

Staff Council Minutes

May 21, 2025 ~ 2:00-4:00 p.m.

Campus Center 309 and Zoom

**Members and Guests Present:** Leslie Albers, Connie Anoskey, Jesse Beck, Thora Berndt, Brayden Bridgeman, Crystal Clark, Jeff Dawn, Melissa Decker, Tricia Edwards, Connie Ely, Kevin Fryling, Alicia Gahimer, Jennifer Gilles, Roland Graham, Lauren Gronke, Todd Grooten, Jill Henry, Kim Johnson, LaVerne Johnson, Tammy Leone, Natalie Lin, Anne McGee, Amber Phillips, Kris Powell, Jamunabai Prakash, Matthew Radican, Anita Sale, Lindsay Sanner, Huma Siddiqui, Emily Skoniecke, Ellise Smith, Anita Snyder, Heather Staggs, Olivia Stoner, Yolanda Taylor, Dillon Waggoner, Heather Wagoner, Laurie Welty, Andrea Zeek, Anne Mitchell, Luke Bosso, Camy Broeker, Tasheena Brown, Cathy Lusch, Laura Ryle, Brice Teter, Rebekah Thompson, Amy Warner

**Members Excused:** Sadiya Ali, Aaron Buck, Beth Chaisson, Mindy Cooper, Madeline Jones

**Members Absent:** Chad Beckner, Ailish Evans, Angie Harmon, Lindsay Heinzman, Nick Hyllested, Stephanie Keiner, Erika Leary, Mercedes O’Connor-Gosser, Summer Rozear, Paige Smith, Dionna Weatherly, Jordan Wheatley, Catherine Zappia

# Agenda Item I: Welcome and Call to Order

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

IU Indianapolis 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 with one change.

# Agenda Item III: [Action Item] Approval of the Minutes of the April 16, 2025 Staff Council Meeting

**Agenda Item IV: Report from President**

* Blood drive was held today. We will share the results when available.
* Website
  + SC Professional Development Grant page has been updated and includes the new form.
  + Meeting minutes are up to date.
  + More Employee Resources have also been added.
* Elections
  + Staff Council Representative elections have concluded and seated reps. are being finalized.
  + Nominations for Staff Council Executive Committee seats will go out soon. Voting will happen at our June meeting. That meeting will be held in person only to ensure a quorum of us vote.
    - Second Vice President
    - Corresponding Secretary
    - 3 Member at Large
* Staff Council Retreat
  + Save the Date for July 18, 10a-3:30p in Med Science.
  + Staff Council Awards recognizing representatives are opening June 2 and will close June 13. Awardees will be recognized at the SC Retreat in July. Please consider nominating yourself or another SC rep. <https://staffcouncil.indianapolis.iu.edu/awards-grants/index.html>
    - Outstanding Committee Chair

“Honors a chairperson who has gone above and beyond their position, demonstrated passion, leadership, and has inspired their committee to innovate and create change”.

* + - Outstanding New Member

“Awarded to an extraordinary first-term Council member who has actively jumped into Council and committee work and has shown commitment to their fellow staff”.

* + - Member of the Year

“Honoree has demonstrated commitment to serving staff through committee work, leadership roles, or general membership and has served the campus community and improve the experience of their constituents”.

* + For each nomination you will submit you will be asked to provide up to a 300 word narrative and will be given questions to help guide your response. The new structure asks for you to use the STAR method for developing your response:
    - Situation – Describe details of specific challenge of context encountered.
    - Task – Explain the responsibility or goal needed to complete a situation.
    - Action – Detail the steps taken to address the challenge or complete the task.
    - Result – Share the outcome, highlighting the impact of action taken.
* Year Highlights
  + August
    - Received our first nominations for and awarded professional development grants thanks to our Staff Development committee.
    - Committees were formed and started meeting.
    - Learned about the Staff Mentoring Program.
    - Kicked off our first blood drive which was organized by our Special Events Committee.
  + September
    - We began sharing staff milestones in our meetings.
    - Learned about the Last Lecture Series sponsored by Senior Academy, Office of Academic Affairs, and IU Foundation and heard the offerings in the Chancellor’s Diversity Speaker Series.
    - Found out we had a new partner coming to the Campus Center with Tease Me Café and in later meetings had fun teasing Anne Mitchell about her regular visits to buy their yummy tea.
    - Anne Mitchell started sharing cultural celebrations and history with us and encouraged us to learn more and get involved. In September, we celebrated Latino Heritage Month!
    - We received the great news that 4 additional holidays between December 25-December 31 were given and officially a part of the holiday policy.
  + October
    - Learned we had a new healthcare resource, during the benefits open enrollment updates, with the ability to go to Marathon Health.
    - Added Employee Resources to the Staff Council website.
    - Participated in the International Festival and attended the United Way Spooktacular Bruncheon. Thanks to those who volunteered and participated.
    - Recognized and celebrated LGBTQ+ History heritage month.
    - Received a presentation for domestic violence month.
  + November
    - Hosted our second blood drive!
    - Celebrated 20+ year staff milestones at the IU Long Service Recognition event.
    - Received some cool Staff Council virtual backgrounds and started learning more about one another by playing Guess Who. The backgrounds were developed by our Communications committee and Guess Who’s were created by the Special Events Committee.
    - Began efforts to sponsor a family during the holiday season.
    - Learned we would be getting a new arena named after James Morris and a research building.
    - Celebrated Native American Heritage month, Veteran’s Day and Thanksgiving. We had a great time cheering on our vets as they walked to attend the city’s veteran’s parade.
    - Enjoyed some yummy warm refreshments during our meeting, which was especially good with it being the first snow.
    - Improved our Athletics updates by hearing from Lauren Gronke who gave us game highlights and other important insights!
  + December
    - Had our second deadline for the year for submissions for SC Professional Development Grants.
    - We spent special time together networking, enjoying yummy food, and playing fun games!
  + January
    - Held our third blood drive.
    - Enjoyed presentations from our Provost and Executive Vice Chancellor, Jay Gladden who shared his professional journey with us, talked about his current role, and provided us with strategic planning updates.
    - We also heard from PJ Woolston, our former Vice Chancellor for Enrollment Management who shared the state of enrollment, challenges and opportunities for enrollment growth. He reminded us that we are all recruiters and encouraged us to focus on students, represent campus, and collaborate with Admissions.
    - Welcomed Olivia Stoner to her first meeting!
    - Celebrated Martin Luther King Jr. Day and encouraged participation in the Spring reading groups.
    - Had our first Tech Talk in which we learned about Microsoft Copilot.
  + February
    - The Sustainable Swag Guide was ready and available. This was a collaboration between our Sustainability Committee and the Office of Sustainability. We shared the guide in the meeting minutes and added it to our Teams site. We received so many requests for the guide that we sent it out through our staff email list. We received tons of gratitude and thanks for sharing the guide.
    - Promoted conference proposals for the Staff Council Professional Development mini conference and nominations for SC awards.
    - Reminded our representatives about the importance of caring for oneself by sharing the “Your Mental Health Matters” resource on the Workplace Mental Health page.
    - Learned a new IU Lab Annex Science building was to have a groundbreaking in March.
    - Collaborated to discuss employee engagement and enrichment.
  + March
    - Held our 4th blood drive.
    - We started off our March meeting by having a discussion with Chancellor Ramchand. We talked about our shared commitment to our people and ensuring everyone feels supported and valued.
    - We learned methods for self-care and managing anxiety and received a research overview and explanation of IU’s research enterprise.
    - Celebrated Women’s history and Disability Awareness month.
    - Staff Affairs committee met with HR leaders who answered staff related questions.
    - Rewards & Recognition committee updated the Glenn W. Irwin Jr. award guidelines to streamline and align with other awards. The committee also reviewed award nominations to select awardees in collaboration with the engagement and sustainability committees.
  + April
    - Held our third and final SC professional development grant opportunity for the year.
    - Sustainability Committee submitted a proposal for clean-up kits for green teams and tree tender group.
    - Participated in the IUI Celebration of Faculty and Staff Excellence Brunch where faculty and staff alongside one another were recognized for their accomplishments.
    - Held the 8th annual Staff Council Professional Development mini conference which was organized by the Staff Development committee. We had approximately 300 staff in attendance and donated over 300 items to Paws Pantry.
    - Learned that existing faculty and staff who are 55 years of age or above can become associate members of our Senior Academy.
    - We received presentations on the state of sustainability, from the Latine Faculty and Staff Council, and learned about the Komen Tissue Bank Project.
  + Ongoing
    - We will continue in the next couple of months to receive presentations from various leaders across campus and regarding programs that can help support and develop staff.
    - In July we will gather together our current, exiting, and new representatives for a day of networking and professional development at our retreat.
    - Our SCEC committee members will also work together in July to plan for the next staff council year to try to develop programming that is meaningful and beneficial for our staff constituency.
    - In final, we should celebrate ourselves and one another because the highlights that I shared today from the last year are just a small sampling of the great work that we have accomplished as a campus, council, and most importantly as staff. There were many new relationships formed and existing relationships fostered and collaborations that occurred behind the scenes for communicating our efforts, planning our events, talking with our leaders, and so much more. I hope that you will take the time to reflect and celebrate your efforts and accomplishments over the next few weeks.

**PROFESSIONAL DEVELOPMENT & INVOLVEMENT OPPORTUNITIES**

**IU Indianapolis Events Calendar**  <https://events.iu.edu/indianapolis/>

**Road to Financial Wellness**

* 6/5 12-1p: Managing Money – Budget, Emergency Savings, and Debt
* 6/10 12-12:45p: Investing for Beginners
* 6/17 4-4:45p: Retirement Basics (Savings for the Future You)

**Care Talks** (1-2p)

* 5/27: Resiliency-Bounce Back Stronger
* 5/28: Child Care & Parenting: Screen Guide
* 6/5: Emotional Wellness: Staying Strong and Resilient
* 6/10: Does Your Child Have a Learning Disability?
* 6/11: Create a Budget
* 6/18: Aging & Adult Care: Senior Driving Challenges
* 6/19: Maximizing Your Time

**Travel**

* 6/3 3-4p: Out of Pocket Reimbursement Accountable Plan Changes – Do’s and Don’t of requesting reimbursement for non-travel expenses.
* 6/6 1:30-2:30p: Travel Accountable Plan Changes

**Additional Opportunities**

* 5/22 1-2p: From Cravings to Control: How to Stop Emotional Eating in its Tracks (HealthyIU)
* 6/11 10-11a: Conflict Resolution

**STAFF MILESTONES**

Each month we will highlight staff milestones from the various year thresholds. As a reminder all staff milestones for the month are listed on the Staff Council website under the Staff Recognition header.

* 5 years - 3
* 10 years – 4
* 15 years - 2
* 20 years - 3
* 25 years – 4
* 35 years – 1
* 40 years – 1 Kimberly Tillman – School of Dentistry, Clinical Affairs
* 50 years – 1 Sharon Gwinn – School of Dentistry, Oral Health

40 years ago was 1985 and 50 years ago was 1975.

1985

* Top song – Crazy for You by Madonna
* Top movie – Rambo: First Blood Part II
* Major event – The 1985 Indianapolis 500 race is famous for Danny Sullivan’s “spin-and-win” victory where he spun out but managed to regain the lead and win the race.

1975

* Top song – He Don’t Love You (Like I Love You) – Tony Orlando & Dawn
* Top movie – The Return of the Pink Panther
* Major event – Elvis Presley performed a concert in Mississippi to benefit victims of tornadoes that occurred on January 10, 1975.

**Agenda Item V: Updates from Finance & Administration**

Camy shared the following updates:

* Expressed gratitude for staff contributions this year.
* Parking permissions now in place for summer.
* Shuttle operations reduced, check schedules.
* Permit renewals are June 2 for employees with single year permits. Will need a new permit before June 30. Permit rates will hold neutral except for the top tier.
* Fairbanks, lot 103 will close May 30.
* Food services – Summer hours started.
  + Panda Express 11a-2p
  + Chick-Fil-A 11a-2p
  + Market 11a-5p
  + Caribou Coffee 8a-2p
  + Teas Me 8a-3p
* USA Swimming Toyota Championships June 3-7
* June 24 8a-3p, public auction at 18th Street warehouse
* Auxiliary Services space in Hine Hall will be moved to Lockefield Village and IU Innovates will move into Hine Hall.
* Project for taking down pear trees is ongoing. Sidewalk repairs and parking lot projects around Brice.
* New arena and STEM building underway. Purdue building has started.

**Agenda Item VI: Updates from Human Resources**

* Will not be at the June meeting but there is plenty to celebrate.
  + Freedom Day, Juneteenth. Events throughout the city, online, etc.
  + June 28 date of Stonewell where individuals fought back with police when same sex relationships were illegal.
* Searches
  + VP Provost for Graduate Education
  + VP Academic Programs
  + VP Enrollment Management
  + Dean of Nursing
* Performance at IU finishing up with attestations due by June 1st.
* Following legislative updates. State and federal updates available on the Government Relations site.
* Staff Council plays a pivotal role in “helping people” and your work is a good reminder of why we do this role and work every day for building community.

# Agenda Item VII: Update from Faculty Council

Lisa Angermeier, *Faculty Council Liaison*, [langerme@iu.edu](mailto:langerme@iu.edu)

Lisa was not able to be present with us.

Faculty Council minutes will be posted to: <https://facultycouncil.indianapolis.iu.edu/Meetings/Meeting-Materials-And-Minutes?fpath=/05-06-2025>

# Agenda Item VIII: Update from Senior Academy

# Mary Chappell, *Senior Academy Liaison,* [mchappel@iu.edu](mailto:mchappel@iu.edu)

# Mary was not able to be present with us.

# Agenda Item IX: [Information Item] Office of Community Engagement

# Amy Warner, Vice Chancellor for Community Engagement, Office of Community Engagement, [awarner@iu.edu](mailto:awarner@iu.edu)

# A close-up of a diagram Description automatically generated

# Language

# Civic engagement > Community engagement

# Service learning course > Community based course

# Community engaged research > Community based / Community based participatory

# Timeline

# 

# What was the Office of Community Engagement formed to do?

# Facilitate mutually beneficial and reciprocal partnerships to address pressing community issues.

# Prepare students, faculty, and staff for the work of community engagement.

# Tell the story of how the campus is engaged with the community.

# What have we been doing?

# K-12 engagement.

# Professional development courses and contracts.

# Collect information about campus engagement.

# Support for community engaged research.

# Government relations and voter engagement.

# Communications.

# Onyxfest.

# Neighborhood engagement/outreach to Latine, African American, and faith-based communities.

# IU Indianapolis Strategic Plan

# Student Success

# Access and equity. Enhance recruitment and yield strategies that elevate access and equity among historically marginalized populations leading to increased enrolment

# Experiential learning. Integrate high-impact practice experiences, including experiential learning, into curricular and cocurricular programs for all undergraduate students

# Research and Creative Activity

# Enhance community-engaged research and public scholarship – Engaging with the community. Develop internal capacity for community-engaged research and public scholarship to address the community’s needs and priorities.

# Service to state and beyond

# Expand contribution to workforce development – Expand career planning and experiential learning opportunities for IUI students and graduates to improve career readiness and promote entrepreneurship and innovation

# Engage state P-12 to strengthen education and educational pipelines in Indiana – Work with district, school, and community partners to strengthen and increase enrichment opportunities for P-12 students

# Improve integrated health service outcomes through research, education, community service and engagement – Engage and partner with communities to address disparities associated with social determinants of health and create a plan with the community to improve key state of Indiana health indicators

# Metrics

# Experiential learning in 100% of undergraduate degree programs.

# Increase tenure track faculty conducting community engaged research.

# Identify health disparities and develop community-engaged partnerships.

# Increase number of students participating in P-12 enrichment opportunities.

# Carnegie Elective Community Engagement Classification. Received 2006 and 2015, reapplying 2026.

# Gold standard for community engaged campuses.

# Recognizes our commitment and support for community engagement.

# Opportunity to review our support for community-engaged teaching, research and service.

# Strategy to advance community engagement at IUI

# How do we improve communication and coordination?

# How should we be in touch with community needs?

# How should we support students, faculty and staff in working with the community on teaching, research, curricular and co-curricular engagement?

# How should we use data/metrics to inform our community engaged work?

# How do we achieve the goals and metrics in the IUI strategic plan related to community engagement?

# Agenda Item X. [Information Item] Indiana University Police Department

# Brice Teter, Deputy Chief of IUPD-Central Division, IU Public Safety, [bteter@iu.edu](mailto:bteter@iu.edu)

# Background and career progression. On IUB campus for 18 years, transferred to IU Indy in 2022.

# Districts – North, South, Central, IUB. Over Central District including IU East, IU Kokomo, and IU Indy.

# Role is Deputy Chief instead of Chief. Previously had Chiefs on all campuses. Will eventually have one Chief that will be housed at IUB.

# Messaging

# Jeane Cleary Act now Cleary Act.

# Emergency Alert – Take action for anything from severe weather to active shooter.

# Crime Notice – Notification of Cleary Act crime that is ongoing, on our geography.

# Public Safety Advisories – Same as Crime Notice, but not Cleary reportable crime. Example would be bicycle thefts.

# Modalities

# RAVE app

# Alertus – Alert that comes across that comes across computer screen.

# Trainings <https://protect.iu.edu/iu-police-department/iupd-prgrams-services/safety-training/training/index.html>

**Agenda Item XI: [Information Item] Athletics**

# Luke Bosso, Director of Athletics, IU Indy Athletics, [lbosso@iu.edu](mailto:lbosso@iu.edu)

# Shared student stories.

# Motto “Work Hard, Make Noise, Have Fun!”

# Who are We?

# 18 varsity sports.

# Approximately 270 student-athletes.

# Member of Indianapolis-based Horizon League.

# Institutional co-host of numerous NCAA Championships, including the 2025 NCAA Men’s Basketball Regional and upcoming 2026 NCAA Men’s Final Four.

# Varsity Sports

|  |  |
| --- | --- |
| Men’s | Women’s |
| Basketball | Basketball |
| Cross Country | Cross Country |
| Golf | Golf |
| Soccer | Soccer |
| Swimming and Diving | Swimming and Diving |
| Tennis | Tennis |
| Track & Field (Ind. & Out.) | Track & Field (Ind. & Out.) |
|  | Softball |
|  | Volleyball |

# Student-Athlete Awards

# More than 20 individuals earn All-Horizon League Honors.

# Academically – 3.43 department GPA.

# Rank among the nation’s best in departmental grade point averages on annual basis.

# Jaguars Corporate Coffee Program – Program launched this year that gives Jaguar student-athletes the opportunity to engage with Indianapolis community leaders over coffee.

# Corporate Partners

# Fundraising

# NCAA Settlement

# James T. Morris Arena – Coming Soon!

# What does success look like for athletics?

# Become integral part of the IU Indy community.

# Graduation higher than student body.

# Help student athletes become a part of Indianapolis community.

# Success on and off the field.

# Agenda Item XII: Bylaws Discussion

# Alicia Gahimer, Parliamentarian and Bylaws Chair, [algahime@iu.edu](mailto:algahime@iu.edu)

# 28 responses to bylaws survey.

# Results

# In favor of the first 3 questions regarding:

# Executive member terms.

# Remove President Elect and move to Senior Advisor.

# Move President to 1 term cycle with eligibility to be elected 1 more time.

# Question regarding if SC rep. positions should be limited had mixed responses either in favor of having limits or not.

# Survey is still open. Will continue to accept responses through Tuesday.

# Agenda Item XII: Standing, ad Hoc, and University Committee Reports

# Provided in Committee Reports section of minutes.

# Agenda Item XIV: Question and Answer Period

# None

# Agenda Item XV: Unfinished Business

# None

# Agenda Item XVI: New Business

# None

# Agenda Item XVII: [Action Item] Closing Remarks and Adjournment

# The meeting was adjourned. The next Staff Council meeting will be June 18, 2025, University Library Lilly Auditorium. (In-person only).

# Committee Reports:

|  |
| --- |
| **Awards and Recognitions Committee:**  Updated Staff Council award criteria to reduce maximum words for nomination to 300 and better define criteria. |
| **Bylaws Committee:**  Reviewing responses from bylaws discussions surrounding prior term experience for officer positions and term limits. |
| **Communications Committee:**  Promoting blood drive. |
| **DEI Committee:** |
| **Staff Development Committee:** |
| **Special Events Committee:**  July 18 meeting invite will be sent out and RSVP for Staff Council retreat. |
| **Staff Affairs Committee:**  Continuing to discuss bereavement and parental leave policies. Will submit to SCEC when ready. |
| **Sustainability Committee:**  Planted 30 trees at Arbor Day event. |
| **Ad Hoc Committees:** |