



# IUPUI STAFF COUNCIL

## Staff Council Minutes

August 21, 2019

Campus Center CE 409 ~ 2:00-4:00 p.m.

**Members and Guests Present:** Leslie Albers, Kristy Beach, Lisa Elko, Kaitlin Bell, Miranda Benson, Lisa Braun, April Briggs, DoMonique Brock, Aimee Brough, Beth Chaisson, Joan Charlesworth, Mindy Cooper, Mary Cox, Jessica Darling, Cornelia Davis-Moore, Angela DeCamp, Valerie Decker, Tricia Edwards, Carla Ewing, Alicia Gahimer, Julie Garringer, Tasha Gilson, Sarah Glener, Sara Griffin, Patti Holt, Windi Hornsby, Lans Jameson, LaVerne Johnson, Rachel Johnson, Ranna Johnson, Emily Kempinski, Curtis Kester, Ina McBean, Teresa McCurry, Jessica Moore, Lindsey Mosier, Tricia O'Neil, Kris Powell, Kim Richards, Mansi Singh, Beth Skiles, Heather Staggs, Liza Sumpter, Nicholas Tabor, Holly Thomas, Jennifer Watson, Allison Wheeler, Cathy Zappia, Camy Broeker, Juletta Toliver, Mark Volpatti, Karen Lee, Marianne Wokeck, and Chancellor Paydar.

**Members Excused:** Connie Anoskey, Cheryl Avery, Jeff Creasser, Aaron Fields, Stacy Files, Erica George, Kim Murday, Tuan Nguyen, Carmen Wissmann, Bianca Yates, and Beth Young.

**Members Absent:** Kim Bloodgood, Andrea Janota, Mike Lulgjuraj, and Terry Wilson.

### Agenda Item I: Welcome and Call to Order

Kristy Beach, *President*, [beachka@iu.edu](mailto:beachka@iu.edu)

IUPUI Staff Council President Kristy Beach called the meeting to order at 2:06 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 June 19, 2019, SC Meeting

Kristy stated that the June 19 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 noted that there were several corrections and those changes were made and uploaded to box.

A question was asked about asynchronous vs. synchronous on page #3 of the minutes. Lisa stated that was one of the changes and it should read synchronous and the change is reflected in the revised minutes.

With that, the June 19 minutes were approved as written and entered into record.

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

Kristy Beach

Kristy provided the following information:

We are starting off the 2019-20 year celebrating 40 years of Staff Council.

Kristy asked if anyone has been with the university for 40 years. No one raised their hand and then she asked about those that have been here for 35, 30, 25, and so on. Individuals that raised their hands were recognized.

Kristy wanted to introduce and recognize this year's Executive Committee:

Aimee Brough – First Vice President  
Teresa McCurry – Parliamentarian  
Alicia Gahimer – Member-at-Large  
Mansi Singh - Member-at-Large  
Kaitlin Bell - Member-at-Large

Lindsey Mosier – Second Vice President  
Beth Chaisson – Corresponding Secretary  
Tuan Nguyen - Member-at-Large  
Heather Staggs - Member-at-Large  
Allison Wheeler - Member-at-Large

Kristy noted that everyone should have picked up a copy of the Staff Council handbook when signing in for the meeting. If not, please pick one up on the way out. The handbook is also available in box. She wanted to touch on a few important things in the handbook:

- Attendance policy – please read the policy so you are aware of what you are supposed to do if you have to miss a meeting and please be sure to let Beth or Lisa know in advance.
- Communicating w/your constituents. Please create a distribution list to communicate with your constituents. Tell them who you are and what staff council is because believe it or not some people don't know who we are.
- Read through the committee lists and descriptions. You will hear more about them later.

The Regatta is on Saturday, September 21 and Camy has offered to sponsor a team for Staff Council again this year. THANKS Camy! The SC Crew will be back in action and Tuan Nguyen will

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be our captain again. Look for an email from Lisa later this week because registration begins on August 28.

The Harvey Milk Dinner is coming up on Saturday, October 12. Staff Council will be purchasing staff and student tickets. If you are interested, please email Lisa. **UPDATE, tickets are gone.**

Mark your calendars for Cram the Coliseum night on Jan 18. Staff Council is sponsoring Athletics again this year and as part of our sponsorship we get tickets to games. If there is a lot of interest, we will purchase additional tickets. We will also plan an outing for a women's game.

Kristy's Fun Facts – Back to School

- The number of students enrolled in American schools from kindergarten through college now totals approximately 78.8 million.
- In 1995, approximately 50% of American schools had Internet access. Today, that number is 100%.
- The oldest public school in the United States is Boston's Latin School, which was founded on April 23, 1635. Five of the 56 signers of the Declaration of Independence were Latin School graduates, including Benjamin Franklin, John Hancock, Robert Treat Paine, Samuel Adams and William Hopper.
- Until the 1930s, most Americans only completed eight years of school. "High School" only became popular during the Great Depression when job-strapped communities saw benefits to keeping teenagers in class and out of the workforce where they'd only serve as low-cost competition to adults.
- Today, the largest high school in America is Morton High School in Berwyn-Cicero, IL, a co-op with more than 8,000 students. Its East Campus alone has 6,000 students.
- Of the 10 largest high school gymnasiums in America, nine are in Indiana.
- The largest college campus by enrollment is Ohio State University, which in 2008-2009 enrolled 53,715 students.
- Education pays. According to a recent study reported in U.S. News & World Report, college graduates earn an average \$20,000 a year more than people who only have a high school diploma.

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

#### **Agenda Item V: [Information Item] Remarks from the Chancellor**

Nasser Paydar, *Indiana University Executive Vice President and Chancellor of IUPUI*, [paydar@iupui.edu](mailto:paydar@iupui.edu)

Chancellor Paydar offered the following remarks:

He thanked attendees for being on Staff Council and stated that everything we do has a big impact on staff.

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Last year was a milestone. 50 years. We had yearlong activities. We honored people who made us who we are and planned for the future. He thanked us for being part of the celebration.

Chancellor Paydar shared that he was a recipient of an IU Bicentennial Medallion from President McRobbie earlier today. He is grateful for the opportunity to be a part of 200 years of excellence in education and research and to lead IUPUI.

Over the last year few years we have hired several new deans and 1 vice chancellor. Several have been women. In its 150 year history and 10 deans the School of Dentistry hired its first woman dean, Carol Murdoch-Kinch. And over the next year we will be hiring 3-4 more deans in the Schools of Law, Liberal Arts, Science and Education.

All staff will be receiving a staff employee engagement survey. We will receive a warning that it is coming and that it is not spam because it will come from an external source, Gallup. Look for it early next month.

We have a new and improved food court with a student choice concept. This month's selection is Mexican.

The Jagline is up and running and is brand new with 6 routes and a new app. Park your car and take a shuttle and help reduce parking issues.

Hine Hall courtyard renovations are complete and now just waiting a jaguar sculpture.

Looking at building a new garage on the east side of campus since there was parking taking out with the construction of Innovation Hall.

We now own and manage NIFS. This will not eliminate the recreation center.  
Question: Will we have better rates at w/NIFs then? We are working on it.

IU Health looking to build a mega hospital because things have changed over the last 100 years. The needs for electronics and equipment are huge. We will have a facility for the school of medicine there so they don't have to go back and forth. Most likely will open in 2026-27. When this happens we will have buildings to repurpose.

The Gateways are finished and will soon have a dedication. We will now begin on the other side of campus.

We are going to continue with our tv ads and other communications this year. We will add some new advertisements including at Pacers games.

The Chancellor saw Kristy's tweet about the cupcakes and hoped that we would have eaten them before he presented...

Every year over the summer the Chancellor gets together with his cabinet to come up with items to focus on for the strategic plan. There are 10 goals. As he prepared for this meeting he debated on whether to share all of them because it is the afternoon and some may fall asleep. But with conversation between asynchronous and synchronous earlier in the meeting he was encouraged. There are 30 pages of information and he plans to go over all of it.

## IUPUI Campus Strategy

The IUPUI campus strategy focuses on three urgent priorities, each of them crucial to the success of our institution, our city, and our state: (1) *the success of our students*; (2) *advances in health and life sciences*; and (3) *contributions to the well-being of the citizens of Indianapolis, the state of Indiana, and beyond*. This strategy builds on our existing sources of strength, honors our prior investments, and reflects widespread stakeholder input into the planning process. Within the three priorities, ten strategic goals have been identified to support implementation of the campus strategy; these goals are aligned with, derived from, and organized around elements of the IUPUI Vision Statement:

### **PRIORITY 1: The Success of our Students**

#### Goal 1: Promote Undergraduate Student Learning and Success

Create more effective environments, practices, and support systems for student learning, success, and degree attainment.

Objectives:

1. Develop and expand initiatives that enhance student success, especially student retention and graduation.
2. Create and implement guided learning pathways that take students from their first year on campus through their capstone experiences.
3. Enhance students' sense of belonging to one or more campus communities.
4. Assess and document student learning and development.
5. Develop faculty and staff to support student learning and success.
6. Provide support and resources that reduce educational inequities in all facets of students' learning experiences at IUPUI.

#### Goal 2: Increase Capacity for Graduate Education

Develop tomorrow's intellectual leaders and scholars through enhanced opportunities in graduate education, especially Ph.D. and interprofessional programs.

Objectives:

1. Expand the number and capacity of graduate degree programs.
2. Increase the autonomy of Ph.D. programs.
3. Create unique accelerated, interdisciplinary, and inter-professional graduate programs, particularly in the humanities and social sciences.

4. Strengthen graduate student recruitment, retention, and degree achievement.

#### Goal 3: Transform Online Education

Increase our efforts to improve access and opportunities for learners through technology-enhanced tools, platforms, and practices.

##### Objectives:

1. Develop online programs that build on the unique features of an IUPUI education and reflect the teaching and learning mission of Indiana University.
2. Collaborate with and support all IUPUI faculty in creating online courses and programs through a multi-faceted approach to professional development.
3. Implement next-generation digital learning environments to support seamless delivery of face-to-face, hybrid, and online courses and programs through expanded use of adaptive learning technologies and digital courseware.
4. Engage students in shaping effective online courses and programs by inviting their ideas and ensuring their awareness and access to services that support online student success.

#### Goal 4: Optimize our Enrollment Management

Develop continued strategic enrollment management expertise that expands our reach, builds enrollments, retains students, and increases degree attainment.

##### Objectives:

1. Develop continued expertise in strategic enrollment management.
2. Provide excellent service and consultation to division stakeholders and academic schools.
3. Foster a culture of data-informed decision-making concerning division actions.
4. Support initiatives that contribute to promoting retention and student success.
5. Value and embrace innovation, change, and entrepreneurial mindsets and approaches.

### **PRIORITY 2: Advances in Health and Life Sciences**

#### Goal 5: Leverage our Strengths in Health and Life Sciences

Advance our capabilities and contributions through interdisciplinary efforts— often referred to as interprofessional education and collaborative practice—to improve the well being of communities and tackle important public health challenges.

##### Objectives:

1. Build on our research strengths across disciplines to tackle the opioid epidemic.
2. Build academic practice partnerships that demonstrate the impact of interprofessional practice and education on statewide priorities.
3. Develop a wellness infrastructure that enhances the campus culture of health, including mental health, increased physical activity, and improved well-being among faculty, staff, and students.
4. Improve the availability of healthy food choices on campus.
5. Decrease the incidence and prevalence of tobacco use by faculty, staff and students.

### **PRIORITY 3: Contributions to the Well-being of the Citizens of Indianapolis, the State of Indiana, and Beyond**

#### Goal 6: Accelerate Innovation and Discovery through Research and Creative Activity

Enhance our capacity and support for research, scholarship, and creative activity to improve the quality of life, generate new knowledge, and fuel economic development.

Objectives:

1. Develop Quality of Life research initiatives to benefit our community in collaboration with the Office of Community Engagement.
2. Develop an IUPUI Experts Database to facilitate collaboration and serve as a resource for external partners.
3. Develop a clearinghouse to allow rapid response to research requests from external stakeholders.
4. Collaborate with community partners in Indianapolis to develop research projects, like those envisioned in the Smart Cities Initiative, that seek solutions to key urban challenges.
5. Establish IUPUI as a leader in qualitative and mixed-methods research.
6. Develop digital networking and link existing databases to improve interconnectivity and search capacity for researchers.

#### Goal 7: Deepen our Commitment to Community Engagement

Increase service and experiential learning opportunities, stimulate economic development, and use outreach and engagement to address urban community needs.

Objectives:

1. Develop a comprehensive anchor institution strategy that applies the campus's place-based economic power and human capital in partnership with the community to benefit the long-term well-being of both.
2. Through the Office of Community Engagement, lead campus engagement initiatives to further involve students, faculty, and staff in the community.
3. Advance the campus reputation for engagement locally, nationally, and internationally.

#### Goal 8: Strengthen Internationalization Efforts

Forge and expand effective international partnerships and prepare our students to be global citizens.

Objectives:

1. Building on school vision statements for internationalization, update school-level international strategic plans annually so that each school's global priorities and activities advance IUPUI's transformation into a global campus.

2. Develop curricular and co-curricular activities that enable all IUPUI undergraduate and graduate students to have at least one substantive global learning experience during their IUPUI careers, either internationally or locally.
3. Increase the recruitment and success of international undergraduate and graduate students and international scholars by ensuring that facilities, support services, and strategic collaborations continually improve their experiences and integration into the campus and community.
4. Enhance professional development and international opportunities for faculty and staff through growth of IUPUI as an intercultural hub in partnership with the IU Gateways and other strategic partners.
5. Strengthen existing strategic international partnerships in China and Kenya and develop one or more new ones by 2020, while continuing to prioritize opportunities in countries of strategic interest for Indianapolis and Central Indiana.
6. Make endowment of IUPUI's international activities, particularly those that directly benefit students, a goal of the IU Bicentennial Campaign.

#### Goal 9: Promote an Inclusive Campus Climate

Seek, value, and cultivate diversity in all of its forms and create an environment where all campus community members feel welcomed, supported, included, and valued.

##### Objectives:

1. Develop and maintain an unapologetically equitable and inclusive campus culture that ensures the academic and professional success of historically minoritized and marginalized students, staff, and faculty, and actively promote the benefits of such a culture to the entire campus.
2. With campus administration leading by example, provide multiple and varied learning opportunities to the IUPUI community to improve awareness and understanding of and between diverse populations, and to ensure campus accountability to the values of diversity, equity, and inclusion.
3. Develop and implement meaningful and dynamic diversity plans that are unique to each unit, and assess progress annually.
4. Employ proven strategies to diversify campus administration, faculty, staff and students.

#### Goal 10: Develop our Faculty and Staff

Invest in and develop faculty and staff so that individuals realize their fullest potential to contribute to IUPUI's excellence and success.

##### Objectives:

1. Create a welcoming and inclusive workplace for faculty and staff by developing a sustained environment of mentoring and professional development.
2. Assure high-quality processes for performance management and promotion and tenure.
3. Offer meaningful opportunities for advancement.

The Chancellor concluded by thanking us again for our support for what we do, and for all of our contributions. Staff Council is important to him. When he became chancellor he started having meetings with Staff Council to show our value. He continues to have these monthly meetings with Staff Council leadership to demonstrate the importance of communication.

### **Agenda Item VI: Staff Council 40<sup>th</sup> Anniversary Celebration**

Kristy Beach

In celebration of Staff Council's 40<sup>th</sup> Anniversary; Staff Council reps were treated to cupcakes and refreshments. The celebratory photo that was scheduled to be taken during this time will be postponed. A reminder will be sent to reps when the photo is rescheduled.

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

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

Camy provided the following update:

- The food court has re-opened at the Campus Center and Panda Express is now open as well as Pizza Hut and a new concept called student choice. The menu will change 2-3 times a semester and students will have the opportunity to provide input and vote on the menu.
- The new shuttle system, Jagline, started on July 1. JagLine will boast 12 new shuttles and six new routes, all of which are labeled by number and color-coded to coordinate with the JagLine app and website.
- As IUPUI prepares for an exciting new semester, the first several weeks of classes can be a challenge for parking. To create a more welcoming environment which supports student success, Parking and Transportation Services has coordinated with the Indianapolis Zoo for additional parking during this time. The goal is to elevate the student experience by providing more accessible and convenient parking nearby their campus destination. This service will run from August 26 – Sept 12, 7 a.m. - 10 p.m. You will receive an email with additional details.
- Emergency evacuation drills will occur Sept. 3 – 13.
- If you see an issue on campus, please call 8-1900 or email [callcfs@iupui.edu](mailto:callcfs@iupui.edu).
- Camy provided some additional information about the new agreement with NIFS.
  - We don't have all the answers yet as the agreement was just made over the summer. Changes are primarily on the revenue side.
  - Students will have access via their recreational fee.
  - No more initiation fee for employees.
  - Rates may stay the same but they may look at reducing. They still have to cover the cost of operations.

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- Construction has begun on Innovation Hall and this will cause some road closures. California and Blackford will close from mid-September through mid-December for utility work. Blackford Street garage will be not affected.

Questions:

Are Jagline services available on the weekends? The grey route will run so students have access to tower dining.

With the new agreement with NIFS will this open up the parking spaces they are allotted to them? No, the parking spaces are part of the agreement.

Can you elaborate about the new parking garage? It is in the preliminary stages and still needs to go through all of the approvals process.

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

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

Juletta Toliver, *Senior Director for Human Resources*, [jtoliver@iupui.edu](mailto:jtoliver@iupui.edu)

Juletta provided the following update:

The My Voice at IU Staff Engagement Survey will be open from Sept. 16 - 27, 2019. The survey will be sent to all full time staff. Anyone that started after July 1 will not receive the survey. Pre-communication about the survey will begin on Sept. 9. The survey is anonymous. The results should be ready in December and at that time we should be able to compare these results to the last survey to see what progress has been made.

The Health and Benefits Fair is November 14 from 9 a.m. – 3 p.m. in Campus Center 450. Open enrollment is November 11 – 22nd. Materials for open enrollment will be sent out mid-October.

Missed punched functionality is an IU wide system and is used for **temporary** bi-weekly paid employees. Juletta said that missed punches will no longer require a supervisor approval but you will have to add a note. Supervisors will see it at the end of the pay period.

The IUPUI Staff Mentoring Program will start accepting applications for its third program year next week. An Information Session will be held September 10 for anyone interested in learning more about the program. Applications deadline is **Monday**, September 16. There is also a [website](#) devoted to the program.

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PeopleSoft Talent Acquisition Management (TAM) is replacing PeopleAdmin as IU's job posting and applicant tracking system for all staff and temporary recruitment needs.

The PeopleSoft TAM system is more responsive, easier to use, and offers a better experience for both job candidates and recruiting teams at IU. Job candidates will benefit from a step-by-step application process and be kept informed of their status with timely updates. Recruiting teams can expect to see a reduction in the amount of time it takes to post an open position and a streamlined approach to managing candidate workflow.

Three things you need to know about the transition:

1. All job postings will still be found at [jobs.iu.edu](http://jobs.iu.edu)
2. Information saved in PeopleAdmin will NOT be transferred to the new system. Please retrieve any PeopleAdmin documents or information you need (resumes, cover letters, etc.) before October 1. If not retrieved, it will be lost and not recoverable.

Jobs applied for using PeopleSoft TAM will be managed in PeopleSoft TAM. Jobs applied for using PeopleAdmin will continue to be managed in PeopleAdmin through December 20, when PeopleAdmin is permanently retired for staff job postings. You will not be able to post any new jobs from Sept. 13 - Oct. 1.

User guides and support materials for PeopleSoft TAM are being created in conjunction with the pilot phase and will be available before the October 1 go live. IU HR is also working to help prepare HR professionals for the transition.

More information about the transition for job applicants and recruiting teams is available [online](#).

Questions:

Has a provider been chosen for retirement benefits yet? This has been delayed and there is no new information yet. Juletta will let us know when there is an update.

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

### **Agenda Item IX: [Information Item] Bylaws Update**

Teresa McCurry, *Parliamentarian*, [tmccurry@iupui.edu](mailto:tmccurry@iupui.edu)

Teresa provided the following update:

She said the bylaws can look intimidating and that's one reason they are being updated to make them easier to read and understand.

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She recommends that everyone look at the current bylaws as well as the draft revision of the new bylaws. The look and format between the two are very different. Both versions are available in box.

We will need to vote on what we have seen up to this point and get them settled and then make amendments as needed.

Lisa will send both versions of bylaws to representatives for review to prepare for the September meeting.

### **Agenda Item X: [Information Item] Staff Council Committee Introductions**

Aimee Brough, *First Vice President*, [brougha@iu.edu](mailto:brougha@iu.edu)

Aimee asked for committee chairs that were present to stand up and give an overview of their committees. Lisa will send a survey to representatives after the meeting so they can choose what committee they would like to participate on for the upcoming year.

### **Committee Reports:**

### **Special Events Committee:**

Attendees: Kaitlin Bell, Mary Cox, Lisa Elko (by phone), Rachel Johnson, Tuan, Nguyen, Kris Powell

- Call to Order – Kaitlin called the meeting to order at 9:05am
- Retreat –
  - Review Feedback – a copy of the feedback was distributed and discussed.
  - Discuss ideas for 2020 Retreat – ideas for venue & invited guests was discussed. More in-depth discussion will occur after the new committee has been formed.
- Blood Drive –
  - Results of the July blood drive: 25 units collected at each location for a total of 50 units.
  - October 9, 2019, 9am – 3pm. Bloodmobile: Taylor Courtyard, Riley Outpatient Center (ROC) *\*New Location\** Kaitlin will provide signage, get on MedTV.
  - 2020 Dates (tentative): April 8, July 15, October 7, 9am – 3pm. Waiting for confirmation from IUPUI Event & Conference Services & MedSci
  - Seeking student volunteers to recruit donors in Taylor Courtyard
- Health & Benefits Fair – Thursday, November 14, 2019, 9am – 3pm
  - Volunteers – a sign-up sheet will be circulated prior to the event for one-hour shifts.
  - Post Cards – Electronic vs hard copies was discussed. Electronic is preferred with hard copies available at the SC booth.

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- Holiday Party – December 11<sup>th</sup> Meeting
  - Service Project – Two organizations with “wish lists” were discussed: Riley Cheer Guild and Christamore House. The committee thought the Christamore House might be the better option as Riley gets lots of donations at the holidays.
  - Activities – Options for games: IUPUI Jeopardy, “Who Am I?”,
- Co-Chair Opportunity – Kaitlin is looking for someone to co-chair the SEC.
- Future Meetings – A Doodle Poll will circulate after the new committee is finalized.

*Next meeting: September, 10<sup>th</sup>, AD 1006, 2:30-3:30pm*

### **Communications Committee:**

The Communications committee met on 8/13/2019. We are preparing to support Staff Council by promoting events (ie: blood drives, Staff Development Conference, Regatta, etc.) in Inside IUPUI and through other communication methods. We are also looking to help with social media efforts. Currently we are working on creating social media guidelines and learning how we can assist with the management of social media accounts. The committee is set to meet again on 9/10/2019.

There were no other written committee reports.

### **Agenda Item XI: Dream BIG!**

Kristy Beach

Since we were running behind; to try and get back on track with time we skipped the Dream BIG! portion of the agenda.

### **Agenda Item XII: Question and Answer Period**

Kristy Beach

No questions submitted.

### **Agenda Item XIII: Unfinished Business**

Kristy Beach

There was no unfinished business.

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Patti Holt wanted to personally thank everyone who donated items to Rachael Urso and her family. She said that as Rachael and her family replace items they lost in the fire that they are paying it forward and donating the items they've received.

**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 4:00 p.m. The next Staff Council meeting will be September 18, 2019 in CE 409.

Minutes prepared by Lisa Elko, Staff Council Coordinator  
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