



IUPUI STAFF COUNCIL

Staff Council Minutes

January 16, 2019

Campus Center CE 405 ~ 2:00-4:00 p.m.

Members and Guests Present: Connie Anoskey, Kristy Beach, Kaitlin Bell, Miranda Benson, Kim Bloodgood, DoMonique Brock, Aimee Brough, Loren Bumbalough, Beth Chaisson, Lisa Elko, Jeff Creasser, Mindy Cooper, Mary Cox, Jessica Darling, Cornelia Davis-Moore, Angela DeCamp, Valerie Decker, Erin Detweiler, Carla Ewing, Patti Holt, Michelle Haug, Lans Jameson, Andrea Janota, Ranna Johnson, Laura Kernodle, Alicia Libla, Mike Lulgjuraj, Hollyn Mangione, Ina McBean, Kim Minor, Jessica Moore, Brooke Moreland, Tuan Nguyen, Tricia O'Neil, April Peigh, Rebecca Pope, Kim Richards, Mansi Singh, Beth Skiles, Heather Staggs, Liza Sumpter, Holly Thomas, Allison Wheeler, Terry Wilson, Carmen Wissmann, Biannca Yates, Lori Patton Davis, Dennis Rudnick, Tom McMahon, Juletta Toliver, Margie Ferguson, Camy Broeker, Miriam Murphy, Christine Fitzpatrick, and Leslie Albers.

Members Excused: Joan Charlesworth, Aaron Fields, Tasha Gilson, David Hanson, Rachel Johnson, Mary Ann Kershaw, Lodema Lines, Teresa McCurry, Lindsey Mosier, Joshua Page, Julie Rodgers, Chris Rohl, Beth Young, Cathy Zappia, and Nicholas Tabor.

Members Absent: Sarah Glener, Kris Powell, and Ed Holdaway.

Agenda Item I: Welcome and Call to Order

Kristy Beach, *President*, beachka@iu.edu

IUPUI Staff Council President Kristy Beach called the meeting to order at 2:05 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: Staff Remembrance

A moment of silence for our staff colleagues

<u>NAME TO BE REMEMBERED</u>	<u>STATUS</u>	<u>SCHOOL/DEPARTMENT</u>
Marjorie Bolt	Staff	Information Technology Services
Burdellis Carter	Faculty, Staff	School of Nursing
Myrtle Parsley	Staff	
Derrick Reed	Staff	
James Schrage, Jr.	Staff	Jaguar Athletics
Vincent Sheehan	Staff	School of Medicine

Agenda Item IV: [Action Item] Approval of Minutes of the December 12, 2018, SC Meeting

Kristy stated that the December 12 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 December 12 minutes were approved as written and entered into record.

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

Margie reported the following:

Good afternoon!

Margie had a few questions regarding faculty hiring and the appointment of associate deans. She said they are not making any more changes but noticed in the past that expectations have not been followed. She asked if anyone manages e-docs and a few people raised their hands.

Rachel Applegate and Gina Gibau, both from Margie's office, are working to have diverse search committees for faculty appointments starting with hiring in January. A brief cover sheet will be introduced before the vacancy in PeopleAdmin. This won't really change the process and will not contradict what OEO does it will actually compliment and will help get diverse individuals and get a broad pool of candidates. Deans have already signed off on this new practice. If you are already completing this process then it will only take a few additional minutes. If you are not then it may require a consultation with Gina.

The School of Medicines process is different and the volume is high and they are kind of already following this process already.

Currently, Rachel Applegate, is creating a process of communication with HR in all the schools with user guides and preparing info to simplify.

If you have any questions, please feel free to reach out to Margie, Rachel Applegate or Biannca.

Agenda Item VI: [Information Item] IUPUI's 50th Anniversary Birthday Bash

Christine Fitzpatrick, *Chief of Staff & Director, IUPUI 50th Anniversary*, cfitzpat@iupui.edu

Christine shared the following information about IUPUI's 50th Birthday Bash:

Thursday, Jan. 24 from 12-10 p.m. – IUPUI Campus Center

Refer to your passport for complete details. Share with colleagues and fill it out and turn it in for a chance to WIN!

Highlights:

- There will be games, entertainment, exhibits, a little history, and a lot of cake!
- Report to the Community from 10-11:30 a.m.
 - Featuring every living mayor of Indianapolis as well as the presidents of Indiana University and Purdue University.
- Birthday Bash Dance Party from 12-10 p.m.
- Stuff-a-Jag (while supplies last) various times throughout the day.

She also shared the following video about University Library printing 1,000 golden jaguars for our anniversary: <https://www.youtube.com/watch?v=4U7huOGqjUl&feature=youtu.be>

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

Agenda Item VII: Report from the President

Kristy Beach

Kristy reported the following:

The Cram the Coliseum game is next Saturday, January 26th at Indiana Farmers Coliseum (1PM). If you are attending the game, please pick up your tickets from Lisa after the meeting today.

Save the Date – Thursday, Feb 28 (7 PM) for the Women's Game vs Green Bay, Non-Profit day, sponsored by the School of Social Work...more information to be sent out later.

The MLK Dinner is this Sunday and thank you to Tasha Gilson for representing Staff Council at this event.

The executive committee has been asked to participate in the upcoming dean searches. For each of the 4 searches the executive committee will have 3 representatives sit in on the meetings and ask questions of the candidates.

Kristy announced that Lindsey had her baby and shared a photo and the following details: Xavier was born on Dec. 27 at 8:38 pm, he weighed 7lbs 4oz and is 20 inches long.

Kristy's Fun Facts: Why people buy bread when snow is in the forecast

- It was related to some past public service campaign during previous war times or the cold war. A 1983 study in the Journal of Social Issues discussed the psychology of rationing and stockpiling in preparation for nuclear war.
- They point to the Blizzard of 1978 that trapped people in their homes for weeks as being partially credited with this practice. A recent CNN post highlights Virginia Montanez's fascinating 2014 article in Pittsburgh Magazine suggesting Pittsburgh residents were crippled by a 1950 snowstorm in the region that left many citizens without bread and milk. These two examples suggest that the practice is related to the old saying, "fool me once shame on you, fool me twice shame on me."
- So apparently where weather is concerned, we are not terribly worried about getting struck by lightning, but we are terrified of the idea of having to make a meal from items in our pantry that doesn't include bread and milk!
- "The thought to get milk before a storm is followed by the action or compulsion to go out and stockpile it. In one way or another, we spend a lot of time and energy trying to feel in control, and buying things you might throw out still gives the person a sense of control in an uncontrollable situation."
- Buying perishable items may convey that there is a sense of "temporary inconvenience" that can be endured as opposed to buying more durable items like canned goods that would signify a more traumatic situation.
- Yes, stocking up on bread and milk for a 1-inch snow is perhaps a bit overboard but, in a more sustained weather event, what types of things should people run to the store and buy? The American Red Cross preparedness website recommends things like:
 - Water, one gallon per person per day
 - Non-perishable foods (Note: eggs, bread and milk are perishable)
 - Flashlight
 - Batteries
 - Sanitation products
 - Blankets
 - Extra cash
 - Cell phone chargers

OK, now go enjoy that "French Toast" if you have purchased all of that bread, milk, and eggs.

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

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

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

Camy provided the following update:

- She asked if we could all keep a secret... and said there will be more information and an announcement from the Chancellor about this but wanted to share that the speed limit on campus has been lowered to 25mph. It will take 3-4 weeks for implementation. This is good news as this was an action item from the pedestrian safety campaign and this will continue to help raise awareness about safety on campus.
- The no turn on red in the mile square has been pushed back as council members would like to do another study due to concerns about congestion during high traffic times.
- Ball Residence Hall will undergo a renovation.
 - They will be updating the wiring, plumbing and, HVAC.
- Renovation at Walker is underway and there is a 12 month window to get it done. Should be complete by Dec. 2019 but not planning any events before Jan/Feb.
- Campus Gateways located on the corner of Michigan and West streets, are projected to be complete in mid-to-late January. The project also includes a secondary gateway at the intersection of West and New York streets. New landscaping along West Street and down the center to Michigan Street is projected to be complete in spring 2019.
 - What we will do with the area of campus over off Indiana Ave. is still TBD...the city could claim that area.
- Citizen's Energy Group-deep rock tunnel project @IUPUI. Phase 2 of this Project. Jan 2-Jan 21 (approximately) at University Blvd. (Section from Blake St. to the exit of the Riverwalk Garage). For those needing to get to NIFS, Riverwalk garage, Natatorium, please use New York street to Blackford Street.
- Campus Center food court renovation is still in progress and the The Market is now open. Construction should conclude in August.
- Tomorrow the forecast calls for freezing rain. If you are on campus tomorrow and you see slick areas that need treated, please call 8-1900 for CFS to take care of.

Questions:

When does the people mover stop?

IU Health has announced that in February, it will no longer use the People Mover trains and will instead begin using a shuttle service to move personnel and equipment across its downtown campus.

Four to six shuttles operated by a local vendor will be used for the new service, which will use ridership to adjust usage patterns and better serve users once it is up and running. An online tracker will show shuttle locations in real time to minimize wait times and optimize routes.

The shuttles will run on compressed natural gas or propane fuel, which should be more cost-effective and more environmentally favorable than the amount of electricity needed to run the People Mover trains. The new service will offer double the number of pickup and dropoff locations, providing greater access.

Administrators cited significant ongoing costs to operate the People Mover -- exceeding \$3 million per year -- as a root cause for the change. The People Mover would also require an additional financial investment in the near future to keep it operational. By moving to the shuttle system now, IU Health will avoid incurring those additional expenses, projected to total \$20 million over the next five years. IU Health will also save more than \$1.5 million annually by switching to the shuttle service.

An exact date of the shift will be announced in the coming months, but the People Mover will continue to run until the shuttle service begins.

What have you heard about using UPS instead of FedEx?

Camy said she hasn't heard anything official but will talk with purchasing about getting the information out.

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

Agenda Item IX: Report from Human Resources Administration

Juletta Toliver, *Senior Director for Human Resources*, jtoliver@iupui.edu

Juletta reported the following:

Volunteer paid leave has been approved for up to 8 hours but will not roll over year to year. Juletta said she will share more details at the next meeting.

The IUPUI 50th Anniversary Birthday Bash is a campus sanction event. Please come and join us. You can come on work time. Work it out with your supervisor. There are great prizes if you come and participate. Bring your friends!

Everyone should have received an email on Monday advising that the electronic W-2 forms are now available to print in One.IU. Hard copies will go out on Jan. 31. Juletta said if you have people that exited the university in 2018 and are asking how they can receive their W-2 electronically to reach out to her.

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

She then introduced Tom McMahon who gave the following presentation on the PeopleSoft update:

PeopleSoft ATS Update
January 16, 2019 – Staff Council Meeting
Thomas A. McMahon, SPHR – Director, Talent Acquisition

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Key trends in Talent Acquisition

- The competitive battle for “qualified applicants”
- Preparing for Mobile-ization and the Candidate Experience
- Process Optimizations
- Competency based Interviews

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The competitive battle for “qualified applicants

There is still a war for talent – since 1997 – and US jobless remains steady at a 48 year low. Among the major worker groups, the unemployment rates are at historical lows for:

- Adult men (3.5%); women (3.4%); teenagers (11.9%)
- Whites (3.3%); Blacks (6.2%); Asians (3.2%); Hispanics (4.4%)

The number of long-term unemployed (those jobless for 27 weeks or more) was essentially unchanged at 1.4 million in October and accounted for 22.5 percent of the unemployed.

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Understanding the Theoretical Unemployment Rate – Risky Business

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This isn't your father's Cadillac...

THE WAR FOR TALENT IS OVER & THE MILLENNIALS WON

WHO THEY ARE: Tech-savvy, Multi-tasker, Connected

WHAT THEY WANT: Work/life balance, Transparency, Collaboration

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Preparing for Mobile-ization and the candidate experience

Quit thinking about candidates who apply from a computer and start thinking about...

- ✓ Is my application process mobile friendly?
- ✓ How long is my application process?

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Process Optimizations – Think Lean

- Where are my bottlenecks in the process?
- Where are my non-value added services?
- How can I eliminate handoffs / waste?

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Competency Based Interviews

- Focus is on “past behavior” predicting “future behavior”
- Using competencies as the “price of admission” to become employed (promoted) within IU
- Focus will be on 5 Core Competencies – to be rolled out soon...

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Enhancements gained vs. PeopleAdmin

1. Candidate Experience
2. Initiators, Approvers and HRPB's
3. Hiring Managers / Search Committee Members
4. TA Team and others

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Candidate Experience

- Mobile friendly capability when applying online
- Only takes minutes to apply
- Eliminated FCRA signature pages (consent / disclosure)
- Faceted search functionality
- Job Agent
- Separate portals for Internal and External postings
- Ability to upload profile without applying for a specific job
- Works in any browser, not just Google Chrome

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Initiators, Approvers and HRBP's

- Create openings through faceted search, not just Position Number
- User role of Interested Parties has been created
- Easy to search / add names of interviewing team (search members)
- Quick view of applicants and where they are in the flow
- Can easily reject and correspond with applicants
- Disqualifying screening questions are easy to manage
- Fully auto-routed workflows for creating posting and hiring proposals
- Three (3) levels of approvers for adding routing flexibility

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Hiring Managers / Search Committee Members

- Quick view of applicants and where they are in the flow
- Applicant Indicators (No Rehire, No PIC, Conditional Rehire, RIF, etc.)
- Won't see "No Rehire" candidates as they will be auto-rejected
- Auto-refer of candidates is still an option (added as customization)
- Ability to truly have "Internal Only" postings

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TA Team and others

- Ability to link candidates from one posting to another
 - 1:1 relationship, openings to candidates hired
- Posting of 1 position versus multiple postings of the same position
- Courtesy postings go away with ability to post to multiple campuses
- No need for integration files from PS to PA, no wait period to go live
- Auto-correspondence to candidates when position is accepted
- Faster Hiring Proposal routings / approvals due to auto-routing logic
- Ability to create Talent Pipelines by function, LinkedIn diversity, etc.
- Ability to create notes that will travel with the candidate profile
- Quick dispositioning of candidates
- Enhanced system support as it will be done in-house through HRMS versus tickets within PeopleAdmin and waiting for their tech team responses

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When is this all going to happen?

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Projected Timeline / Milestones

Task	Task Name	Duration	Start	End	% Complete	Predecessors
1	TAM-UG Project	244 days	Tue 8/20/18	Mon 6/18/19	100%	
2	Phase I - Job Opening	44 days	Tue 8/20/18	Tue 9/18/18	100%	
3	Technical Configuration/Customization	25 days	Tue 8/20/18	Tue 9/18/18	100%	
4	HRIS User Training	39 days	Tue 8/20/18	Tue 9/18/18	100%	
5	HRIS Integration Testing	5 days	Mon 9/18/18	Tue 9/18/18	100%	4
6	HRIS Integration Testing	5 days	Mon 9/18/18	Tue 9/18/18	100%	4
7	Phase II - Candidate Experience	89 days	Tue 9/18/18	Mon 11/19/18	100%	
8	Technical Configuration/Customization	34 days	Tue 9/18/18	Mon 11/19/18	100%	
9	HRIS User Training	34 days	Tue 9/18/18	Mon 11/19/18	100%	
10	HRIS Integration Testing	5 days	Mon 11/19/18	Tue 11/19/18	100%	9
11	HRIS Integration Testing	5 days	Mon 11/19/18	Tue 11/19/18	100%	9
12	Phase III - Recruitment	44 days	Mon 11/19/18	Mon 12/17/18	100%	
13	Project Team Review of Offer to Hire	5 days	Mon 11/19/18	Tue 11/19/18	100%	12
14	Technical Configuration/Customization	15 days	Mon 11/19/18	Mon 12/17/18	100%	
15	HRIS User Training	24 days	Mon 11/19/18	Mon 12/17/18	100%	
16	HRIS Integration Testing	5 days	Thu 12/13/18	Mon 12/17/18	100%	15
17	HRIS Integration Testing	5 days	Mon 12/17/18	Mon 12/17/18	100%	16
18	Phase IV - Job Offer	84 days	Mon 12/17/18	Mon 2/19/19	100%	
19	Project Team Review of Offer to Hire	5 days	Mon 12/17/18	Tue 12/18/18	100%	18
20	Technical Configuration/Customization	25 days	Mon 12/17/18	Mon 1/14/19	100%	
21	HRIS User Training	21 days	Mon 12/17/18	Mon 1/14/19	100%	
22	HRIS Integration Testing	5 days	Mon 1/14/19	Tue 1/15/19	100%	21

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Projected Timeline / Milestones, cont.

Task	Task Name	Duration	Start	End	% Complete	Predecessors
23	HRIS Integration Testing	5 days	Tue 2/19/19	Tue 2/19/19	100%	22
24	Phase V - Offer to Hire	44 days	Mon 2/19/19	Mon 4/15/19	100%	
25	Project Team Review of Offer to Hire	5 days	Mon 2/19/19	Mon 2/19/19	100%	24
26	Technical Configuration/Customization	25 days	Mon 2/19/19	Mon 3/18/19	100%	
27	HRIS User Training	21 days	Mon 2/19/19	Mon 3/18/19	100%	
28	HRIS Integration Testing	5 days	Mon 3/18/19	Mon 3/18/19	100%	27
29	HRIS Integration Testing	5 days	Mon 3/18/19	Mon 3/18/19	100%	28

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Questions?

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Questions?

Will there be an auto refer feature? Yes.

What happens when candidates don't meet all the qualifications? For example, the requirement is 5 years and they have 4 years and 9 months. Recruiters will have to pay close attention to those details. The fault should go to benefit the candidate. This will be a learning process.

With our tight agenda questions were limited. If anyone has additional questions about the transition to PeopleSoft, please reach out to Tom directly at: mcmahon1@iu.edu.

Agenda Item X: Report from Faculty Council Liaison

Miriam Murphy, *Director, Ruth Lilly Law Library*, mimurphy@iupui.edu

Miriam reported the following:

- Chancellor Paydar provided an overview of the Spring enrollment numbers (attached)
- Indianapolis "Big Dig" is moving north which is why University Blvd is closed just south of New York Street by NIFS. Work should be done by the end of the month.
- IUPUI's Master Plan has been updated by the IU Board of Trustees to include a Sports District behind Herron. All that is needed is funding.
- EVC Kathy Johnson shared the "Role of the Liberal Arts at IUPUI" <https://academicaffairs.iupui.edu/AAContent/Html/Media/AAContent/StrategicInitiatives/UpdatedCampus%20Statement%20on%20the%20Role%20of%20the%20Liberal%20Arts%20at%20IUPUI.pdf> and the IFC unanimously voted to endorse the statement.
- The School of Liberal Arts Dean Rebein met with the IFC Budgetary Committee and shared information on the continuing enrollment decline (Credit hours for 13/14 were 134,123 and in 17/18 were 116,383), budget shortfalls and action items. (action items are in the above statement) They have cut costs by \$600,000 not replacing 44 faculty and 16 other personnel.
- Michelle Hansen shared a power point on the unmet financial need of IUPUI students. 42% of IUPUI students are Pell Grant eligible compared to 19% at IUB and 16% at Purdue, 6,000 students have unmet monetary needs. If they fall short by \$3,000 they are more likely to return, while if it is a \$6,000 shortfall they usually do not return. Major financial concerns include cost of housing on and near campus, food costs, textbook costs and parking costs.
- There was ongoing discussion of the Lecturer third tier.

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

Agenda Item XI: [Information Item] White Racial Literacy Project

Lori Patton Davis, Ph.D., *Associate Professor*, lpatton@indiana.edu

Camy invited Lori to come to the Staff Council meeting to discuss the White Racial Literacy Project and discuss how it can help move our campus forward with diversity issues.

Lori gave the following presentation:

What is the White Racial Literacy Project?

As part of the Welcoming Campus Initiative at IUPUI, the White Racial Literacy Project (WRLP) is undertaking a revolutionary approach to racial equity on campus by facilitating concrete efforts to disrupt whiteness and white racism in institutional decision-making, the academic curriculum, and the campus as well as Indianapolis community.

Lori referred to the survey that was sent out in October that received a lot of push back for some of the verbiage that was used. She said that the only way to know if this project is working is to fill out the survey.

The idea for this project comes about when conversations of race and diversity come up, people of color show up to discuss but white people don't. This gives white people a space they can talk about the issues, but to be educational and not feel attacked.

Lori said that when she leads a dialogue that more often than not white participants don't speak up because they are unsure of what to say because they don't want to be perceived as racist. It's an opportunity to invite white colleagues to these conversations to become educated. Fear and discomfort don't go away but you will learn ways to address these issues and receive materials to help.

This is not white shaming but asking what does it mean to be white in this environment? It's giving people language to have dialogue and conversation and be educated.

This project is moving forward and there will be another speaker series that will kick off in the spring. If you haven't attended a session, you are encouraged to attend.

This project closes in June and it is our hope that there is enough momentum behind it so there will be some iteration of this project for years to come.

Questions/Comments:

Lori is on sabbatical and while she is out Dennis Rudnick, drudnick@iupui.edu, is the contact person for this project.

Hollyn shared that she had attended two sessions and thought that they were very good. She said it's hard to describe but encourages all of us to step out of our comfort zone and attend at least one session. She said the sessions provide information, statistics and personal stories. It's engaging. She did offer that she felt a better effort could be made to get the information for these sessions out to be shared more broadly.

Why are you doing project?

In an effort to help shift the campus climate.

Update: Please see attached PDF for dates for spring speaker series.

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

Agenda Item XII: [Information Item] Bicentennial Time Capsule Project

Allison Wheeler, Associate Director of Residence Life, aloyal@iupui.edu

Allison gave the following presentation:

Allison is a Co-chair for our campus on the IU Bicentennial Time Capsule project committee.

Project objectives:

- Each IU campus will have their own time capsule
 - Each campus will choose what items go in their time capsule
 - You will have the opportunity to submit ideas for consideration
 - Items will have to be small enough to fit in the time capsule (dimensions are TBD)
 - Examples: pictures, small objects, memorabilia, etc...
- Late Jan - time capsule online submission form launches
- Late Feb - submission deadline

UPDATE: This project is on hold until April. We will update as information becomes available.

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

Agenda Item XIII: Standing, Ad Hoc, and Other Standing or University Committee Reports

Committee chairs (discussing committee goals/responsibilities)

[Ad hoc] Staff Development Committee –

5th Annual Staff Development Conference

Date: Friday, May 24, 2019

Place: Campus Center, 450ABC, 405, 307, 309

Time: 9:00 a.m. – 2:00 p.m.

Theme: "The Wonderful World of IUPUI Staff Development: Dreaming Today and for the Next 50 Years"

January focus is to have the Save the Date and Call for Proposals communicated late Jan/early Feb and prepare a budget draft.

Next meeting is **January 31st at Noon via Zoom.**

DEI Committee -

Upcoming Diversity, Equity and Inclusion Events

Wednesday, January 16, 2019 The ACLU of Indiana is hosting a Film Screening of On the Basis of Sex from 6-9 pm at the Landmark Keystone Art Cinema 8702 Keystone Crossing.

<https://www.aclu-in.org/en/events/film-screening-basis-sex>

January 28th – February 1st International Holocaust Remembrance Week

Monday, January 28, 2019 12 pm Holocaust Remembrance Ceremony Hine Hall Auditorium

Tuesday, January 29, 2019 12 om The Past is Still Present Global Crossroads Classroom (ES 2132)
902 w. New York Street

Tuesday, January 29, 2019 7 pm Refugees of the Holocaust, Refugees of Today Hine Hall Auditorium

February is Black History Month

IUPUI Black History Month Kick-Off - February 4, 2019 – Campus Center Atrium

The Black History Month Kick-off is intended to invite the campus community to take part in educational and social activities occurring on and off campus in celebration of Black History Month throughout February. This year's kick-off will include performances by Oakdale Children's Choir and words from local speakers. Light refreshments will be served.

Contact: Richard Brown (brownric@iu.edu)

30th Annual Joseph T. Taylor Symposium - February 20, 2019 – Campus Center Atrium (8:00am – 2:00pm)

The Joseph T. Taylor Symposium at IUPUI presents panel discussion and talks by IUPUI, local and national experts around a different theme each year. They also present the Joseph T. Taylor Excellence in Diversity Awards. This is open to the public.

Contact: James Yoder (jameyode@iupui.edu)

March

Division of Diversity, Equity, and Inclusion (DEI) – Diversity Speaker Series - March 6, 2019 - Patricia Hill Collins (details to come at later date)

Career Paths Less Traveled by Women - March 7, 2019 – Lilly Auditorium (4:30-6:30pm)

A collaboration with SPEA, Engineering & Technology, Informatics, University Library and the Office for Women on career paths less traveled by women. We will begin with an Alumni Panel discussion from each unit on specific career journeys, followed by industry breakouts and networking with additional alumni.

Contact: Kristine Schuster (kschuste@iu.edu)

Wet: A Dacamented Journey - March 26, 2019 – Campus Center Theatre

This program is written and performed by Alex Alparaoh. It is a one man show about Alex, who was brought to this country as an infant from Guatemala by his mother. Alex brings to life the psychological, social and familial challenges his status, at this difficult point in American history, have conferred. His is a powerful story.

Contact: Jacqueline Bell (bell23@iupui.edu)

"Queering Philanthropy: Emerging Research on Alumni Giving From and Supporting the LGBTQ Communities" - March 27, 2019 (5:30-7:30pm)

Noah Drezner, Associate Professor of Higher Education and Program Director of the Higher and Postsecondary Education Program at Teachers College, Columbia University
10 West Market St., Indianapolis, IN 46204

<https://philanthropy.iupui.edu/news-events/event/queering-philanthropy-emerging-research-on-alumni-giving-from-and-supporting-the-lgbtq-communities.html?id=269>

Contact: sopevent@iupui.edu

April

Liberal Arts Talks: Women Athletes, Violence, and Abuse by Pam Laucella - April 11, 2019 (4:00-5:00pm) – Campus Center Room 307

Former Michigan State and USA Gymnastics Olympic team doctor Larry Nassar abused 350- plus women, including members of the 2012 Olympics' "Fierce Five." *The Indianapolis Star* broke the scandal in 2016, and outrage increased in 2018 with survivors' statements in two Michigan courtrooms. This research investigates the scandal's media coverage to elucidate the intersecting worlds of sex abuse, sport, and society, and the media's role in communicating survivors' stories.

<https://www.eventbrite.com/e/liberal-arts-talks-women-athletes-violence-and-abuse-by-pam-laucella-tickets-49871800899>

Contact: libarsvp@iupui.edu


Latinx Philanthropy: Engaging a Culture of Generosity and Collective Good - April 24, 2019 (5:30-8:00pm)

**Sandra Vargas, Senior Executive Leadership Fellow, Humphrey School of Public Affairs at the University of Minnesota and Former President & CEO, The Minneapolis Foundation
NCAA Hall of Champions and Conference Center - 700 W Washington Street, Indianapolis, IN 46204**

<https://philanthropy.iupui.edu/news-events/event/latinx-philanthropy-engaging-a-culture-of-generosity-and-collective-good.html?id=270>

Contact: sopevent@iupui.edu

INTERNATIONAL HOLOCAUST REMEMBRANCE WEEK



RECLAIMING THE NEW COLOSSUS: FROM THE MS ST LOUIS TO TODAY

MONDAY, January 28, 2019 // 12:00pm

HOLOCAUST REMEMBRANCE CEREMONY

Esther Davidson Fishman and her daughter Sharie Fields tell the story of surviving and coming to the United States as refugees after the Holocaust. Program includes remarks by Dr. Karen Dace, IUPUI Vice Chancellor for Diversity, Equity, and Inclusion. Performance by the IUPUI University Choir. Memorial candle lighting by community leaders and IUPUI students, faculty, and staff.


Hine Hall Auditorium // 875 W. North Street

TUESDAY, January 29, 2019 // 12:00pm

THE PAST IS STILL PRESENT

MIGRATION, IMMIGRATION, AND THE HOLOCAUST

Scholar-in-Residence Adam Strom (Director of Re-Imagining Migration at UCLA) discusses the history and consequences of the rise of the Nazis and the Holocaust which created a massive humanitarian crisis as millions fled from persecution, violence, and war. Mr. Strom describes the role of migration in the Holocaust in order to better understand our choices, challenges, and responsibilities today.



Global Crossroads Classroom (ES 2132) // 902 W. New York Street

TUESDAY, January 29, 2019 // 7:00pm



REFUGEES OF THE HOLOCAUST, REFUGEES OF TODAY

OPPORTUNITIES AND CHALLENGES OF NEW LIVES IN AMERICA


A public panel discussion co-sponsored by the IUPUI Jewish Faculty and Staff Council, Exodus Refugee Immigration, Inc., and the Immigrant Welcome Center. Facilitated by Tamra Wright (Director of Diversity, Equity, and Inclusion at the IUPUI School of Public and Environmental Affairs) and Dr. Jeremy Price (Professor in the IUPUI School of Education), the panel will discuss historical, contemporary, personal experiences, and the responsibilities we all have to the refugee and the stranger. Panelists include Adam Strom, Deborah Haber (Executive Artistic Director of DEEP Arts and daughter of Holocaust Refugees), and Winnie Betili Bulaya (Founder of Refugee Welcome Baskets).

Hine Hall Auditorium // 875 W. North Street


Public Parking for all events in the North Street and Tower Garages
819 and 875 W. North Street, Indianapolis, IN




**EXODUS
REFUGEE
IMMIGRATION INC.**




IUPUI
JEWISH FACULTY AND STAFF
COUNCIL



Immigrant
Welcome
Center



JSA
IUPUI



50
YEARS
IUPUI
1969-2019

For Approval: 2-20-19

There were no other committee reports.

Agenda Item XIV: [Discussion Item] Dream BIG!

Kristy Beach

The Dream BIG! program was approved for a new cohort starting in July 2019. They would like to continue working with Staff Council and offering priority registration to our members. More information to come...stay tuned!

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.

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 3:48 p.m. The next Staff Council meeting will be February 20, 2019 at Campus Center CE 409.

Minutes prepared by Lisa Elko, Staff Council Coordinator
INAD 4058 / 274-4542 / scouncil@iupui.edu / staffcouncil.iupui.edu/