. It is more restrictive and things are not the same.

No questions were asked.

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

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

Camy reported the following:

Has anyone noticed that the scooters are back? We are concerned because they can go up to 15mph and that doesn't mix well with pedestrians or vehicles. There are rules and regulations but we haven't seen anyone using them as they should. They are supposed to ride on a bike path or the street, park them in a bike rack or out of the way and wear a helmet.

We have reached out to the 2 companies, Lime and Bird, and asked them to not nest the scooters on campus. We've asked them to not drop them off on campus either. Please let us know if you see them drop on campus and pay attention to which company it is.

Under city regulations passed in July, if a scooter is parked in a doorway, on ramps or in other illegal locations we can report the scooter's identification number to the city by calling the mayor's action line. Once a report is issued, the scooter company and city will set out to remove the device. If the city removes the scooter before the company that owns it, the company will be charged a \$100 fee, plus \$10 per day for storage.

We are limited on what we can do but know it is a concern.

We are aware that there are rechargers that are being paid to charge the scooters overnight. We need to be sure that our students are not doing this and that no recharging is happening on campus.

We are hoping with the Pedestrian Safety Campaign, the button handouts and the banners on the skywalks that there is more awareness across campus.

For Approval: 10-17-18

Earlier this month 3 incidents happened in one day. Two of them at one intersection. They were all minor and not speed related. One was pedestrian and bike the other two were car and pedestrian.

Questions:

How is traffic with Michigan's conversion to two way? This month it seems like we have had more issues. Also, weather can be a factor. We have monitored traffic on campus with the cameras. Michigan going west in evening is going well. The challenge is any turn is a possible incident. May need to do some traffic studies at high crosswalk patterns.

What about scramble lights? We have heard mixed reviews on those.

When does construction start on lot 83? It should start next spring and there will be an adjustment for parking when it happens.

Camy asked if there were any additional questions. No questions asked.

### **Agenda Item VII: Report from Human Resources Administration**

Juletta Toliver, *Senior Human Resources Director/Director of Financial Services*, [jtoliver@iupui.edu](mailto:jtoliver@iupui.edu)

Juletta reported the following:

New job framework listening sessions begin Oct. 3 from 11 a.m. to noon and 1:30 to 2:30 p.m. in the Hine Hall Auditorium.

The Health and Benefits Fair is Thursday, November 1, 2018 from 10:00 a.m. – 3:00 p.m. at the Campus Center 450. Juletta will have Ritha come to the Oct. SC meeting to talk about any benefits changes.

Open Enrollment will be November 5-16.

The MyVoice engagement initiative has a new [website](#) and there was an [article](#) about the initiative in InsideIU. There are 301 action plans in motion, 18 of 22 GALLUP questions being addressed and the next survey will be in the fall of 2019.

Question:

Will flu shots be available at the Health and Benefits Fair again this year? Yes, flu shots will be available.

Juletta asked if there were any additional questions. No questions noted.

## Agenda Item VIII: [Information Item] Retirement Program Enhancements

Michael Goss, Sr. Manager for Retirement,

Michael provided the following information:

### IU Human Resources – Retirement Program Enhancements

#### Why Consider Retirement Plan Changes?

- Desire to benefit employees by going out to Request for Proposal (RFP) for our retirement plans to:



- The university will not see any financial savings from this process

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#### Why Consider Retirement Plan Changes?

Offer “best-in-class” options to employees, including:

- Rollovers to the Supplemental Plans
- Roth IRA Option
- Brokerage Window

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#### What Will Not Change

##### Eligibility & Contribution Levels

- Eligibility for participation
- University & Employee contribution levels
- Years to Vest
- Access to HSA option remains the same

##### Legacy Plans

- Eligibility for the IU 18/20 Plan, the IU Supplemental Early Retirement Plan (USERP), and the IU Replacement Retirement Plan will not be disrupted

##### Public Employees’ Retirement Fund (PERF)

- Benefits provided to eligible non-exempt Support Staff through PERF

##### Planning & Guidance Support

- Plan consultants will continue to make campus visits and appointments to assist employees with planning for retirement

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#### What May Change

- Reduced Fees
- Higher Performing Funds, Simplified Fund Line-up, and Brokerage Window
- Additional, Improved Retirement Planning and Guidance
- Retirement Vendors

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#### IU is Not Alone

These peer institutions have already reduced fees for Faculty and Staff through the RFP process:

Arizona University Systems	Purdue University
Caltech	Stanford University
George Washington University	University of Colorado
Harvard University	University of Miami
Johns Hopkins University	University of Minnesota
Loyola Marymount University	University of Notre Dame
Minnesota State Colleges & Universities	University of Oklahoma
Michigan State University	University of Pittsburgh
Northwestern University	University of Utah
Oregon University System	University of Washington
Pepperdine University	Yale University

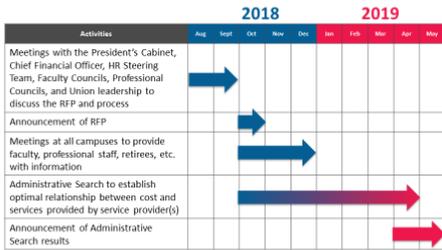
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#### Tiered Investment Structure - Sample

Tier	Investment Structure Examples	Investment Knowledge	Desired Level of Engagement
1 Target Date Funds	Target Date Retirement Funds (20XX)	Low	Low
2 Passive Funds	Total U.S. Bond Market Index Fund Total U.S. Stock Index S&P 500 Index Fund U.S. Small/Mid Cap Stock Index Fund International Stock Index Fund	Low-Medium	Low-Medium
3 Active Funds	Social Responsibility Funds Guaranteed Fixed Annuity Core-Plus Fixed Income Large Cap U.S. Stock Fund Small/Mid Cap Stock Fund Non-U.S. Stock Fund Real Estate Fund	Medium-High	Medium-High
4 Self-Directed Window	Mutual Fund Window	High	High

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### Timeframe for RFP Process at IU



Michael advised that he was here today to get the above information out to everyone:

- There are improvements and enhancements coming to the retirement plan.
- This will be a yearlong process and they are trying to stay ahead of it.
- Over the next few months, they will continue to get the word out, followed up with some bidding and then an announcement.
- The new structure will be implemented July 2020.
- Overall, there should be little disruptions. They are learning from their peer's mistake to limit their own.
- As the process goes along, there will be more information will be shared and additional opportunities for Q/A.

### Agenda Item VIII: Report from Faculty Council Liaison

Miriam Murphy, Director, Ruth Lilly Law Library, [mimurphy@iupui.edu](mailto:mimurphy@iupui.edu)

Miriam reported the following:

- Still looking at adding a 3<sup>rd</sup> tier to the lecturer category to give those that are Senior Lecturers the opportunity to move up. Bloomington objected to the teaching professor title that was proposed. They like the idea it's just a title thing.
- Non- tenured faculty members are now a part of IFC.
- Campus conversation will begin next month.
- Instituted a Fringe Benefits committee and are reviewing the process. Faculty members who have skill are looking into it and providing feedback to the IFC for their considerations.
- Miriam is the chair of the Staff Relations Committee for the Faculty Council and Aaron Fields is the Faculty Relations Committee chair for the Staff Council. They have been in communication and have a joint meeting scheduled to discuss issues affecting both faculty and staff.

Miriam asked if there were any questions. No questions were asked.

For Approval: 10-17-18

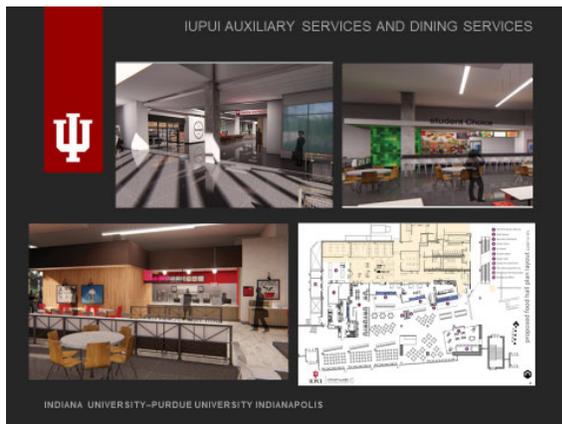
## **Agenda Item IX: [Information Item] Campus Center Food Court Renovation Update**

Angie Hill, *Director of Operations Auxiliary Services*, [anhill@iupui.edu](mailto:anhill@iupui.edu) and  
Stacy Blanton, *Resident District Manager for Chartwells*, [Stacy.Blanton@compass-usa.com](mailto:Stacy.Blanton@compass-usa.com)

Angie reported the following:

Have you all seen some of the changes happening at the Campus Center? Hopefully you are excited and not frustrated.

Here is a graphic of what the campus center renovation looks like:



Angie provided some highlights of the partnership between IUPUI and Chartwells. Our partnership with Chartwells started in 2002 and they have done some great things for our campus. They serve 10,000 meals every day. Nevertheless, they also do stuff we don't know about. They have partnerships and alliances with depts. and student organizations across campus.

Ways they show their commitment:

- Organized student advocacy and support providing 380 meals for the year.
- Provide space, food, and funding to the campus kitchen. Since 2014, they've helped students repurpose food into 8000 meals.
- Provided funding each year for seeds and supplies for the urban garden.
- Future recruitment for campus admissions. Provided 700 HS students on free and reduced plans free lunches when they come for campus visits so they are burden free.
- Significant capital investments - over 16 million just in capital.
- In 2016 provided additional food services area to accommodate the 700 students residing in north hall.
- Provided 4 million to the renovation process.

Angie then introduced Stacy Blanton, who is the Resident District Manager for Chartwells.

For Approval: 10-17-18

Stacy provided the following information about the Campus Center renovation:

The Campus Center officially opened its doors in January 2008. The campus has grown significantly since it first opened and the current format and layout of the food court is no longer sustainable for proper service. The renovated food court will better meet needs, tastes of our students, and provide a better customer service experience. The renovation will occur in phases with the first phase starting Monday, July 23 and anticipated completion scheduled for August 2019.

IUPUI is creating a modern and vibrant dining environment that will help foster a sense of community and encourage social interaction and conversation. Additionally, the renovation will improve the aesthetic appeal, function and efficiency of the Campus Center food court.

- Aesthetic appeal: The food court will be more open, visible and inviting to all who visit the Campus Center.
- Function: Seating capacity in the Campus Center food court will increase 20 percent (to 380) and offer a mix of different seating options from rail seating to large communal tables to club seating.
- Efficiency: Wait times will decrease as each food location will offer its own cash registers, rather than a centralized pay station, so customers will only need to stand in line one time.

The food court will include three popular national food brands – Chick-fil-A, Panda Express and Papa John’s – and Student Choice, a dining option where students will determine what appears on the menu. Also included in the renovation is the Market, an enhanced convenience store with quick cuisine take-out and a variety of essentials and necessities for those on the go, and Simply PUUR – a grab-and-go café that will feature a menu with many locally sourced and foods prepared from scratch including vegetarian selections. Simply PUUR will be located on the first floor of the Campus Center by Barnes & Noble (where Outtakes is currently located). Chick file is moving to grill nation.

Questions:

How many seats will there be after the renovation? Current seating is 320 and it will go up to 380.

Will Sushi still be available? Yes, in Outtakes.

Will there still be baked potatoes? Trying to make that work. We are trying not to lose options but add.

No additional questions.

Thank you again to IUPUI Food Services for catering our meeting today!

For Approval: 10-17-18

**Agenda Item XI: [Information Item] IUPUI Regatta**

Zoe Owens, *Director of Alumni Programs*, [zoowens@iupui.edu](mailto:zoowens@iupui.edu)

Zoe provided the following information about the IUPUI Regatta:

The IUPUI Regatta is a half-mile canoe race on the downtown canal in the heart of Indianapolis, Indiana. The event is held annually in late September. Established in 2009, the IUPUI Regatta has quickly become a signature event for IUPUI. This high-energy campus tradition involves both IUPUI's campus and the Indianapolis community while benefiting the Stefan S. Davis IUPUI Regatta Scholarship.

Beginning with the Tenth Annual IUPUI Regatta in 2018, the event will be held on the south end of the downtown Indianapolis canal. The race will take place between the Indiana State Museum and Military Park, with the start being at Blackford Street and the exchange point in the Ohio Street Basin. The Regatta festival will be in Military Park. The park will provide an expanded event space that will allow us to provide more entertainment, food, vendors, games, contests, and FUN! This will include the Campus Commons, the Marketplace, the Arts & Culture Fair, the Community Festival Area, food trucks, live on-stage entertainment, the Family Breakfast, and alumni receptions. The VIP Reception will be held on the terrace of the State Museum. This location brings the Regatta closer than ever to the heart of both the IUPUI campus and downtown Indianapolis.

The Regatta is this Saturday, Sept. 22 and as of today there is no rain in the forecast. 9am-4pm.

This is not the year to miss as this year's Regatta will be bigger and better. We will not be having a traditional homecoming this year because we have been celebrating 10 days of Regatta with all kinds of events.

This year we are giving 10 scholarships to mark our anniversary.

We hope to see you there!

**Agenda Item XII: [Information Item] 2018 IUPUI United Way Campaign**

Christine Fitzpatrick, [cfitzpat@iupui.edu](mailto:cfitzpat@iupui.edu), *Co-Chair United Way Campaign*

Christine provided the following information about the 2018 IUPUI United Way Campaign:

IUPUI has supported the United Way as a corporate partner for 50 years and it's our oldest philanthropic initiative.

For Approval: 10-17-18

The campaign will kick off this Friday, Sept. 21 with its luncheon; many of your deans and vice chancellors have purchased tables and will be celebrity servers. We will participate in a service project that a local agency with ties to IUPUI will benefit from.

The campaign will last 6 weeks and you will receive a weekly email.

We have ambassadors for all the schools and units. Some of which Christine recognizes in the room today.

There will be lots of activities going on around campus over this 6 week period. The kickoff luncheon, chili cook offs, candy gram sales, jeans days, flower sales, bake sales, kit builds, ice cream sundae bars, and many more.

The campaign will come to an end on Oct. 31 in the campus center with the silent auction and the fall dessert showcase.

Please be sure to check your email for your personalized donation link and get out to one of the events that will be happening around campus over the next 6 weeks.

**Agenda Item XIII: Standing, Ad Hoc, and Other Standing or University Committee Reports**  
Committee chairs (discussing committee goals/responsibilities)

**Special Events Committee:**

- I. Welcome - Introductions
- II. Blood Drives
  - Wednesday, Oct. 10, 10am – 4pm, Taylor Courtyard
  - Thursday, Oct. 11, 10am – 3pm, Medical Science Building Atrium
  - Kaitlin will get student volunteers to recruit donors at the two sites
- III. Health & Benefits Fair
  - Postcards – Postcards are with the printer to be printed. They will be distributed to the SC reps as soon as possible to give to their constituents.
  - Sign-up for booth coverage – A Doodle Poll will go out shortly to get volunteers to cover the booth, two per shift.
  - Raffle prizes – Lisa Elko will assemble door prizes from Staff Council swag.
- IV. Holiday Party
  - People are encouraged to wear their ugly sweaters again this year. Other ideas discussed were a candle exchange and a cookie exchange. Discussion will continue next month.
- V. Rawhide Ranch

For Approval: 10-17-18

- The date to tour Rawhide Ranch as a possible venue for the 2019 retreat will be rescheduled. No firm date at this time. Aimee will notify the SEC once a date has been set.
- VI. Paw's Pantry
- Staff Council will continue to support Paw's Pantry by sponsoring two shelves – Breakfast and Pasta. Requirements of the sponsorship is to provide a minimum of 12 items per shelf per month. This has not been a problem in the past.
- VII. Service Projects
- Ideas discussed were: Paw's Closet, Ronald McDonald House , USO, Indianapolis Care and Control. Aimee will reach out to the Office of Community Engagement to get additional ideas. The conversation will continue next month.

There were no other committee reports.

#### **Agenda Item XIV: Dream BIG**

Kristy Beach

Dream Big is a standing agenda item where participants in the Dream BIG pilot program are encouraged to share what they are working on/towards.

Kristy shared that she is making progress on her t-shirt quilt and has pictures if anyone would like to see.

Beth shared that she was going to be participating in the Indy Women's half marathon in a few weeks.

A participant shared that they really enjoy working with Gina Plummer on this program.

#### **Agenda Item XV: Question and Answer Period**

Kristy Beach

There were no questions submitted.

#### **Agenda Item XVI: Unfinished Business**

Kristy Beach

There was no unfinished business.

For Approval: 10-17-18

**Agenda Item XVII: New Business**

Kristy Beach

There was no new business to report.

**Agenda Item XVIII: [Action Item] Final Remarks and Adjournment**

Kristy Beach

With no further business, appearing the meeting was adjourned at 3:50p.m. The next Staff Council meeting will be October 17 2018, at University Library Lilly Auditorium.

Minutes prepared by Lisa Elko, Staff Council Coordinator  
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