
Members Absent or Excused: Louise Watkins, Caitie Deranek Stewart, Adam Siureka, Jamie Owens, Sally Atcheson, Theresa Bell, Michelle Benberry, Loren Bumbalough, Marlene Cox, Lee Stone, Mansi Singh, Julia Rodgers, Tim Roach, Lans Jameson, and Sheland Graham.

Agenda Item I: Welcome and Call to Order
Jim Klenner

IUPUI Staff Council President Jim Klenner called the meeting to order at 2:05 p.m.

Agenda Item II: Adoption of the Order of Business for the Day
Jim Klenner

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

Agenda Item III: [Action Item] Approval of Minutes of the January 18th, 2016, SC Meeting
Jim stated that the January 18th minutes had been sent out and placed in the box account. He then asked if anyone had any clarifications or any requests for revisions, changes, misspellings, or punctuation errors. Lisa stated that there were a few corrections noted by Caitie Deranek Stewart. Mainly misspellings and punctuation errors. Those changes have been made and were uploaded to the Staff Council box account. With that the January 18th minutes were approved as written and entered into record.
Agenda Item IV: Update from the Associate Vice Chancellor for Facilities
Emily Wren, Associate Vice Chancellor for Facilities, ewren@iupui.edu

Emily thanked Lisa for moving her up on the agenda and was very appreciative.

Emily reported the following:

- Good news. There are 150 spaces back at the Riverwalk garage from the NCAA and Nifs.
- The physician’s assistant program is moving March 15 to the Health and Sciences Building. This is a big and important project.
- Informal learning spaces - a lot of work, learning, and collaborating happen in these spaces. Architects now have a map that shows all of the space locations. They now have the capability to run reports to show where all these spaces are. This is good for planning to update and/or replace. Originally these spaces were paid for through a construction project. There hasn’t been an ongoing fund. Now, there will be a standing budget so each semester something can be replaced. Moving forward the plan is to do a better job of managing these spaces.
- RFP parks study is coming to campus. Parking is looking at busses and shuttles and working with IU Health. Would like to get a better feel for long term planning. Right now just hitting streets. It will take a while to choose a consultant and go through all of the data.
- Emily apologized about the Michigan street project but says there isn’t anything she can do. It’s an ugly project. Some of us may be victims of closures. Contractor have closed the wrong streets.
- Citizen’s thermal is having a vault issue at Michigan/University Blvd.
- If you would like traffic alerts, please send a message to April Mantel at almantel@iupui.edu to be added to the email distribution list. Police and parking attend each other’s meetings and they try and keep their websites up to date with closers and progress. They try and meet every few weeks.
- West Street - burying the power lines might turn into a lifetime project. 😊 This will be complete over the summer at the earliest.
- There will be lots of good things to come but things are just bad right now. Eventually there will be new bike lanes, 3 hawk lights, landscaping, and 5 medians with plant material.
- In May- Michigan and West Street work will begin and it will be a mess over there but it should mainly be during the summer.
- Vermont Street garage is 95% done.
- Dental School addition is still on track for spring 2018. Lots of utility work East and West.
- Vermont Street closure should be done by Feb. 26th.
- There will be some classrooms getting new furnishings and updated technology over the summer.
- Emily thinks being a part of the classroom committee is satisfying to participate in.
- Moving some classroom work to Columbus because they are part of IUPUI. Trying to figure out how to have the same standard classrooms.
- Getting prices for the classroom thumb locking project. They should be installed in July.
- Hine Hall renovation should be done by the end of the month.
- Natatorium still has a lot going on.
• IUPUI’s campus edge to West Street still looks baron and needs an identity. Would like it to feel like a warm and significant entrance to the campus.
• IUPUI is partnering with Indy 11 again this year. The new season is getting ready to start. First game is April 1 at 3:30pm. Please remember garages are open when these games are going on and are available to park in since the surface lots close. We do what we have to, to be supportive. Youth are very interested in INDY 11 and this brings a lot of people to our campus.
• Summer lot projects. Getting bids now to get projects done while school is out. Lot 80 is almost done just needs a bench and some trees.

Questions:
1. What is timing for Lot 85? I don’t know timing we haven’t got a bid yet. More info to come.
2. If Indy 11 wins their bid for a major league expansion will that change our agreement? Our agreement is with Indy 11 if they stay the same as an entity then it should stay the same. No knowledge to speak otherwise.
3. When will the Natatorium be finished? The air handling project is underway. There is still plastic on the ceiling. This is winding down. Restoration should be done in the spring. There will still be work underway. Locker rooms are a possibility. It’s of an age that it will continuously need work.
4. When will the Vermont Street 2nd floor walk way re-open? Emily was not sure but thought it should be close to being finished. She said that she will check and send information to Lisa. UPDATE: The pedestrian path inside the VSG that links the Cancer Center walkway to the Campus Center is closed for construction currently taking place on the east elevation. Access to both the pedestrian tube and Campus Center are open. I did speak with Gibraltar and this should reopen the third week of March which is the new completion date for this project as of this morning.
5. What are the 1x1 plates in the pathway of the LV parking garage? Emily was not sure what they were but said she would find out and send information to Lisa. UPDATE: The “plates” in the Lockefield garage are simply a temporary covering for deck deterioration. (Project to repair permanently is kicking off soon.)

Don’t assume just because something looks done that there isn’t a reason why it’s still closed and that parking isn’t doing their job. Sometimes a contractor may need the space to work. When there is a job we legally turn that area over to the contractor during the construction time.

You can always send parking concerns to Donna Kent, Emily, or Sheri Eggleton.

Agenda Item V: Report from the President
Jim Klenner

Jim reported the following:

Jim took a few minutes to introduce Dr. Eric Weldy:
Dr. Eric Weldy is the Vice Chancellor for Student Affairs at Indiana University-Purdue University Indianapolis. He provides leadership to multiple units that positively impact students' lives on campus. A native Midwesterner, Weldy earned a doctorate in higher education administration from University of Illinois at Urbana-Champaign, a master's degree in history from Illinois State University, and a bachelor's degree in art from Eureka College.

Dr. Weldy joined the Division of Student Affairs at IUPUI in January 2017 as vice chancellor but his student affairs career spans 25 years and includes positions in residence hall management, minority recruiting and support, fundraising, and admissions. Prior to coming to IUPUI, he served as the vice president for student affairs and enrollment management at Northern Illinois University. Weldy has also served as associate vice president for student affairs at Florida State University, associate vice chancellor for academic support and student life at University of Minnesota Duluth, and assistant dean of students at University of Illinois at Urbana-Champaign.

At IUPUI, Dr. Weldy leads the Division of Student Affairs which consists of nine units: Campus Center and Student Experiences, Campus Recreation, Counseling and Psychological Services, Educational Partnerships and Student Success, Health and Wellness Promotion, Housing and Residence Life, Student Advocacy and Support, Student Conduct, and Student Health Services.

Jim invited Dr. Weldy to come to a future meeting for an opportunity to give remarks or a presentation.

Jim asked for everyone to look at the back of the agenda and refer to the following bylaws proposal:

**Current:**

**Article IV. Council Officers and Executive Committee**

**Section A. Elections and Terms of Council Officers**

A Second Vice President, Corresponding Secretary, and three At-Large Members of the Executive Committee shall be elected by a majority of the voting representatives present at the June meeting of each odd numbered year from a slate of candidates prepared by the Nominating Committee. This vote shall be taken by secret ballot.

Amended December 18, 2013.

A First Vice President and three At-Large Members of the Executive Committee shall be elected by a majority of the voting representatives present at the June meeting of each even numbered year from a slate of candidates prepared by the Nominating Committee. This vote shall be taken by secret ballot.

Amended December 18, 2013.

**Proposed:**

**Article IV. Council Officers and Executive Committee**

**Section A. Elections and Terms of Council Officers**

A Second Vice President, Corresponding Secretary, and three At-Large Members of the Executive Committee shall be elected by a majority of the Staff Council voting representatives:

- prior to or during, but not more than 30 days before the June meeting of each odd
numbered year from a slate of candidates prepared by the Nominating Committee. This vote may be conducted electronically as prescribed below,

- or taken by secret ballot at the June meeting.

A First Vice President and three At-Large Members of the Executive Committee shall be elected by a majority of the eligible Staff Council voting representatives:

- prior to or during, but not more than 30 days before the June meeting of each even numbered year from a slate of candidates prepared by the Nominating Committee. This vote may be conducted electronically as prescribed below,
- or taken by secret ballot at the June meeting.

The election of Council Officers if done electronically, will include a hyperlink to the ballot and shall be sent out to eligible Staff Council members no later than the first weekday in June with a voting period of two (2) weeks. The ballots shall identify each nominee by Executive Committee position sought, name and department. Each eligible Staff Council member may vote once for each open officer position. No candidate may receive more than one vote per ballot for each position sought.

Jim said that representatives will have the next month to read over and think about this proposal. If anyone has any questions or concerns they can contact him to express them. If there are no changes requested, please be prepared to vote on this proposal at the next staff council meeting on March 15th.

Jim asked of there were any questions. No questions were asked.

Agenda Item VI: Report from Human Resources Administration

Juletta Toliver, Interim Assistant Vice Chancellor for Human Resources, jtoliver@iupui.edu

Juletta reported the following:

Good afternoon.

Juletta said that we are continuing to build up our one HR. She referred to an email that was sent out to everyone advising of all positions that are currently being hired for. There was some discussion and it didn't sound like everyone had received this particular email.

Juletta introduced Rocco Mazza, the new OD (Organizational Development) consultant for HR. Rocco is the dedicated OD for IUPUI. Some services that Rocco will provide include: change management and implementation, performance management, and professional development coaching.

Juletta asked if anyone had any questions about the new OD or his role.

Questions: Is there a list somewhere of what services will be available? Juletta will be sure to make sure the website is updated with this information. Are you available to come to all of the different schools on campus? Yes.
The Crimson card is coming in April.

- New hires will get the Crimson card.
- In the fall the rest of us with a Jagtag will begin the conversion.
- Everything that is associated with your current Jagtag should transfer over to your Crimson card.
- If you are using for access it will have the same access.
- If you are staff as well as a student you will just have one card.
- Landscape is for students and portrait will be for staff.
- Jagtag will continue to work until summer 2018.
- The Crimson card will stay distinctive. The Crimson card will have the jag logo and say IUPUI.
- Cannot say for sure what the School of Medicines Crimson card will look like.

With all the Jagtag/Crimson Card questions. Jim announced that we will be having a presentation devoted to this topic at the next staff council meeting with a question and answer period.

Juletta then brought up the new tuition benefit tax advantage. She said Kurt Snyder wanted to talk about this so she was going to let him address it.

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

**Agenda Item VII: [Information Item] Welcoming Campus Innovation Fund**

Stephen Hundley, Senior Advisor to the Chancellor for Planning and Institutional Improvement, shundley@iupui.edu

Christine Fitzpatrick, Chief of Staff Office of the Chancellor, cfitzpat@iupui.edu

Christine and Stephen presented the following presentation for the IUPUI Welcoming Campus Innovation Fund:

**Overview:**

- Chancellor Paydar has spearheaded two important projects for IUPUI:
  - Welcoming Campus Initiative
  - IUPUI’s 50th Anniversary Steering Committee
- Both involved considerable stakeholder input over several months in order to generate numerous recommendations for:
  - Making IUPUI a more welcoming and inclusive campus
  - Planning to celebrate IUPUI’s 50th Anniversary throughout Academic Year 2018-19
- During the November State of the Campus Address, Chancellor Paydar announced the creation of a $1M Welcoming Campus Innovation Fund
Welcoming Campus Innovation Fund Purpose:

- Provide internal grants of up to $25,000, with a match by the proposing unit, to support implementation of recommendations emerging from the Welcoming Campus Initiative
- Seed investments that can contribute to IUPUI's 50th Anniversary and IU's Bicentennial
- Foster collaboration across IUPUI's various academic and administrative units
- Identify ways to scale and sustain the initiative, ideally through ongoing philanthropic support
- Evaluate the effectiveness of the initiative's goals, activities, and outcomes
- Themes around which Welcoming Campus Initiative recommendations have been organized:
  - Creating a Vibrant and Inclusive Student Experience
  - Designing an Accessible, Inspiring Urban Campus
  - Investing in Faculty and Staff
  - Communicating Who We Are
  - Engaging and Integrating with the Community

Eligibility and Match Requirements:

- Eligibility:
  - IUPUI full-time faculty and staff members
  - Registered student organizations, including student government (USG and GPSG)
- Match:
  - In-kind contributions, departmental funding, and/or philanthropic commitments
  - Letter of support from unit head required, identifying source and amount of match

Evaluation criteria for proposals, including review process:

- Criteria:
  - The project is aligned to one or more of the Welcoming Campus Initiative themes
  - The project is collaborative in nature and the project’s activities and impact will transcend more than one academic or administrative unit at IUPUI
  - The project can be reasonably developed during AY 2017-18 to be showcased during IUPUI's 50th Anniversary Year, AY 2018-19
  - The project articulates clear goals, activities, and outcomes
  - The project identifies specific audiences or stakeholders who would participate in, or benefit from, project activities
  - The project explains ways in which it might be scaled and sustained after initial implementation, including identifying potential sources of ongoing support (e.g., philanthropic opportunities)
  - The project presents a plan to evaluate its effectiveness
  - The project budget is appropriate, conforms to IU policy, and includes the required match

Key Dates / Timeline:

- **February 24, 2017**: Letters of intent due (mail to wcifund@iupui.edu)
- **March 24, 2017**: Fund proposals due
- **Week of April 24, 2017**: Campus announcement about funded projects
- May 11 and May 12, 2017: Awardee workshops to plan implementation (awardees attend only one of the workshops on either date)
- July 1, 2017: Project implementation begins
- Throughout AY 2017-18: Status updates on projects are requested
- June 30, 2017: Project implementation concludes
- August 1, 2018: Final project reports due (these may be submitted later, based on specific project)
- Throughout AY 2018-19: Projects are showcased during IUPUI’s 50th Anniversary Year

Help Us Spread the Word!
- Reminder: Letters of intent are due on February 24, 2017 (wcifund@iupui.edu)
- For more information, please visit:
  - [https://chancellor.iupui.edu/initiatives-celebrations/welcoming-campus/innovation-fund.html](https://chancellor.iupui.edu/initiatives-celebrations/welcoming-campus/innovation-fund.html)
- Contact us for more information or to schedule an individual consultation:
  - Christine Fitzpatrick: cfitzpat@iupui.edu; 317-274-9425
  - Stephen Hundley: shundley@iupui.edu; 317-274-2876

Questions/Comments:
- You don't have to get permission or limit your thinking before a proposal for room aesthetics.
- Know your next steps and who you would engage for commitments (but you don't have to have secured anyone yet).
- Will there be any feedback from letters of intent that are received. No. There are too many proposals to be able to offer feedback. They will be able to connect people whom have similar ideas together.
- A team or group can be connected with multiple projects. But you can only lead one group and then be a part of other(s).
- If a community person is interested they would have to partner with a staff member in order to participate.

Agenda Item VIII: Report from Faculty Council Liaison
Miriam Murphy, Director, Ruth Lilly Law Library

Miriam attended the Faculty Council meeting last week and reported the following:

- Starting this week faculty members are reviewing the RCM.
- The library is renovating the 3rd and 4th floors to create 400 new study spaces. 8000 square feet will be immediately available. Print journals are being retired to make room for the new space.
- Students enrolled with IU online will have access to the same resources regardless of campus.
• Academic Affairs has sent a survey out to deans regarding providing transfer credits to students to create best practices. Also, what constitutes state residency?
• The Student Affairs committee reported that there have been a lot of collisions between students, bicyclists, and skateboards lately. Trying to find solutions to make IUPUI a safe campus.
• Distance Education committee is talking to the center for Teaching and Learning.
• Faculty Affairs committee is talking about the IU School of Medicine and all of the changes and the impact it will have on faculty status.
• Troy Brown and Liz Joss gave a presentation about the IU brand. Essentially, everything used to communicate needs to be covered by policy.
• Faculty affairs is discussing how to move forward when they have concerns. The idea would be to address those concerns before it gets to the point of involving HR and/or OEO.

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

Agenda Item IX: [Information Item] IUPUI Next Gen 2.0 Advisory Committee
Etta Ward, Executive Director of Research Development, emward@iupui.edu

Etta presented the following presentation for the IUPUI Next Generation 2.0:

Quick Program Overview:
• Meets Strategic Plan goals to develop faculty/staff and promote an inclusive campus climate
• Rolled out in 2015 and now on 3rd cohort
• Co-created and co-led by professors Karen Bravo and Gina Sanchez Gibau
• Kathy Grove (Office for Women) charged with implementation of the program and is co-leader
• Advisory board helps select applicants, develop curriculum, present, facilitate, and moderate
• Women and/or underrepresented populations
• Mid-career faculty and professional staff
• Nine-month Intensive leadership development program Sept 2017 – May 2018
• $1500 by unit and match from Office of Academic Affairs
• Online application due March 6, 2017 by 5pm (CV/resume, candidate statement, and letter of recommendation)

Curriculum (2015-16):
Participants:

- 2015-16 Cohort
  - 10 faculty
  - 10 staff
  - 4 from Columbus campus
  - 9 academic units
  - 3 administrative units
  - 5 men
  - 15 women
  - 9 underrepresented

- 2016-17 Cohort
  - 10 faculty
  - 12 staff
  - 4 from Columbus campus
  - 7 academic units
  - 5 administrative units
  - 3 men
  - 19 women
  - 9 underrepresented

Exceptional Presenters:

- Chancellor Emeritus Gerald Bepko
- Professor Karen Bravo
- Dean Simon Rhodes
- Chancellor Emeritus Charles Bantz
- Associate VP Philip Seabrook
- Executive Director Etta Ward
- Associate Dean Mary Dankoski
- Dean Idalene Kesner
- Chancellor Nasser Paydar
- Associate Vice Chancellor Khaula Murtadha

Capstone Projects:

- 2015-16 (sample)
  - University Library Mentoring Program
  - IU McKinney Summer Pre-Orientation: Pointing Students in the Right Direction
  - Choosing the Biomedical Professoriate: Fractured Pipelines, Pitfalls, and Perceptions of Career Outcomes
  - Medical Education Pipeline: A Process to Improve Data Collection and Communication
  - Spaces, Faces, and Places Would you want to work here?
  - Expanding and Enhancing Study Abroad at IUPUI
  - Developing Resiliency for Academic Success

Impact:

- I am feeling more confident in my role as a leader and in seeking additional growth opportunities.”
- “It helps me think of strategies to lead my unit through change.”
- “I am getting a sense of the larger issues confronting the campus on a number of levels
Questions:
Contact: Kathleen Grove, ksgrove@iupui.edu; Gina Gibau, gsanchez@iupui.edu or Karen Bravo, kbravo@iupui.edu

Questions/Comments:
• This program has the support from Kathy Johnson’s office.
• Background of co-creators: they were inspired to create after being given the opportunity to participate in another program. They wanted to connect with others here on campus and develop something like that here. This is the program came about.
• It is for women on campus and for underrepresented groups on campus. Mid-career point - PA level 3.
• Commitment is 9 months. If you are selected and get supervisor approval. You should not have to use PTO. It will be a full day program on a Friday. Financial commitment that is matched by Academic Affairs.
• Robust curriculum.
• Lots of exercises and role play. Not a time to be shy.
• Topics that come to the forefront that affect all.
• 9 month program. Keen on getting together informally. Talk about leadership.
• Required a project as your capstone.

Etta invited Wayne Hilson to share his thoughts from his participation with the 1st cohort. Wayne spoke about the following: Wayne said his experience made him take a moment of pause. He expressed that we are all so busy with our schedules that we don’t stop to think about what comes next. He really had to think about what he wanted to do moving forward, educationally, intellectually, emotionally, psychologically, to think about what skillset he brings to the table, and what is his path of trajectory is. He talked about the talent that we have here on IUPUI’s campus. The speakers who presented throughout the duration of the program showed Wayne you didn’t have to go to Harvard etc... to get something from the accomplished individuals that are right here on our campus. If you are considering participating in this program. Then you should take advantage of this opportunity!

Agenda Item X: Update from Interim Senior Associate Vice Chancellor for Academic Affairs
Margie Ferguson, Interim Senior Associate Vice Chancellor for Academic Affairs, mferguson@iupui.edu

Margie reported the following:

They are finishing up the promotion of tenure process. This year they had fewer suggestions. There will be a wrap up session to discuss the following: things that were observed, challenges, potential changes, and guidelines for the campus.

The search for the Associate Vice Chancellor for Faculty Diversity and Inclusion has concluded. The announcement should be sent out soon.
For Approval: 3-15-17

The search for the Senior Associate Vice Chancellor for Academic Affairs is ongoing. Margie said that she is presenting tomorrow.

The executive committee task force report that was sent to the Center for Teaching and Learning has not been made public yet. We will hopefully see it soon. Kathy Johnson has asked Etta Ward and Terri Tarr to be co-chairs on an implementation team. There were some recommendations for restructure, new opportunities, and space changes.

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

A rep wished her good luck at her presentation tomorrow.

**Agenda Item XI: [Information Item] New Tuition Benefit Tax Advantage**

Kurt Snyder, Staff Affairs Co-Chair, ksnyder@iu.edu

Kurt shared the following:

Kurt has worked at IUPUI for 18 years in various capacities. Two years ago he thought he would take a class for fun. This fun class ended up costing him a lot of money. 18 months ago Kurt set out on a mission seeking a graduate tax benefit. He wrote inquiring about the possibility of this kind of benefit and was told no. He followed up with an outline and again was told no. At this point he reached out to Jim to see if Staff Council could help in any way. It may have taken some time but with a lot of hard work and persistence by the following people: Kurt, Juletta, Camy, Greg Rathnow, and Lyndy Kouns (previous chair) we now have a tuition benefit tax advantage. This small group of people is benefitting not just our campus but the entire university. This is the new benefit plan:

What will change:
When an employee receives an IU Tuition Benefit subsidy for graduate classes, this amount will no longer be added to gross income until the subsidy reaches $5,250 each year. Amounts above $5,250 will continue to be added to the employee’s taxable gross income as required by current IRS regulations.

What will remain the same:
The undergraduate tuition benefit for an employee, spouse or child will continue to be tax-free as allowed by the IRS. The IRS does not allow graduate tuition benefits for a spouse to be tax-free. The entire amount of the spouse’s graduate subsidy will continue to be added to the employee’s taxable income.

This is actual change and demonstrates the value of staff council. What a great moment for IUPUI's Staff Council and for all those involved!
Agenda Item XII: Standing and Ad Hoc Committee Reports and Other Standing or University Committee Reports

Special Events Committee:
I. Welcome – Kaitlin started the meeting at 2:35pm

II. Blood Drive - The spring blood drive is scheduled for Wednesday, April 5, 10am-2pm Medsci Atrium, 10am-3pm Taylor Courtyard (2 bloodmobiles)

III. 2017 Retreat - Six venues were discuss. The top three are:
   a. Montage
   b. Garrison Conference Center & Golf Course
   c. Woodstock Club

IV. Theme – Kaitlin suggested "Get to Know Your Staff Council". This reflects the format previously discussed.

V. Speakers - These individuals have been contacted and are holding the date:
   - Lorrie Brown, Office of Community Engagement - will discuss partnering with SC in community outreach
   - Charlotte Westerhaus-Renfrow, Kelley School of Business, Keynote Speaker? Can speak on many topics related to leadership & professional development
   - Dr. Wang, Dept. of Biology, lead discussion/team bldg. exercise on urban gardening, benefits of indoor plants in office environments

Next meeting: Monday, March 6, 2017, 2:30 – 3:30pm, Coleman Hall, room 226

Agenda Item XIII: Question and Answer Period:
Jim Klenner

1. We are very grateful for the new sidewalk in lot 63, but with that said people are still forced to walk in the mud to get to the sidewalk due to vehicles parking in the area adjacent to the sidewalk. She suggests that this first parking space be designated as a walkway/passageway (with diagonal lines). My understanding is that a barrel is either moved or blows over off the pavement allowing someone to park in this space. UPDATE: This question was not listed on the agenda because it had already been taken care of prior to today's meeting. Lisa received the question and forwarded it on to Emily Wren. By the next morning the above problem had been fixed. Kudos to Emily and Parking Services for attending to this concern so quickly.

Emily said that if anyone ever has any questions or concerns with parking services. You can always contact parking services directly.

Jim asked if there were any other questions. No questions were asked.
Agenda Item XIV: Unfinished Business
Jim Klenner

There was no unfinished business.

Agenda Item XV: New Business
Jim Klenner

There was no new business brought forth.
Agenda Item XVI: Final Remarks and Adjournment
Jim Klenner

Jim asked for any final remarks. A special “thank you” was made to Kurt Snyder by a fellow representative. The rep didn’t know the back story that led up to the approval of the tuition tax advantage. He wanted to thank Kurt because he will be able to take advantage of this benefit in the future. Jim reminded everyone that this all started when Kurt shared his concern with staff council. Staff Council advocates for staff. It all starts when people share their concerns.

With no further business appearing the meeting was adjourned at 3:31p.m. The next Staff Council meeting will be March 15th, 2017, at Campus Center CE 405.