



IUPUI STAFF COUNCIL

Committee Annual Report 2021-2022

Committee Name: Staff Affairs

Chair: David Hanson

Recorder: April Briggs

Members: Kurtis Kester, Holly Thomas, Jennifer Gilles, Angela DeCamp, Leah Engelstead, Olivia Stoner, Sarah Frigo, Aaron Fields, Kirsten Ramberg, Kenya Alexander, April Briggs, Sadiya Ali

Action Items:

Action Item(s)	Status
Additional Parental Leave	On pause after discussing the differences between faculty and staff leave. Plan on pursuing an allowance for staff to take parental leave more than twice.
Extension of Paid Family Leave to include elder or dependent care.	Discussed extension of paid family leave to be used for elder or dependent care.
Election Day PTO	Election Day PTO was taken to leadership and we haven't heard any changes to election day PTO. I'm guessing we will bring it up again nearer to election year in 2023 as we go into 2024.
Volunteer Opportunity Approval list	The volunteer opportunity approval list was looked into; however, we discovered that volunteering is disjointed across the university and no singular approval list exists.
Best Places to work for Women Survey	Staff Affairs was asked by a constituent to look into the best places to work for women award. We discovered the polling information for that was done by IRDS and Steven Graunke was the contact.
Constituent Concern about pay raises during COVID to 15.00 minimum wage	Staff affairs reached out to HR and learned that while all employees were moved up to 15 minimum experience should have been taken into account (i.e. everyone shouldn't have been floored at 15). Staff members were also eligible for cost of living increases that year. We communicated that with the constituent.

Healthy IU Incentive Removal	Staff Affairs investigated the removal of the Healthy IU incentive program. The program was removed and only the previous participants within the past year were formally contacted after the incentive was terminated.
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Action Items to be carried over to 2022-2023:

Action Item(s)	Status
Staff Retention	Working to create an initial document to provide constituents with facts about University Policy and HR rules regarding Higher Level Responsibility changes, and the Bonus System at IU Staff Affairs plans to take retention into the new year.
Additional Parental Leave	The staff council needs to officially ask HR if the 2-child limit can be rescinded. The process for the request is that the Staff Affairs committee needs to write up a recommendation and get it approved by the executive committee and then the larger staff council.

Suggested new action items for 2022-2023:

Action Item(s)	Status

Please attach any completed documents or recommendations made by your committee during this report year.

Report due: June 30, 2022

Submit to: Heather Staggs at hstaggs@iupui.edu