IUPUI Staff Council

Staff Council Minutes
March 20, 2019
Campus Center CE 409 ~ 2:00-4:00 p.m.

Members and Guests Present: Connie Anoskey, Kristy Beach, Kaitlin Bell, Kim Bloodgood, Lisa Elko, Loren Bumbalough, Beth Chaisson, Jeff Creasser, Mindy Cooper, Mary Cox, Cornelia Davis-Moore, Angela DeCamp, Valerie Decker, Erin Detweiler, Carla Ewing, Aaron Fields, Sarah Glener, David Hanson, Michelle Haug, Britney Hieser, Lans Jameson, Sedric Warren, Rachel Johnson, Alicia Libla, Lodema Lines, Ina McBean, Teresa Mc Curry, Kim Minor, Jessica Moore, Brooke Moreland, Lindsey Mosier, Tuan Nguyen, Tricia O’Neil, June Watts, Becky Pope, Kris Powell, Chris Rohl, Mansi Singh, Beth Skiles, Heather Staggs, Liza Sumpter, Nicholas Tabor, David Chadburn, Terry Wilson, Carmen Wissmann, Cathy Zappia, Emily Kempski, Camy Broeker, Margie Ferguson, Miriam Murphy, Juletta Toliver, Leslie Albers, Dr. Eric Weldy, Angela Reese, and Jay Gladden.


Members Absent: Tasha Gilson, Ed Holdaway, Jessica Darling, Miranda Benson, Aimee Brough, Joan Charlesworth, DoMonique Brock, Ranna Johnson, Laura Kernodle, Mary Ann Kershaw, Mike Lulgjuraj, and Julie Rodgers.

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 2:05p.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 February 20, 2019, SC Meeting
Kristy stated that the February 20 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 a few typos noted and they had been corrected and the revised minutes were placed in the box account. With that, the February 20 minutes were approved as written and entered into record.

**Agenda Item IV: Update from the Senior Associate Vice Chancellor for Academic Affairs**
Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs, mferguso@iupui.edu

Margie reported the following:

- Promotion and tenure review for our campus is complete and letters are out. This was the largest # of cases they’d ever had.
- A lot of work going on with faculty from the president’s state of the university address. Teaching, evaluating and looking at guidelines. What’s the definition of excellence?
- Still working on improving the process for reappointments.
- Soon we will have 4 new deans. Dentistry has named their new dean. The founding dean for the Health and Human Sciences is complete but no announcement yet. The search for the library dean is underway and then there will just be International Affairs.

Margie says please email her anytime with questions.

**Agenda Item V: [Information Item] IUPUI+ (Profiles of Learning for Undergrad Success)**
Dr. Eric Weldy, Vice Chancellor for Student Affairs, eweldy@iupui.edu
Jay Gladden, Associate Vice Chancellor, Undergraduate Education, Dean, University College, Acting Dean, Honors College, jamglad@iupui.edu

The following presentation was shared:
How Things Have Changed

1. Student and their parents facing orientation
2. Flexible for all academic disciplines
3. Allows for clear articulation of pathways from General Education to Capstone
4. Represent characteristics and dispositions of successful graduates
5. Includes the intent of the PULs
Profiles of Learning for Undergraduate Success: Accessible and Transferrable Institutional Learning Outcomes

Where we Started:
PULs (1997)
PCLs (2013)
Challenges: Lack of student understanding, Faculty-facing, Diminishing impact across campus and Confusion – PCL or PUL

How Things Have Changed
- Student (and their parents)-facing orientation
- Flexible for all academic disciplines
- Allows for clear articulation of pathways from General Education to Capstone
- Represent characteristics and dispositions of successful graduates
- Includes the intent of the PULs

The Profiles:
- Communicator
  - Evaluates Information
  - Listens Actively
  - Builds Relationships
  - Conveys Ideas Effectively
- Innovator
  - Investigates
  - Creates/Designs
  - Confronts Challenges
  - Makes Decisions
- Community Contributor
  - Builds Community
  - Respectfully Engages Own and Other Cultures
  - Behaves Ethically
  - Anticipates Consequences
- Problem Solver
  - Thinks Critically
  - Collaborates
  - Analyzes, Synthesizes, and Evaluates
  - Perseveres

Jay asked if there were any questions. No questions were asked.
Agenda Item VI: Report from the President
Kristy Beach

Kristy reported the following:

Dean Searches:
Carol Anne Murdoch-Kinch has been named dean of the School of Dentistry. Her role begins July 1, and she will be the 10th person -- and first female -- named dean in the school's 140-year history.

The search for the Founding Dean for the School of Health and Human Sciences has concluded and feedback was due on February 27. No announcement has been shared yet on which candidate was chosen.

The University Library dean search is taking place this month. Three finalists will be visiting campus later this month.

2019 Staff Council Elections:
Staff Council Reps:
Nominations: March 4-15 – Surveys are closed and those nominated have been notified.
Voting: April 8-19
Announce – May 15, SC Meeting

Executive Committee Reps:
Nominations: April 22-May 3
Speak – May 15, SC Meeting
Voting: May 20-31
Announce – June 19, SC Meeting
*We will be electing a Second Vice President, a Corresponding Secretary, and 3 Members-at-Large positions.

Staff Development Professional Grants Spring 2019
The spring deadline is Monday April 1st. Last chance to take advantage of the increased number of awards available as part of the 50th Anniversary celebration.

Staff Development –Mini Conference
Call for Proposals for the IUPUI Staff Council Professional Development Mini-Conference are due by March 22. The committee is currently looking for IU presenters (faculty or staff) to participate and share their knowledge. If you are interested or know someone that would be, please let Rokeena or Patti know.

Cesar Chavez Dinner:
Staff Council has purchased two staff tickets and two student tickets to the César Chávez Celebration Dinner on Saturday March 30th, 2019. *These tickets are spoken for.

Asian Heritage Celebration Dinner:
We have also purchased 2 staff tickets and 2 student tickets to the Asian Heritage Celebration Dinner in April. Lisa will send an email later this month to SC reps for consideration.

Next generation 2.0 Leadership Program –
Next Generation 2.0 supports mid-career faculty and professional staff at IUPUI who are women and/or members of underrepresented populations who are interested in seeking leadership opportunities at IUPUI or professional development to enhance their current roles. The program seeks to address the need for a more diverse pool of leadership talent at IUPUI in the ranks of mid-level and upper administration.

Application for the 2019-20 cohort can now be made online at the program website, here. Selected participants should expect to attend a two-hour orientation session in May 2019 and attend the program one Friday of the month between September 2019 and May 2020 (9 a.m. to 5 p.m.) on the IUPUI campus.

Fees for the institute are paid by the unit with a match from the Office of Academic Affairs. The deadline for submission of applications is March 24 (deadline extension). Applications will be reviewed by the advisory board and announced the week of April 29.

IUPUI Day of Service:
As part of IUPUI’s 50th Anniversary celebration, an IUPUI Day of Service has been planned for Friday, April 5. We have been working with the Near West community to identify projects they would like to see completed during this service day. Several park and garden projects, along with clean up and improvements at a community center and food pantry, have been planned.

All staff, faculty and students are invited to participate in this day of service. It will kick off with a breakfast in Tower Ballroom and the service projects are expected to generally last until 12:30 pm. Staff members interested in using their Volunteer Paid Leave may want to review the policy here: [http://hr.iu.edu/relations/volunteer-leave.html](http://hr.iu.edu/relations/volunteer-leave.html).

Staff and faculty have the opportunity to register individually or as a team. Registration is available [here](http://hr.iu.edu/relations/volunteer-leave.html).

Should you have any questions, please contact Jordan Almos at jalmos@iupui.edu.

Kristy’s Fun Facts: Indiana Facts and Trivia
1. The first long-distance auto race in the U. S. was held May 30, 1911, at the Indianapolis Motor Speedway. The winner averaged 75 miles an hour and won a 1st place prize of
$14,000. Today the average speed is over 167 miles an hour and the prize is more than $1.2 million.

2. Abraham Lincoln moved to Indiana when he was 7 years old. He lived most of his boyhood life in Spencer County with his parents Thomas and Nancy.


4. The first professional baseball game was played in Fort Wayne on May 4, 1871.

5. Santa Claus, Indiana receives over one half million letters and requests at Christmas time.

6. In Fort Wayne, Syvanus F. Bower designed the world’s first practical gasoline pump.

7. Indiana University’s greatest swimmer was Mark Spitz, who won 7 gold medals in the 1972 Olympic games. No other athlete has won so many gold medals in a single year.

8. In 1934 Chicago Gangster John Dillinger escaped the Lake Country Jail in Crown Point by using a "pistol" he had carved from a wooden block.

9. In the summer of 1987 4,453 athletes from 38 nations gathered in Indianapolis for the Pan American Games.

10. The Saturday Evening Post is published in Indianapolis.

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

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

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

Camy provided the following update:

- The IndyDig project is encountering problems. There have been some challenges with digging. There is no new timeline.
- Simply PUR will open next week where Outtakes used to be in the Campus Center and Crisps will close. You will still be able to get Crisps salads on the 2nd floor at Erbert and Gerbert’s Bistro.
- The speed limit has now changed to 25mph. Police are handing out cards to anyone they pull over for speeding. We are educating before ticketing unless someone is blatantly speeding. This will continue through the spring.
- Groundbreaking for the new Multidisciplinary Research and Classroom Building (MRCB) is scheduled for April 23. Good news it’s been moved indoors and will take place in the morning at Hine Hall. Construction is expected to finish in August 2020.
  - Camy turned it over to Margie Smith Simmons who shared some photos of what the new building would look like and the following details about this new state-of-the-art space:
    - The Multidisciplinary Research and Classroom Building is an adaptable facility that will meet evolving teaching and research needs for programs in the School of Science, the School of Engineering and Technology, and the School of Informatics and Computing.
It will include a state-of-the-art interdisciplinary research and lab space, a cleanroom environment, a makerspace, and modernized classrooms and collaborative learning spaces.

The first floor will be home to three major classrooms, as well as an informal student lounge and seating area. The classrooms include a 215-seat tiered lecture hall, an 81-seat active learning space with movable chairs and tables, and a 125-seat active learning space where the faculty member is in the middle. Shaped like a football, that space has two tiers of seats that swivel to encourage collaboration.

The second and third floors will contain engineering and science labs, as well as more classrooms.

The exterior will be clad in precast concrete and metal panel materials similar to the Campus Center and the James J. Fritts, DDS Clinical Care Center. A two-story glass curtain wall on the north side of the facility will create an open student study area facing Michigan Street, and stairwells at the main entries will also bring natural light indoors.

There will be limited food options available in this building.

Questions:

What is happening with the dislocation of parking with the addition of the new building? Planning to change some of the spaces in the law school parking lot back to employees. Encourage students to park in the garages to open more spaces in the lot. There is conversation about a shared garage. Parking is tight and will be tighter. We will continue to manage where we can add more spaces.

There is concern not only with speeding but people not stopping and running 4 way stop signs. Camy said that she will reach out to the PD and have them monitor.

What is happening with the partial closure in lot 85? Camy said she would look into. **Update:** They are doing electrical work in SW corner of the lot. The work is expected to last through 4/15.

Why are there barricades around the lecture hall? They are doing some masonry work.

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

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

Juletta Toliver, Senior Director for Human Resources, jtoliver@iupui.edu

Juletta reported the following:

She wanted to clarify that the IUPUI Day of Service is a chancellor approved event.
Juletta wanted to talk particulars about the new Volunteer Paid Leave Policy. This is for an 8 hour day and you can only use the code once regardless of whether or not you used all 8 hours. You should take this into consideration when using this code and time. This is not a perfect policy and they are working on having these particulars changed but it may take a bit.

Juletta then answered a question about what the differences are between the Next Gen 2.0 versus the Institute for Supervising Excellence programs:
- Next Gen is supported by Academic Affairs while the ISE programs is supported by FIAD and HR.
- Both are aligned with the campuses strategic plan.
- To apply for Next Gen 2.0 you need to be an Assistant Director or above, or comparable position within the unit while ISE is for staff who are in a supervisory role.
- Next Gen is a 9 month program (Sept-May) while ISE is a yearlong program.
- There is no cost for the ISE program whereas there is a $1500 cost to the unit with a match from Academic Affairs.
- Both programs have an application.
- They are different programs but help promote professional development to faculty and staff.

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

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

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

Miriam reported the following:

- Budget hearings are done. IUPUI met with administration and concerns were shared. IUPUI had some good priorities. There were concerns about the School of Health and Human Sciences that they are too spread out across campus. Talks of consolidating so they feel more like a school.
- The IFC is inviting the chancellor’s cabinet to start attending their meetings. If the invite hasn’t gone out yet it will soon.
- Still discussing the 3rd tier for lecturers.
- Looking at need based scholarships versus merit based.
- Jagathon: IUPUI’s Dance Marathon raised over $605k, For The Kids!
- SPEA is being renamed. The new name is Paul H. O’Neill School of Public and Environmental Affairs.
- IFC inviting IU VP Josh Sejdinaj to talk about fiscal future of IU.
- There has been a request for IU administration to monitor faculty in their canvas courses. IFC looking at the request.
- The new building MDRCB (Multidisciplinary Research and Classroom Building) groundbreaking is scheduled for April 23 at 10am.
The common app for graduates and international students is up 13% but the yield rate is not as high.

Reviewing intellectual proper policy of work iducs created by faculty and who wn erson or university, looking for comments.

Academic Affairs is concerned about the transfer credits with online programs. Who gets the money if you are an IUPUI student but taking a class at another IU campus. Who gets the credit?

Miriam talked about a fabulous program on student retention that was presented to all deans in August. It explained the challenges that some of our students face staying enrolled both fiscal and social capital. Some of our student have never had to make real decisions. There is a lot of need for more student support. There was a lot of heart wrenching stories about our students.

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

**Agenda Item X: [Information Item] Healthy IU – Work + Life Website**

Angela Reese, *Work Life Consultant, Healthy IU*, anlreese@iu.edu

Angela gave the following presentation about the Healthy IU | [Work + Life Webpages](#):

**Child & Parenting**
- Care.com
- Choosing Quality Care
- Early Learning Resources
  - Statewide and area-specific resources for infant to pre-k learning
  - Includes information for parents with special needs children
- School Age Resources
  - Area-Specific Resources
  - Before and after school care
  - Assistance for parents with children that has special needs
  - Summer and holiday break camps
  - Enrichment programs and agencies
- IU Benefits related to child and parenting

**Working Parents**
- Planning Your Return to Work
  - Guide for parents (relevant policies; who to contact and next steps) when preparing for return to work after giving birth or adopting a child.
- Wellness Rooms for Nursing Moms campus locations
- Mind and Body for Moms and Dads
  - Discuss before, during and after pregnancy
For Approval: 4-17-19

- Postpartum distress in men and women
  - Resources including mental health (some specific to men)

- Thinking about Adopting?
  - Resources
  - What you need to know?
    - Legal, pricing, agencies (Indiana)

- Parenting Resources
  - National and area-specific resources
    - Autism
    - Fathering
    - Bullying
    - Parent education and support
    - Respite care
    - Child abuse prevention
    - Family support
    - Shelters

- Planning Your Child’s Financial Future
  - College savings
  - MoneySmarts
  - HR Financial Education

Breastfeeding Support
- Benefits of Breastfeeding
- IU benefits and coverage
- Additional IU resources
  - Medical plan enrollment
  - Paid Parental Leave
  - 24-Hour Nurse Line
  - Online physician office visit
- Wellness Rooms for Nursing Mothers campus locations
- How to Support Breastfeeding Employees
  - Supervisor/co-worker guide
  - Lactation room/space specifications (best practices)
- Tips on Handling, Storing Milk and Travel while breastfeeding
- National and area-specific breastfeeding support and resources
  - Lactation consultant directory
  - How to breastfeed
  - Milk Bank
  - Local support groups
  - Nursing partnerships

Adult and Elder Care
• Care.com benefit details
• IU Self-care for Caregivers Resources
• National, statewide and area-specific resources
  o Alzheimer’s
  o Cancer
  o Dementia
  o Veterans
  o Stroke
  o State area agencies on aging
  o Caregiver support
• Resources and tips on aging

Mental Well-being
• IU EAP, FMLA information, Anthem online mental health visits
• National, state and area-specific resources for
  o Mental health counseling (adult and children)
  o Substance and alcohol abuse
  o Suicide
  o Includes resources specific to veterans
• Healthy IU resources on relaxation and mindfulness
• Free mental health assessments

Alternative Work Schedules
• Current flexible work options available
• PTO
• Telecommuting
• Policy

Home & Pet
• Details Care.com services for finding home and pet care assistants and more.
• Pet Lover Support and Resources
  o National and area-specific resources
    ▪ Low-cost spay/neutering, flea/tick prevention and deworming treatment
    ▪ Pet loss support for adults and children
    ▪ Pet food and supply pantries
    ▪ Behavior training
    ▪ Education and rehab
• Directory of funding agencies and programs that assist with high-cost pet medical care.

Work + Life Classes and Webinars
• Directory of upcoming HIU Work + Life sponsored events
• Course registration
• Archived courses

Life Safety
• IU programs
  o Stop Sexual Violence at IU
  o Protect IU-Active Aggressive Shooter
  o Campus specific walking escorts, assistance with car trouble, etc.
• National hotlines
  o Domestic Violence
  o Sexual Assault
  o Adult Protective Services
• Details on obtaining protection and restraining orders
• Stalking Resource Center
  o Information for employer and employee on how to address stalking incidents
• Safe Firearms Storage
• Home Neighborhood Safety
• Area-specific resources
  o Pertinent IU offices (OEO, Equal Opportunity, etc.)
  o Campus Specific Police Departments
  o Domestic Violence Centers

Navigating Work and Life
• Administrative
  o Americans with Disabilities Act IU resources
  o Employee Relations
• Retirement & Investment
  o IU Resources
• Education and Enrichment
  o IU Resources and campus specific training
• Financial Management
  o IU resources
  o Certified Public Accountants financial literacy website-free assistance with understanding personal finances and developing money management skills.
  o Public Service Loan Forgiveness Program
    • IU is an eligible employer
• Emergency Assistance
  o Resources to assist with life crisis
    ▪ Food pantries (Campus specific and locally)
    ▪ Utilities assistance (electric and gas)
    ▪ Cable companies that offers low-cost internet service to eligible individuals.
    ▪ Rent/Mortgage assistance
For Approval: 4-17-19

- Campus Specific Resources
  - Legal aid
    - Housing, consumer, taxpayer, immigration and victim assistance
  - Employee perks and discounts
  - IU affinity groups and organizations
    - Staff, Professional and Faculty councils

Enjoy Indiana!
Showcases the many attractions for family fun, exploration and relaxation right in our back yard at any one of our campus locations.

Angela also wanted to mention the Dream BIG! Program and how excited she is that a 2nd cohort of dreamers will begin later this summer. She wanted to highlight some dreams that had been achieved as of December 2018:

- Reduced their debt by 13%
- Purchased a home
- Applied and started a new job
- Had a baby
- Ran a mini-marathon
- Became a master gardener

Angela said to look through the website and all of the available programs and if you have any questions to reach out to her.

Agenda Item XI: Standing, Ad Hoc, and Other Standing or University Committee Reports
Committee chairs (discussing committee goals/responsibilities)

Special Events Committee

I. Welcome – Kaitlin started the meeting at 2:00pm
II. Blood Drive – Wednesday, April 10, 10am-2pm MedSci Atrium, 10am-4pm Taylor Courtyard.
   It was recommended that training be limited to expedite the process.
   a. New Indiana Blood Center contact: Jennifer Bean
   b. Kaitlin requested student volunteers to assist at Taylor Courtyard
III. 2019 Retreat – Newfields July 12, 2019
   a. Theme – IUPUI Staff Council 40th Anniversary
   b. Venue – Room deposit has been processed for the Deer Zink Pavillion.
c. Catering – The deposit for Kahn’s catering processed today. Aimee will ask about bringing in a cake to celebrate the 40th anniversary.
d. Welcome – Kaitlin shared the powerpoint presentation in draft form. Lisa Elko is looking into getting a video with Chancellor Paydar or flat Nasser to be at the retreat.
e. Ice Breaker – further discussion needed.
f. Keynote Speaker – A video montage with past SC presidents & key retired staff was discussed. Michelle Haug will try to find contact information. Kaitlin will provide a list of past presidents. Lodema will reach out to Sue Herrell.
g. Breakout Sessions – Aimee Brough will ask the contact at Newfields about museum and/or garden tours. The photo booth has been confirmed. It was suggested that we retain a Herron student to lead an art lesson rather than pay for Margie’s services. Michelle Haug will contact the campus art curator to see if s/he can present at a breakout session. Lisa Elko will try to find out more about an app being developed that shows where the artwork is on campus. Michelle mentioned Chris Dodds to lead a breakout session on music, and perhaps someone from Healthy IU to discuss food/nutrition.
h. Swag – Lisa shared samples of a silicone, reusable straw. Several SC reps are attending the Bright Ideas vendor fair on Wednesday & will come back with more ideas for the next meeting.

IV. Paw’s Pantry – Kaitlin reminded everyone of Staff Council’s commitment to support two shelves, pasta and breakfast, in Paw’s Pantry and asked for contributions be dropped off at the next Staff Council meeting.

Next meeting: Tuesday, April 9, 2019, 2:00 – 3:00pm, AD 4043

[Ad hoc Sustainability Committee]
There were no other committee reports.

**Agenda Item XII: [Discussion Item] Dream BIG!**
Kristy Beach

No Dream BIG! updates shared.

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

No additional questions submitted.

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

There was no unfinished business.

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

There was no new business to report.

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

With no further business, appearing the meeting was adjourned at 3:43p.m. The next Staff Council meeting will be April 17, 2019 at UL Lilly Auditorium.