
Members Absent or Excused: Sally Atcheson, Michelle Benberry, Amanda Briggs, Denise Brown, Lore Bumbalough, Emily Clossin, Betsy Cooney, Susan Corrie-Franklin, Marlene Cox, Jennifer Deppen, Carol Dill, Jim Fiddler, Aaron Fields, Erin Gladstone, Edgar Holdaway, Lans Jameson, Ranna Johnson, Laura Kernodle, Alicia Libla, Ina McBean, Joshua Peaslee, Pat Rhodes, Tim Roach, Julia Rodgers, Kurt Snyder, Rachael Urso, Allison Wheeler, Liz Whitaker, Bianna Yates, and Beth Young.

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: [Action Item] Approval of Minutes of the March 21st, 2018, SC Meeting
Kristy stated that the March 21st 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 March 21st
minutes were approved as written and entered into record.

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

Kristy Beach

Kristy reported the following:

Happy IU Day! Aimee would like to take a group photo after the meeting today to post on the
Staff Council social media accounts.

Sara Gries left some informational flyers about the Crimson Card at the sign-in table. As a
reminder, you need to get your Crimson Card by June 30th.

Kristy received an email from the Office of Student Welfare & Title IX asking for volunteers from
Staff Council to participate in a feedback session on reviewing the current Responsible
Employee training module that is annually required of all IU Responsible Employees. With no
one volunteering and a few people asking for additional information, Kristy asked Lisa to send
the email out to everyone. **UPDATE: We have secured (2) two Staff Council Representatives to
participate.**

Kristy’s “Did you know?” segment: 9 Crazy Facts You Didn’t Know About IUPUI

1. A two-story outhouse once stood where The Campus Center Bookstore now sits. No
word on whether IU or Purdue got the top floor...

2. You can thank the IU School of Dentistry in Indianapolis for your nice smile. Staff there
discovered the stannous fluoride formula, which became the active decay-preventing
agent in Crest toothpaste.

3. Indiana University-Purdue University Indianapolis has the longest name of any NCAA
Division I school. It was once a question on Jeopardy!, so it must be true.

4. The Jaguars - then Metros - used to play home games right before Pacers games at
Market Square Arena. Here's hoping there weren't too many overtime games.

5. Med students in Van Nuys Medical Science Building might be learning how to cure
today's illnesses and diseases, but the building sits near a former burial ground for
victims of a plague that swept through Indy in 1821.

6. The Indiana Dental College, a forerunner to the IU School of Dentistry, once had a
basketball team that competed with other colleges around the state, even notching wins
against IU and Butler. Goooooo Dents!

7. Theoretical physicist Jacob Barnett started taking classes at IUPUI when he was 8. And,
yes, he still played Halo in his spare time.

8. Famous alumni include Norman Bridwell (author, Clifford the Big Red Dog), Dan Quayle
(former U.S. vice president) and David Wolf (astronaut).

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

Margie was unable to attend the meeting today. Therefore, no report was given.

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

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

Camy asked Margie Smith-Simmons to give an update on the INDOT: I-65 Bridge Rehabilitation Project.

Margie gave the following update:

**SUMMARY**

Late spring/early summer, the Indiana Department of Transportation will close I-65 in both directions of travel between Meridian St. (exit 113) and 21st St. (exit 115) in downtown Indianapolis for a bridge preservation project. This project, which will take approximately 35 days, is designed to extend the service life of seven bridges in this stretch of highway for an additional 10-15 years. This project and its impending closure will severely impact faculty, staff, students and visitors traveling to/from IUPUI.

**TIMELINE**

The earliest construction start/closure date is June 1. The project must be completed by August 4. If the project extends beyond Aug. 4, the contractors will be liable to pay damages of $50,000 per day.

**CLOSURE DETAILS**

The project will close I-65 in both directions of travel between Meridian St. (exit 113) and 21st St. (exit 115).

- I-65 Northbound (NB)
  - All traffic will be required to exit at Pennsylvania/Meridian St. (exit 113)
  - Exits CLOSED include West St. and 21st St./Senate Ave.
  - All on-ramps CLOSED between Meridian St. and 21 St.
  - I-65 NB will reopen at the 21st St. on-ramp.

- I-65 Southbound (SB)
  - All traffic will be required to exit at 21st St. (exit 115)
For Approval: 5-16-18

- Exits CLOSED include 21st St., West St., and Meridian St.
- All on-ramps CLOSED between 21st St. and West St.
- I-65 SB will reopen at the Delaware St. on-ramp (just west of I-65/I-70 split).

**COMMUNICATION**

INDOT has created a webpage for this project and also encourages drivers to follow @INDOTEast on Twitter, Facebook and Instagram to stay informed. Additionally, IU Communications will be launching a microsite with project details and suggested alternate routes on May 14, at which time further communications will be shared via various channels campus-wide including Inside IUPUI and @IUPUI on Twitter.

*There are also (2) two maps attached to the email along with the minutes that may be helpful when preparing for these closures.*

Camy read the following statement from the Chancellor:

At the request of President McRobbie to reinforce Indiana University’s determination to lead the fight against sexual violence and to provide access to essential services and resources, I share with you the following statement and information.

In light of ongoing national conversations about the devastating reality and impact of sexual violence and harassment, I want to reaffirm IUPUI’s unwavering commitment to a diverse and inclusive environment in which everyone feels welcome and safe.

IUPUI staff members play a central role in this effort by helping to ensure a supportive environment and a campus free of all forms of sexual violence and misconduct. Such an environment reflects our core values as an institution and will remain a vital component in the very best education here at IUPUI, across the country, and around the world.

As a reminder, a full listing of University policies, procedures, and resources can be found at [http://stopsexualviolence.iu.edu/](http://stopsexualviolence.iu.edu/). If you have any questions or concerns, please know you can contact either Deputy Title IX Coordinator at any time: Brian Tomlinson, Director of Student Conduct (317-274-4431) or Anne Mitchell, Director of the Office of Equal Opportunity (317-274-2306).

I ask that you share this information with the staff members that you represent as leaders of IUPUI Staff Council. I appreciate all that you have done and will continue to do as members of this campus community.

*The above statement is attached to the email along with the minutes. I have also placed it in the Staff Council box account for reference.*
Agenda Item VII: [Information Item] Remarks from Chief Johnson
Doug Johnson, Chief of Police, johnsodo@indiana.edu

Camy gave a brief introduction of Chief Johnson:

Doug Johnson was appointed chief of the Indiana University Police Department division at IUPUI beginning Jan. 1. He will lead more than 50 full-time and part-time uniformed officers and detectives.

Johnson began his IUPD career in 2012 with the IUPUI division, being assigned to Indiana University-Purdue University Columbus for two years before transitioning to deputy chief of the IUPD-Bloomington division, where he had been providing strategic and operational leadership.

A seasoned law enforcement professional, Johnson retired from the Indianapolis Metropolitan Police Department in 2011 after 20 years of service and is a graduate of the FBI National Academy. He also serves in the U.S. Army Reserve as a colonel and division chief of staff.

Chief Johnson shared the following remarks:

Johnson says he is thankful to be here. He loves Indy, never moved away from the south side, and enjoys the community. When he worked for IMPD, he was in the downtown district and watched the campus grow over the years. IUPUI is a cornerstone for downtown and it’s fascinating here and everywhere around us. Chief says there is a challenge associated with this though. He is working with Tom Stucky and others about surrounding neighborhoods that hold grudges. How do we repair those relationships? How do we bridge the gap with city services? We are getting involved with all of these topics. We are sustaining a lot and trying many new things that can have positive results.

Chief Johnson wanted to share there are trainings and courses available to staff and faculty. If your unit would like IUPD to come to talk about training opportunities they are happy to and he recommends taking advantage. It’s such a low probability something will happen but if it did you should be prepared. He advised as you drive around campus, talk to yourself and call out street names etc… so that way you always know where you are. Play a mental game with yourself.

Chief Johnson wanted to share the Run. Hide. Fight. Video with Staff Council because by a show of hands not everyone had seen it.

Questions/Comments:
- An attendee of the meeting, who has attended some of the trainings that Chief Johnson spoke of, wanted to meet him for coffee because she wanted to discuss the HITS building and what more they can do to protect themselves since they are located right off the canal.
There was a concern that individuals requesting an escort are being questioned when requesting this service. Chief Johnson says that no one should be questioned and everyone should feel comfortable calling to request an escort.

Are you happy with your current staffing numbers? Chief Johnson says, yes we are happy with our staff. We have lots of wonderful people. He said he is going to discuss staffing stuff with Camy and Margie. Are we properly staffed with our size? He would take more people, if they were offered more.

There has been a lot of national conversation about guns on campus. How do we do it and talk about it? Chief Johnson says guns on campus is complicated and multifaceted. Students, staff, and faculty are prohibited by policy. We do have guests on our campus who may not abide by our policy. We do have the potential from criminality on our campus but that’s a separate issue. We just have to dissect each issue and address each one if these situations present themselves.

Chief Johnson asked if there were any additional questions. No additional questions.

**Agenda Item VIII: Report from Human Resources Administration**

Juletta Toliver, Senior Human Resources Director/Director of Financial Services, jtoliver@iupui.edu

Juletta was unable to attend today and Camy gave the following report:

Human Resources staff across IU—all specially trained by Gallup to guide the interpretation and use of survey data—have developed comprehensive training to guide leaders and staff in using survey results to lead changes at the unit or department level. They will determine what the results mean to their unit or department and uncover opportunities to enhance what works well or address opportunities to improve. They will create action plans to make changes that can increase engagement. The deadline for action plans is June 30th. This survey was just a baseline and will be given every two years.

Job Framework Redesign Project Listening Sessions begin May 17 and take place on Indianapolis, Bloomington, South Bend, and Northwest campuses, with additional sessions across all campuses planned for this fall and spring of 2019. These sessions are not mandatory, but will help you understand the new job framework and help you prepare for the future transition. Each hour-long session will be hosted by members of the Human Resources Compensation team and will include time for related questions. You need only attend one session, as each session will feature the same material.
If you can’t attend, a recording of a session will be available early this summer.

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

**Agenda Item IX: Report from Faculty Council Liaison**

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

Miriam reported the following:

- Rachel Applegate was appointed as the Assistant Vice Chancellor for Faculty Affairs. Her new appointment will begin full-time May 1.
- Current project for the president is to go through all the constitutions with the heads of all of our schools and get them in better shape and make sure all documents are webpages.
- Faculty Council will be adding a seat for University College as an interest unit.
- Looking at modifying the lecturer category to add a third tier. Lecturers are responsible for teaching, and for research and service that support teaching. Current titles are Lecturer and Senior Lecturer.
- A new survey will be conducted: Are you being supported by your library enough?
- Update on promotion and tenure guidelines. There were only a few small changes from last year.
• A task force has been formed for University Library consisting of: three members of faculty council, three members of the budgetary affairs committee, and three people from the library. Fiscal prices are escalating and eating their budget.
• Met with chancellor’s cabinet this week to close the loop on the campus conversations.
• Communications request to admin for creating a communications playbook on best practices on how to communicate among ourselves.
• A request was made to administration for an assessment plan and recommendations for banded tuition.

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

**Agenda Item X: Update from the Office of Equal Opportunity**
Anne Mitchell, *Director*, amitch29@iupui.edu

Anne gave a brief introduction about herself for those who don’t know her. She says she’s from Indy but she’s a pastors child and has lived in 11 different states. Anne went to Purdue and Ohio State for Sociology and ended up at IUPUI.

Anne gave the following presentation about the Office of Equal Opportunity (OEO):

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### WHAT WE DO.
- Equal Employment Opportunity
- Reasonable Accommodations for Employees
- Complaints Regarding Discrimination / Sexual Misconduct
- Education / Training / Consulting

### EQUAL EMPLOYMENT OPPORTUNITY.
- Monitor campus employment practices
- Tracking “utilization” – every October
  - We calculate what we would expect our workforce to look like demographically using a number of sources
  - If we are under 50% of what we would expect for a particular group, we call this “under-utilization”
  - We meet with campus leaders and human resources representatives to discuss utilization tracking

### Table: Full Time Faculty Positions and Full Time Staff Positions

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<tr>
<th></th>
<th>Full Time Faculty Positions</th>
<th>Full Time Staff Positions</th>
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<tr>
<td>Appointments</td>
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<td>1,101</td>
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### Table: Utilization Data

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<tr>
<td># of Applicants</td>
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EQUAL EMPLOYMENT OPPORTUNITY.

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EMPLOYMENT

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<td></td>
<td>21.00</td>
<td>1.00</td>
<td>23.00</td>
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REASONABLE EMPLOYEE ACCOMMODATIONS.

**Employee accommodations are increasing**

NON-DISCRIMINATION / SEXUAL MISCONDUCT.

Complaints of discrimination, sexual misconduct, retaliation, and other violations of policy are taken very seriously. We handle sexual complaints and complaints that come from external agencies (such as EEOC, OCR, etc.):

- Consultation
- Mediation
- Investigation
- Agency Complaints

COMPLAINTS

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<td>RETALIATION</td>
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</table>

COMPLAINT TRENDS

- Overall complaint numbers are static (I do anticipate seeing a rise in complaints next year)
- Increase in discrimination complaints based on disability
  - Academic environment
  - Workplace environment
Questions/Comments:

- Why do you anticipate the complaints for sexual misconduct will increase next year? It's no secret the climate has shifted and people are having conversations about sexual misconduct.
- What is the difference between service animals and emotional animals? Service animals will be registered with their office and typically wear something showing they are a service animal.
- What is some of the feedback/data on the exit surveys:
  - 20% say there is bias or discrimination of some kind
  - No upward mobility
  - Pay concerns
  - Workplace climate
  - Staff fill out the survey more than faculty.
- How do you deal with hostile work environment? A # of things could take place. Speak to the person sharing the concern, have them come in to the office, find out who all the players are. Find out the who, what, when, why, and how. Then ask what outcome do they want.
- Anne’s office has seen a strong increase in people using their office for accommodations.

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

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

Committee chairs (discussing committee goals/responsibilities)

**Special Events Committee:**

- Call to Order – Kaitlin called the meeting to order at 2:04 PM
For Approval: 5-16-18

- Paw’s Pantry Update – Michael Stottlemyer emailed Aimee to thank the IUPUI Staff Council for “continuously exceeding your pasta/breakfast requirement for the shelf sponsorship program”, and asked that Aimee write a small article on “Why We Sponsor”, to include in the Paw’s Pantry newsletter. Aimee submitted a short article last Friday. It was suggested that we continue this service project next academic year and sponsor 1 or 2 different shelves.
- Retreat Gifts - Book, Pen, Journal, Bag – Kaitlin provided samples of a journal, pen and cell phone stand. Waiting to receive additional samples for discussion.
- Retreat Ice Breaker – The ice breaker presented by the DEI committee wasn’t going to fit into the retreat agenda. They will develop another idea to present to the SEC next month.
- Retreat Break Out Sessions – The following are confirmed:
  - Historical Tour with DNR guide
  - Painting with Margie B
  - Continuing Dream Manager Discussion with Jeff Curtis
Waiting for horse stables to open for the season for pricing of horseback riding.
- New Business – N/A
- Next meeting: Monday, May 7, 2018, 2-3pm, AD 4043

Aimee wanted to thank everyone for the Paws Pantry donations. Paws pantry will have an article about Staff Council in their last newsletter. Aimee asked that if any of the committees have any upcoming events/projects to let her know, so she can get the information out via the Staff Council social media outlets.

[Ad hoc] Staff Development Committee:
Mini Conference- The committee is busy at work. Looking through proposals. Registration is closed. We have 213 registered. Working on final details.

Grant Proposal- There were 18 applications received and the committee is currently reviewing them. The next deadline is August 1.

Membership Committee:
Staff Council elections yielded 292 nominations and of those only 49 nominees declined having their name on the ballot. Election surveys close at 5pm on Friday. Remind your constituents.

There were no other committee reports.
**Agenda Item XII: Question and Answer Period**
Kristy Beach

Question: If unable to attend a meeting due to schedule conflicts, are we able to attend the meeting via Zoom?

The executive committee has discussed this option before and decided no. The concern was if we made these meetings available via Zoom that people would choose the Zoom option and no one would attend in person. There is the option to send a delegate in your place if unable to attend a meeting and it's understood that sometimes things come up and reps can't attend and find a delegate at the last minute.

There were no questions submitted and no additional questions asked.

**Agenda Item XIII: Unfinished Business**
Kristy Beach

There was no unfinished business.

**Agenda Item XIV: New Business**
Kristy Beach

There was no new business to report.

**Agenda Item XV: [Action Item] Final Remarks and Adjournment**
Kristy Beach

With no further business, appearing the meeting was adjourned at 3:57 p.m. The next Staff Council meeting will be May 16th, 2018, at the UL Lilly Auditorium.

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