

Staff Council Minutes

May 15, 2024 ~ 2:00-4:00 p.m.

Campus Center 409

**Members and Guests Present:** Kenya Alexander, Sadiya Ali, Connie Anoskey, Tom Baker, Michelle Benberry, Thora Berndt, Brayden Bridgeman, April Briggs, Beth Chaisson, Crystal Clark, Mindy Cooper, Jeffrey Dawn, Valerie Decker, Tricia Edwards, Connie Ely, Sarah Frigo, Alicia Gahimer, Erica George, Jennifer Gilles, Roland Graham, Lauren Gronke, Todd Grooten, Robyn Hart, Bernetta Hartman, Todd Kirk, Natalie Lin, Anne McGee, Margaret Miley, Dawn Molnar, Todd Morton, Mercedes O’Connor-Gosser, Mary Beth Ryan, Cody Robinette, Kim Richards for Anita Sale, Jennifer Baughman for Paige Smith, Heather Staggs, Sarah Thompson, Melissa Vastag, Heather Wagoner, Dionna Weatherly, Katie Wilkinson, Kelly Zimmerman, Ryan Anderson, Lisa Angermeier, Camy Broeker, Anne Mitchell, Becky Wood, Chancellor Latha Ramchand

**Members Excused:** Kim Burrows, Tina Cochran, Carolyn Hasser, Kim Johnson, LaVerne Johnson, Jeanne Rushin, Diana Sims-Harris, Dionna Weatherly

**Members Absent:** Amber Delp, Julie Heger, Lindsay Heinzman, Katie Grace Jackson, Ryan Schafer, Terry Wilson

# Agenda Item I: Welcome and Call to Order

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

IUPUI Staff Council President Heather Staggs called the meeting to order.

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

Heather Staggs

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

# Agenda Item III: [Action Item] Approval of Minutes of the April 17, 2024, SC Meeting

# Heather Staggs

# With no objections, the April 17, 2024 SC meeting minutes were approved.

# Agenda Item IV: Remarks from the Chancellor

Latha Ramchand, *Chancellor of IU Indianapolis*

Chancellor Ramchand shared the following remarks:

* It’s been about 90 days since Chancellor Ramchand started this position officially, but she has been working for Indiana University since January 3 by taking meetings with people around campus before her start date.
* The last 90 days has been about visiting every school and most of the administrative units and getting to know everyone as well as going out into the community and understanding the impact our campus has with the work we do in our community. This is a unique asset for IU Indianapolis.
* She and her family live downtown and she is impressed by how connected and friendly this city is- everyone is connected in a way other cities are not. The same can be said for our campus community.
* We have worked with the seamless admissions policy that rolled out in October, focusing on enrollment as we move through this realignment. We will keep our relationship with Purdue and remain friends even as our campus changes. This campus has a rich legacy that will be used to look into the future as we transition from IUPUI to IU Indianapolis.
  + There’s a tremendous opportunity for us to do more with the city, state, and region. The seamless admissions policy allows us to connect more with the local high schools. It allows us to promote and explain the benefits of a college education outside of “academic speak”.
  + We have expanded the seamless admissions to all 12 IPS high schools. The goal is to keep increasing that number and admit students with a certain GPA from even more schools in the Indianapolis area.
  + We have been looking at more support systems for incoming students to help them through the process of college. We’ve set aside some COVID funds into a quasi-endowment to kickstart our version of a scholar’s program. We are working on the criteria for our program and hope to roll that out soon in the future.
  + Our applications this year are up a little over 11%, admits are up over 7%.
* Update on the student encampment
  + We have students on our campus camped (about 23 tents) for a little over 2 weeks. We have been fortunate that they have worked with our Student Affairs team daily including over the weekends. We are making sure the students are safe. We want to balance the right of students to free expression with their safety. We don’t currently have policies about the encampment, so now we have a task force that will come up with recommendations that they will share with the Chancellor, the President, and the Board of Trustees in June. The task force is made up of people from across the campus including 8 administrators, 8 faculty and staff members, and four students- two presidents of the Undergraduate and Graduate associations and two who were recommended by the Multicultural Center. The task force can call whoever they want to for input on both sides.
  + This task force is not just for this event, but for future encampments and protests that may happen.
* The realignment
  + The Chancellor has been so impressed with all our different teams and the hard work they’ve been putting in to get the realignment done on time.
  + We are working for the students. We want to make sure that this realignment is a seamless process so the students don’t really feel any anxiety around this change. That has been our driving goal.
  + There will probably be gaps or areas we haven’t thought of, but that doesn’t mean those won’t be addressed. Things can come up at any time but we are committed to fixing those bumps in the road when we can.

Questions?

* Katie Wilkinson- I really appreciate the effort of putting together a task force for supporting the students in our community participating in current and future protest. My concern is reflecting on what’s happened in Bloomington. It doesn’t really matter where folks fall in support of this issue, but having police come in and seeing snipers on buildings- that’s terrifying. I know that’s Bloomington, and they’re a different campus, but I want to know if this is a campus thing or an institution thing.
  + There were some things that the public did not know about that situation. If we had a situation like that here, we are taking it one hour at a time. We don’t know what’s going to happen. We just need to be able to come together and share information. If you have concerns and see something that bothers you, please bring it to the campus administration’s attention. We have to work with the fact that we have a Board of Trustees who is required to approve our policy. We then must do our best to work within that policy and enforce it. We will enforce the policy we make with as much grace as we can.
* If you have any questions or want to talk about something, please email the Chancellor at [lramchan@iu.edu](mailto:lramchan@iu.edu).

# Agenda Item IV: Report from the President

Heather Staggs

Heather shared the following information:

* Professional Development:
  + Tuning In: The Science of Listening (3 part-series on June 3, 10, and 17 for 30 minutes. You can attend 1, 2, or all 3 sessions.
    - Session 1: The Listening Dilemma! Balancing Silence and Noise Have you ever tried to have a conversation with somebody who wasn’t listening to you? Could you tell? What did they do? How did it feel? Listening that brings full, non-judgmental awareness of what someone is saying in the present moment is the hallmark of leading in work and in life. In this 30-minute session, you will learn strategies that help you tune in, listen, and learn about yourself and the people you interact with daily.
    - Session 2: The Art of Inquiry: Enhancing Listening Skills for Deeper Understanding Do you ask thoughtful questions to the people you engage with daily? Or do you generally ask questions that result in one-word responses? Environments that promote exploration, discovery, and meaningful interactions with people results from asking good questions. Please join us in this 30-minute session to learn more about open-ended inquiry and how to add powerful questions that help you connect meaningfully with others. The truth is that thoughtful responses come from, good thoughtful questions.
    - Session 3: Insightful Interactions: Understanding Self and Others’ Perspectives Would the people you interact with say they feel heard when they talk to you? Would they say you make them feel cared for and supported? Reflective listening is a special type of listening that involves paying attention to the content and feeling expressed in another persons’ communication. Join this 30-minute webinar learn perceptive reflections that will help you foster empathy and meaningful connections with the people you engage with daily.
  + CareTalks, Financial Wellness, Road to Retirement Series, and addiction support.

# Agenda Item VI: Report from Camy Broeker

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

Camy shared the following updates:

* Commencement was last Thursday. Thank you to all who participated.
* Parking- this is the year where everyone’s permit will need to be renewed. Those will be available for purchase beginning Monday, June 3, *unless* you are transitioning over to Purdue. As you go through this process make sure your address is updated so it goes to the right address. You should receive an email confirmation with a printable temporary permit. The occasional permit will still be an option.
* Reminder that summer parking permissions are ongoing through Friday August 16.
* Jagline shuttles and dining have also switched over to their summer schedules.
* Surplus public auction coming up in June. Preview June 24 from 12-3 pm at 18th St. warehouse and will occur Tuesday June 25.
* Reminder that if you are moving your office locations there is an updated address change form on mail services website.
* Vision 2024 updates
  + There’s a lot going down, and the Chancellor kind of mentioned some of it. July 1 is the official date, but when you think about most of the activities occurring around students- most things won’t impact campus until students come back for the fall.
  + We’re monitoring the students that are transitioning from IU to Purdue, especially those who were preparing to graduate or have dual degrees, to make sure they are adequately supported.
  + There will be data feeds set up between IU and Purdue. We have finalized the tuition benefit process, so if you are currently taking a Purdue program that will continue and vice versa (dependents included).
  + There will be a new IU Indianapolis crimson card for our Purdue colleagues. It will have a white background and will have a “P” on it. If you’re in an area that provides services, especially to students, just keep an eye out for those differences.
  + The gateway construction has started. It’s moving from the north side of Michigan and West to the southside. The other gateways on New York St and on the west end of Michigan will also be converted. Carroll Stadium signage and turf will be started in June. The roof tiles will be converted to a Trident and “Indy”. Interior sign work is happening across campus, starting with high traffic areas.
  + Purdue is starting to work on their campus masterplan. You may see some activity over in their spaces. They will also be doing some work with a sign over at Indiana and Blackford.
  + We are working with both the state and the city on updated interstate and street signs.
  + The work on 10th street and the cultural trail is scheduled to be done in June.
* Side note, Camy and Anne both serve on the encampment task force. If you have any questions or recommendations regarding that, you can feel free to talk with either of them.

Questions?

* Permits currently say IUPUI. Are we getting new ones with updated branding?
  + Yes.
* Will the new policy apply to the current encampment, and if so are you working with the encampment to let them know it’s happening now?
  + The office of student affairs are meeting with them on a regular basis. Camy can’t directly answer that because she doesn’t know how it will be worded, but she would be surprised if it doesn’t. She would also be surprised if there is no dialogue with the students leading up to that, in that case.
* Will there be an opportunity for comment after the policy is worded?
  + This is a Board policy so it’s a different approach than what we would normally see. Typically there’s a 30 day comment period, but that isn’t necessarily the case for the Board. We would expect to be able to look at the policy and edit/amend it if it’s not working or we find challenges. She can’t say for certain if there will be a comment period.
* A clarification question about the tuition benefit- if a student wanted to enroll \*now\* in a Purdue program as a staff member, they wouldn’t get the benefit?
  + Correct. They have to already be enrolled.
* Department of Justice decision on accessibility and communications with students. What is the university doing to support that, because there’s a two year deadline?
  + Camy thinks that there has been some work already for the last year or so on this. Part of this is moving away from/eliminating all PDFs from websites since they aren’t accessible.

# Agenda Item VI: Report from Human Resources

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

Anne shared the following updates:

* Last time, Anne announced the alignment of all HR across IU campuses. It is continuing and going well so far. There is a lot of work to be done in that process. We are not only trying to align people but also align tasks to create a more equitable, welcoming environment for staff.
* Vision 2024, we are now 33 work days away from July 1. We’ve been working through last minute details on the employment side and have processes in place now for those moving over to Purdue.
* Administrative reviews for Amy Warner and Karen Dace are wrapping up this week. We look forward to the results of those being public at some point soon.
* New HR initiative: Leading at IU. Rolling out in phases, but the first phase is already out there. There’s a website about this, and there will be three added training modules/programs for emerging leaders, executive leaders, and leaders generally.
* Staff Development conference is on Monday June 10. There are a ton of good sessions for this year’s conference, so if you haven’t registered yet you should!

Questions:

* A few months ago, there was a question about potential benefits for fostering and adoptive parents going through those processes. Has a conversation happened?
  + There has been a conversation. Anne would like clarification on certain things that were stated before she gives an official answer, so she will get back once she gets that clarification.

# Agenda Item VII: Update from Faculty Council

Lisa Angermeier, *Faculty Council Liaison,* langerme@iupui.edu

Lisa shared the following updates via email:

* Candidates for the Richard M. Fairbanks School of Public Health Dean position were on campus at the end of May.
* IU Legal and Administration are continuing to determine the impacts of SB 202 on our faculty, staff, and students.
* IFC Constitution and Bylaws Modernization and Updates have been completes. They will vote on the changes at the next IFC meeting.
* Open discussion of the Bloomington Faculty vote of no confidence for IU President Pamela Whitten, IU Bloomington Provost Rahuyl Shrivastav, and IU Bloomington Vice Provost for Faculty and Academic Affairs Carrie Docherty was taken on April 16
  + The votes were triggered by the signatures of about 200 IUB faculty members (not the Bloomington Faculty Council as a whole).
  + At this moment, no other faculty group on any other IU campus is planning to have such a vote.
  + <https://indianapublicmedia.org/news/faculty-vote-no-confidence-in-whitten-provost-vice-provost.php>

# Agenda Item VIII: [Information Item] Health and Wellness Fair

Ryan Anderson,  *Assistant Director, Office of Health and Wellness Promotion,* anderry@iu.edu

Ryan shared the following information:

* Save the Date! August 29, 2024 in Campus Center 450 from 11 am – 3 pm.
* Purpose: to serve as IU Indianapolis’s largest health fair featuring exhibitors and services from campus and the greater Indianapolis area.
* Goals
  + Connect members of the IUI community with health and wellness resources.
  + Dedicate time and space for participants to receive health services.
  + Create and strengthen relationships between campus and the community.
  + Highlight the importance of overall health and well being for all members of the IUI community.
* Info from 2023
  + 302 unique attendees
  + 47 exhibitors, half of which were on campus exhibitors
  + Sponsorships from off campus exhibitors covered the costs of running the event
  + Had prize drawings and a mug decorating activity (we won’t be doing that this year).
* Evaluation data from 2023
  + Exhibitors had positive feedback about the quantity and quality of table interactions, 100% of exhibitors would recommend the event.
  + Participants loved the unlimited iced coffee bar and variety of exhibitors (this will be returning for 2024).
  + Set up of tables and space between exhibitors is a place of improvement.
* Free health services available in 2024
  + HIV/STI testing
  + Naloxone (Narcan) training and kits
  + Select immunizations provided by campus health
  + Insurance navigation services (tentative)
  + Stress awareness screenings
  + Thorough posture screening
* Amenities for participants and exhibitors
  + Free and unlimited iced coffee bar
  + Lunch and other beverages for exhibitors in private room
  + Working on a prize pack from student and staff/faculty
* For a short list of potential exhibitors, see the PowerPoint attached to the email.
* We should have close to 30 IU units, schools and organizations in attendance.
* If IUI offices are interested in tabling at the fair or if anyone has suggestions for organizations to reach out to who may be interested, have them contact Ryan.

If you have any questions, feel free to contact Ryan.

# Agenda Item IX: [Action Item] Proposed Bylaws Revision

# Within the last couple years, we looked at the bylaws to see if anything needed updating. Covid brought up a lot of new questions such as how to handle hybrid or fully remote staff members, whether voting should be only in person, etc.

# Please look at the version of the Bylaws that Rachel sent out before this meeting to see the highlighted parts and review to make sure things were changed correctly as far as switching “IUPUI” to “IU Indianapolis”. Please also review the new description for Members at Large.

# Bylaws can also be accessed in the Staff Council Representatives Portal in the Staff Council Teams page.

# This is a “first read”. Once this is over, we will come back and discuss any necessary changes before voting to accept the new document.

# Agenda Item IX: Executive Committee Nominations Presentation and Voting

# Those who were present and are running for either First Vice President or Member at Large introduced themselves. Beth then conducted the in person voting for these positions. Rachel will provide those who had to attend online with an electronic ballot.

# Agenda Item IX: Committee Reports

* Staff development: Mini conference is coming up. We will be collecting items for Paws Pantry and the Urban League. We will also have a raffle drawing for various items (TBD). Signups will go out shortly. The conference will be June 10 starting at 8:30-9:15 am and ending around 3:30 pm.
* Rewards and Recognitions: the annual Staff Council Awards will be coming up, to be presented at the annual retreat. More information to come.
* Communications: The committee has been actively promoting various Staff Council initiatives on social media, IUPUI Today and the staff listserv.
* Special events: We’re excited to host the retreat on campus this year: July 12 from 10 am - 3:15 pm! The committee plans to encourage and support staff GROWTH- professionally and personally with career talks, personal development tips, painting, and honey class. The next blood drive is May 22 in the Campus Center atrium.
* Sustainability: Mindy shared the IU Indianapolis Green Campus resolution for approval with the council. The resolution was approved and adopted. Tentatively, the committee has scheduled an event called the Green Team Callout and Brown Bag in UL 1126 for Flag Day.

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

# Heather Staggs

# Do we plan on making a statement regarding the events that happened during the protest/encampment at Bloomington?

# We had been asked as a council to make a statement regarding encampment on the IU Bloomington campus. We conferred with the IU Bloomington Staff Council who shared they communicated with their staff constituency. They encouraged staff to “take care of themselves” and to utilize IU Human Resources for caring for both themselves and others. We the IUPUI Staff Council Executive Committee appreciate the IU Bloomington Staff Council’s support and response to their represented staff. We as well want you to care for yourselves and to know we are here to support you as our staff constituency. Please continue to show one another kindness, support, and respect and let us know how we can best support you.

# Explanation of the Faculty Council vs the Staff Council

# Faculty Council is “an elected faculty governance body responsible for exercising faculty authority on the IUPUI campus.” Staff Council is not a shared governance organization. We represent “all full time, non-union staff hired by IUPUI, even if our primary work location is elsewhere.” We strive to ensure a staff presence in campus-wide discussions and decision making.

# Agenda Item IX: Unfinished Business

# Heather Staggs

# None.

# Agenda Item X: New Business

* Committee chairs will need to complete their annual reports and share them at the June meeting.

# Agenda Item XII [Action Item] Final Remarks and Adjournment

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be June 12, 2024, in Campus Center 409 in person or on zoom.

Minutes prepared by Rachel Molina

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