



IUPUI STAFF COUNCIL

Committee Annual Report 2022-2023

Committee Name: Staff Development Committee

Chair: Leslie Albers

Members: Todd Morton, Beth Chaisson, Bryce Hockman, Stacy Files, Diana Sims-Harris, Ryan Schafer (Rachel Molina)

Action Items:

Action Item(s)	Status
Survey Staff Council reps to determine format, date, and session types/themes	COMPLETED
Assign task for the planning of the mini conference	COMPLETED
Planning of Mini-Conference	COMPLETED
Request for presenters	COMPLETED
Save the date sent	COMPLETED
General Planning	COMPLETED
Greening IUPUI Sustainability Grant	APPLIED, NOT AWARDED
Certified Green Event	COMPLETED
In-person mini-conference held on Friday, May 19, 2023 at the Campus Center 4 th floor	COMPLETED, 225 ATTENDEES

Action Items to be carried over to 2023-2024:

Action Item(s)	Status
Set up a Professional Development Conference for our staff	
Presenters who would possibly be willing to present: Healthy IU (Dr. Mary Yoke- contact Samantha Schaefer OR Angela Reese) IU Global/ OIA (Leslie Bozeman & Sara Allaei) Megan Overgaard, Diana Sims-Harris	From 2022: These three groups of presenters were willing to present in the future and would be a great contact to start if the call for presenters does not turn up enough interest. For 2023, Catherine Matthews, Organizational Development, provided lots of assistance and guidance with developing the programming and pointing us in the direction of interested and available speakers.

Suggested new action items for 2022-2023:

Action Item(s)	Status
reuse swag that we still have from previous events	
Continue to make it a Green Event (IUPUI Sustainability)	
Food: Chartwells provided zero waste catering, however do note that IUPUI Sustainability can assist in requesting this option.	
There was a strong preference for an in-person format	

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

- 11-13-22 Staff Council PDC Mini Conf 2023 Survey Data Analysis
- Agenda
- Program
- Post Conference Survey Report - Spring 2023

Deliverables

Report due: June 30, 2023

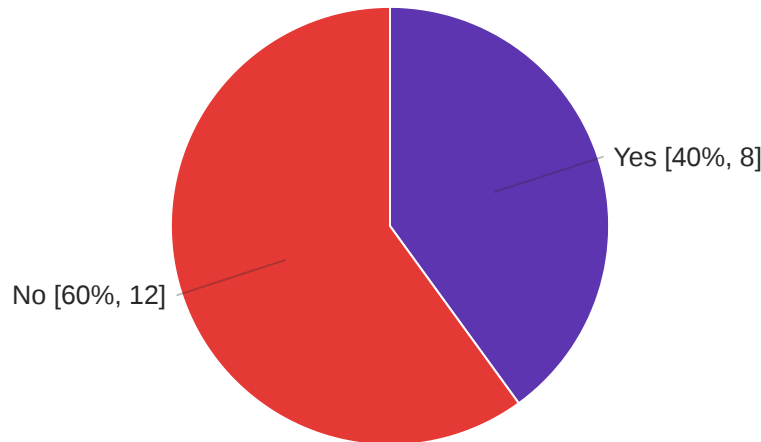
Submit to: Tricia Edwards trewrigh@iu.edu

IUPUI Staff Council Professional Development Mini-Conference Committee 2023 Conference Interest Survey

The charts and tables below provide a snapshot of the responses to the 2023 Conference Interest Survey.

During the 10/19 staff council meeting, 60 staff council members received an invitation to complete a survey to seek input to aid the committee's planning and decision-making for the next staff council professional development mini-conference. The survey received 20 responses (33% response rate).

Have you previously attended the staff council event?



What was most helpful about your previous staff council conference experience(s)?

Networking

New info

N/A

Career advice

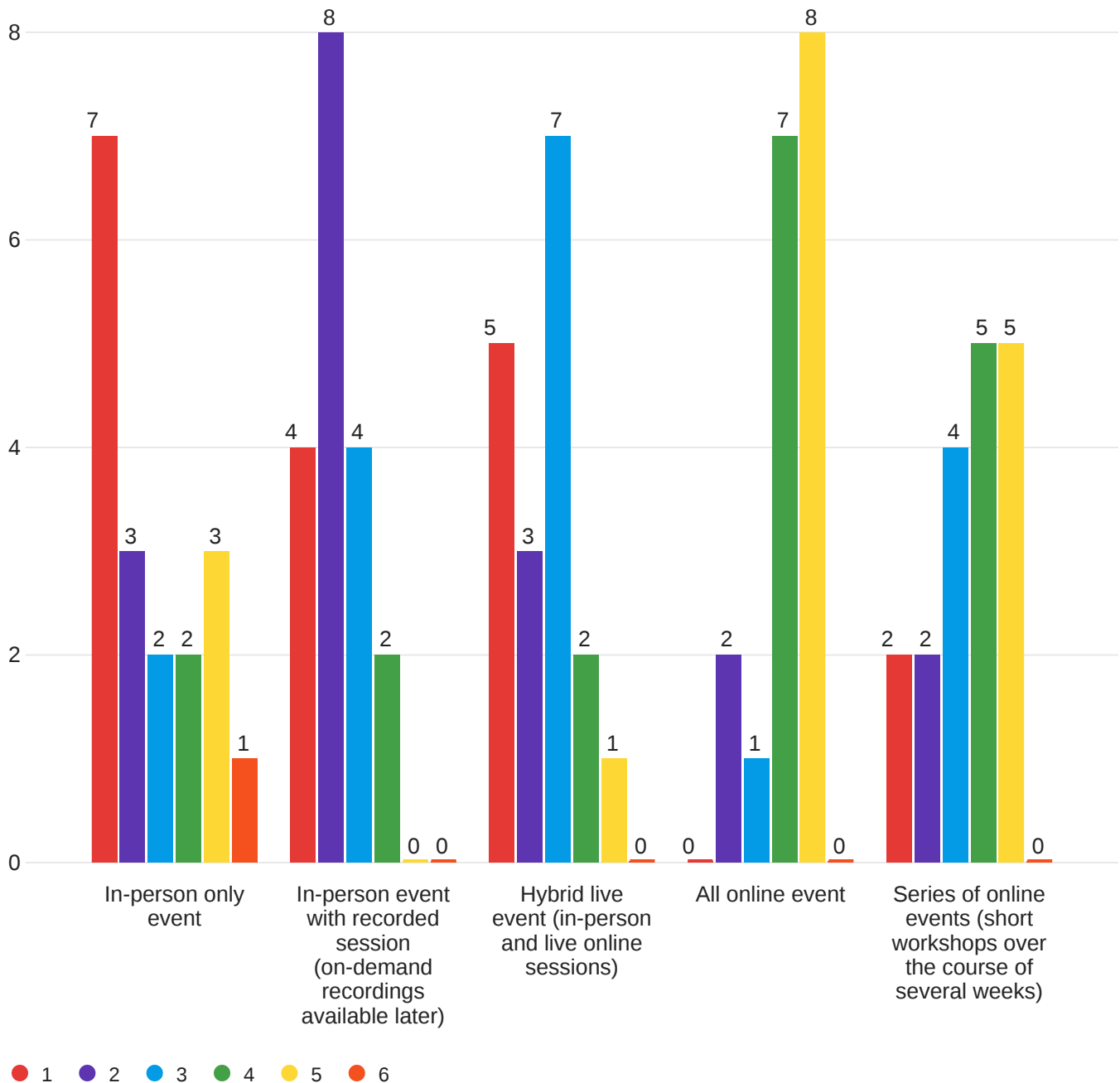
What was least helpful about your previous staff council conference experiences(s)?

Downtime

N/A

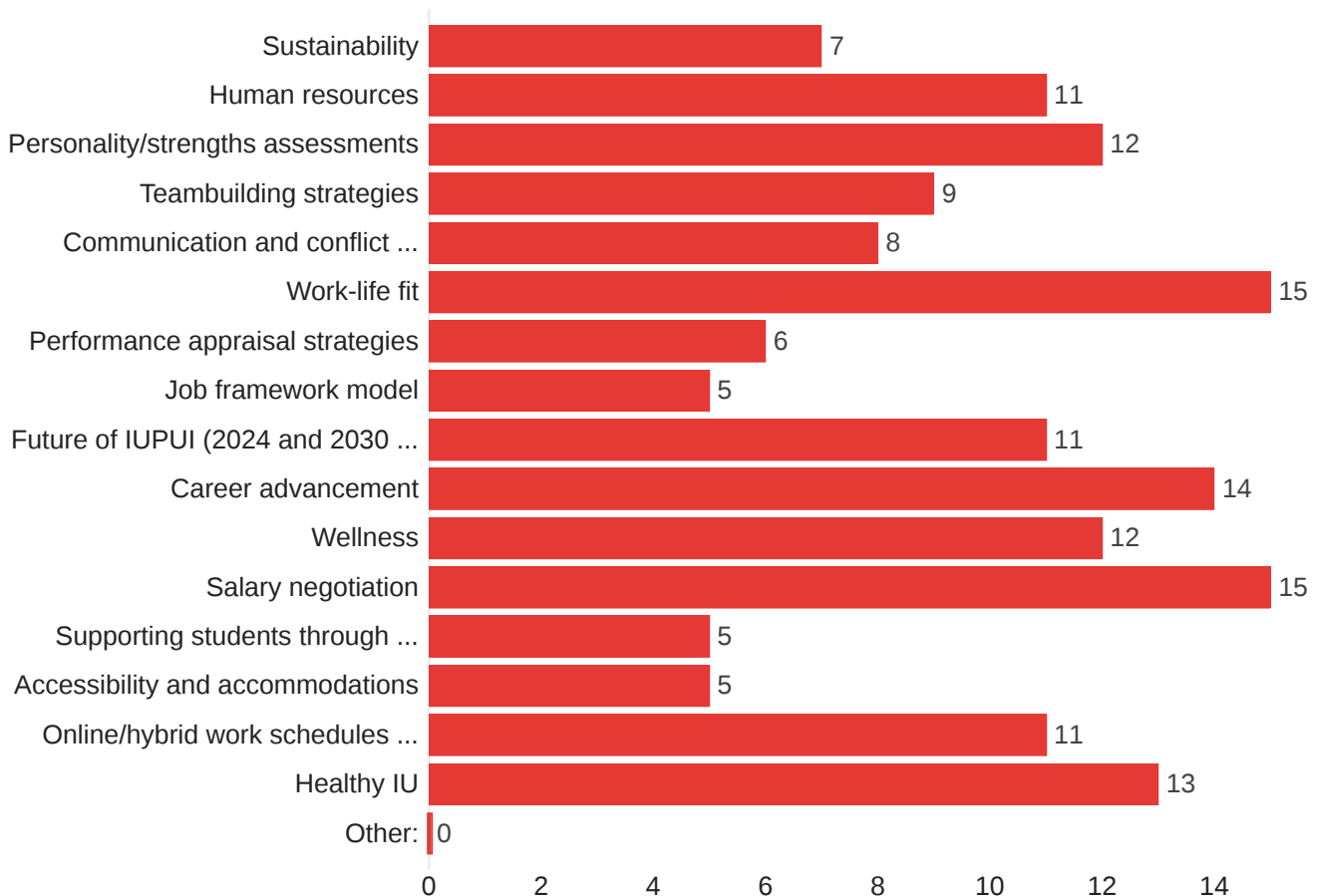
NA

What is your preferred format for the event?



Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
In-person only event	1.00	6.00	2.67	1.70	2.89	18	48.00
In-person event with recorded session (on-demand recordings available later)	1.00	4.00	2.22	0.92	0.84	18	40.00
Hybrid live event (in-person and live online sessions)	1.00	5.00	2.50	1.17	1.36	18	45.00
All online event	2.00	5.00	4.17	0.96	0.92	18	75.00
Series of online events (short workshops over the course of several weeks)	1.00	5.00	3.50	1.30	1.69	18	63.00
Other:	5.00	6.00	5.94	0.23	0.05	18	107.00

What types of sessions would you be interested in attending at the staff council conference? Select all areas of interest.



Q3 - What types of sessions would you be interested in attending at the staff council conference? Select all areas of interest. - Selected Choice

Field	Choice Count
Sustainability	7
Human resources	11
Personality/strengths assessments	12
Teambuilding strategies	9
Communication and conflict resolution	8
Work-life fit	15
Performance appraisal strategies	6
Job framework model	5
Future of IUPUI (2024 and 2030 projects)	11
Career advancement	14
Wellness	12
Salary negotiation	15
Supporting students through difficult circumstances	5
Accessibility and accommodations	5
Online/hybrid work schedules and negotiation	11
Healthy IU	13
Other:	0

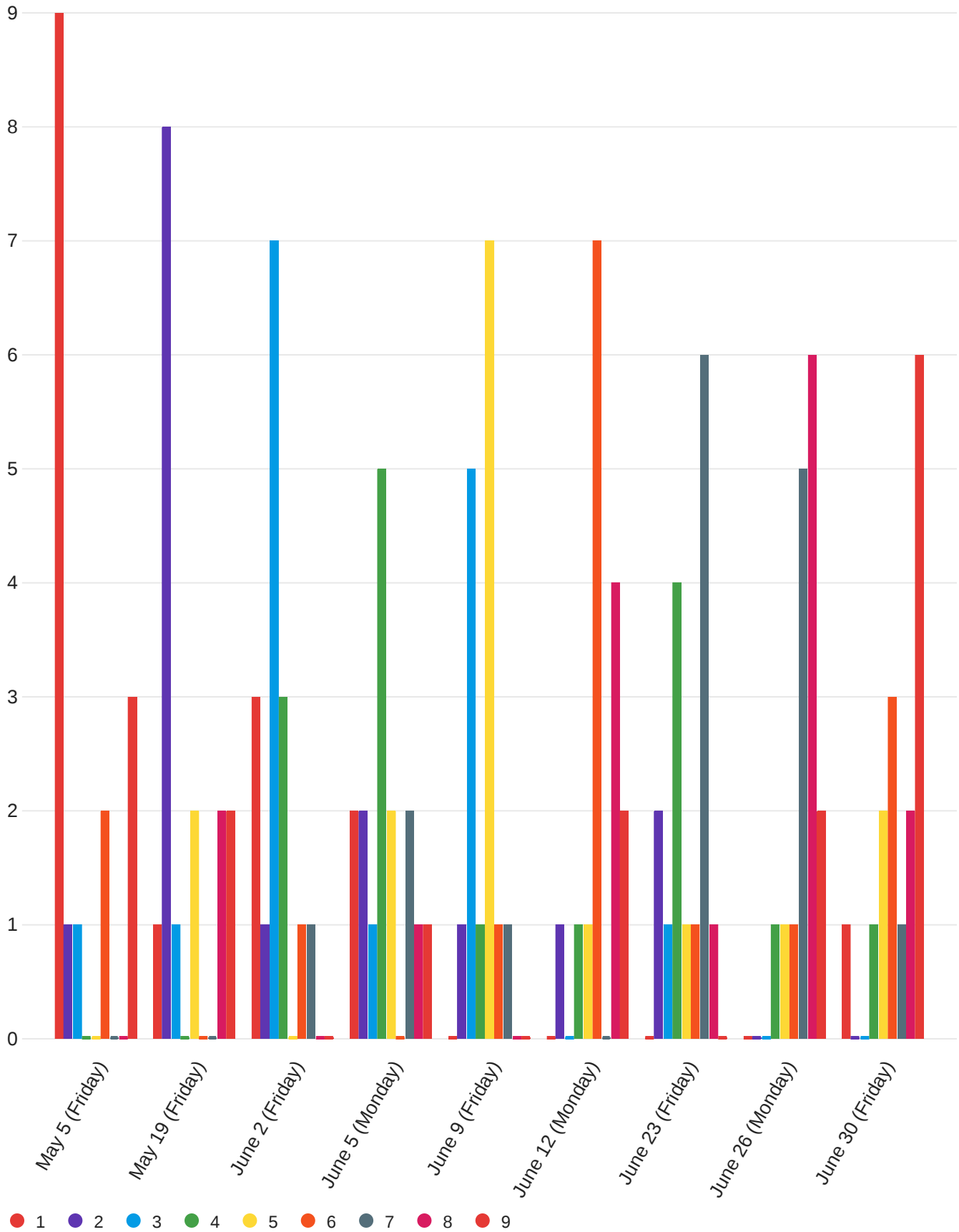
Q5 - What priorities do you have for the conference experience?

Learning things that are especially hard to find information or tough to find time to learn

Framework redesign and working through the negative impacts it had on a certain subset of staff; supporting students; career advancement; work-life balance

Na

Rank order your preference for potential conference dates.



Q4 - Rank order your preference for potential conference dates. Please be mindfu...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
May 5 (Friday)	1.00	9.00	3.31	3.18	10.09	16	53.00
May 19 (Friday)	1.00	9.00	4.00	2.81	7.88	16	64.00
June 2 (Friday)	1.00	7.00	3.19	1.59	2.53	16	51.00
June 5 (Monday)	1.00	9.00	4.38	2.32	5.36	16	70.00
June 9 (Friday)	2.00	7.00	4.31	1.31	1.71	16	69.00
June 12 (Monday)	2.00	9.00	6.44	1.80	3.25	16	103.00
June 23 (Friday)	2.00	8.00	5.25	1.92	3.69	16	84.00
June 26 (Monday)	4.00	9.00	7.25	1.30	1.69	16	116.00
June 30 (Friday)	1.00	9.00	6.88	2.26	5.11	16	110.00



6th Annual Staff Development Mini-Conference

“Vision 23 & Me: DNA of Career Development”

Friday, May 19th, 2023 | IUPUI Campus Center 4th floor & 3rd floor

go.iu.edu/vision23

TIME	PRESENTATION TITLE	PRESENTER	LOCATION
8:30 – 9:00 am	Check-in Activity: Light refreshments, bring toothbrushes for Indianapolis Urban League		4 th Floor Atrium
9:00 – 9:10 am	Welcome from IUPUI Staff Council President, Vice Chancellor for Finance and Administration, and a video message from Senior Human Resources Director	Heather Staggs, Camy Broeker, Juletta Toliver Video	CE450
9:10 – 10:10 am	Keynote We Develop Our Students: Time to Develop Ourselves	Dr. Mike Slocum	CE450
10:40 - 11:40	Panel Discussion with IUPUI staff who have progressed in their careers	<i>Moderator:</i> Jamie Gayer <i>Panelists:</i> Damon Spight Dr. Shannon McCullough Natalie Albert Joan Charlesworth	CE450
11:40 – 12:25	Informal networking session with boxed lunches		CE450
<i>15 minute transition break</i>			
12:40 – 1:40 pm	Breakout 1: LinkedIn Learning: Learn and grow on your schedule!	Amy Batule	CE 405
	Breakout 2: Resumes & Cover Letters for Experienced Professionals	Hali Buck, M.S.Ed.	CE 409

	Breakout 3: Negotiation as a Work Skill and a Life Skill	Kathleen S. Grove, MA, JD	CE 450
<i>10 minute transition break</i>			
1:50 – 2:50 pm	Closing Session So, you are thinking about leaving IU? Some things to consider...	Yolonda Burbrink & Co-stars!	CE 450
2:50 – 3 pm	Closeout & a thank you video message from Interim Chancellor Klein!	Heather Staggs, Video from Interim Chancellor Andrew R. Klein	CE 450

[Register Now!](#)



VISION 23 & ME: DNA OF CAREER DEVELOPMENT

6th Annual Staff Professional
Development Mini-Conference

Friday, May 19th
Campus Center



IUPUI
STAFF COUNCIL

go.iu.edu/vision23





VISION 23 & ME: DNA OF CAREER DEVELOPMENT

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go.iu.edu/vision23

[Conference Story Map](#)





IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Community Service: Bring toothbrushes for Indianapolis Urban League

The Indianapolis Urban League's mission is to empower African-Americans and disadvantaged individuals to achieve social and economic equality and improved quality of living through programs, services, and advocacy in education, workforce development, entrepreneurship, health, and housing.



Bring new toothbrushes during check-in from 8:30 -9 AM outside CE450 to be donated to the Indianapolis Urban League.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development



We are excited to share we are a Certified Green Event by the IUPUI Office of Sustainability!

- We ask that you utilize the recycling bins in the Campus Center during the mini-conference. Check out the IUPUI Office of Sustainability's Recycling Pocket Guide to know exactly what is recyclable and what isn't.
- IUPUI Food Services composts food waste from Campus Center. This food waste goes to GreenCycle where it is turned into soil. IUPUI then completes the loop and buys this soil back for incorporation into the IUPUI Urban Gardens.
- Modes of Transportation
 - JagLine campus shuttle
 - IndyGo bus system – Michigan Street route
 - Outdoor bike racks located outside the campus center
 - Pacers bikeshare
 - Motorized Scooters



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IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Hospitality provided by Chartwells @ IUPUI

- Assorted breakfast pastries, scones, muffins, seasonal fruits, coffee, hot tea, and orange juice will be available from 8:30–11 AM in CE450. There will be some vegan and gluten-free options available.
- Coffee, water, hot tea, bananas, and apples will be available starting at 11 AM and throughout the duration of the conference in CE450.
- Box lunches will be provided for the informal networking session in CE450 from 11:40 – 12:25 PM. There will be some vegetarian, vegan, and gluten-free options available.
- Many thanks to Chartwells staff for making this possible!





IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Welcome & Introductions



Emcee, Beth Chaisson has been with IUPUI for 27 years. During that time, she has held positions of increasing responsibilities within Continuing Studies, the School of Nursing, and the School of Medicine. Currently she is a Manager with the IU School of Medicine Dean's Office, Office of Education Administration & Finance. Beth has served on the IUPUI Staff Council twice during her time on campus, currently as 2nd Vice-President. She is the Staff Council representative to the IUPUI Resource Planning Committee and the IUPUI Food Advisory Group and is a member of the Staff Development Committee.



Heather Staggs is a Human Resources Business Partner in the Department of Obstetrics and Gynecology within the IU School of Medicine. Heather serves as the President of IUPUI Staff Council and has been with the university for 25 years.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Welcome & Introductions, Continued



Camy Broeker is the Vice Chancellor for Finance and Administration at IUPUI. As Vice Chancellor, Camy is responsible for the financial oversight of the IUPUI campus, including its approximately \$1.7 billion operating budget, and her responsibilities include planning, managing and evaluating the campus operations of Auxiliary Services, Budget, Bursar, Financial Services, Campus HR and Campus Facility Services. She also serves as liaison to Indiana University administration in the areas of public safety, purchasing, emergency management and continuity, and environmental health and safety for the IUPUI campus. Broeker's career at IUPUI began in 1986 as a staff member and has served in various administrative roles before being appointed to her current role in 2017. Broeker earned her bachelor's degree in business and her master's degree in professional accounting from the IU Kelley School of Business.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Welcome & Introductions, Continued



Juletta Toliver leads Human Resources and Payroll for the IUPUI Campus. She has been with IUPUI for over 35 years and is a trusted strategic partner to campus and university administration. Juletta worked in many areas within human resources including talent acquisition, compensation, and job classification, as well as leading Financial Services (Payroll, AP/AR, Banking and Capital Assets) before taking on her current leadership role in 2015. She has developed numerous relationships and frequently collaborates across campus and throughout the IU system to create and implement change. She values diversity, equity and inclusion and is always working to improve employee engagement. Juletta is often described as composed as she brings her calm and practical approach to finding solutions that support her constituents.

She is an IUPUI alumna, having earned both her bachelor's and master's degrees in organizational leadership at IUPUI.

Juletta was one of seven women veteran staff, selected as an Outstanding IUPUI Woman Leader in 2021. She sits on many committees and advisory boards across IU and is active in the external community as well.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Keynote: We Develop Our Students: Time to Develop Ourselves

No matter what your role on campus, we all work together for the betterment of our students. But what have we done to better ourselves? Pursuing our professional goals and passions is a vital part of both our own success and a healthy workforce. Let's take the energy we share in our daily work with others and direct it towards ourselves.



Dr. Mike Slocum

*Director of Career Development
Academic and Career Development
University College
Division of Undergraduate Education*

As the Director of Career Development in University College, I provide oversight to departmental career consultants and supervise teams of STEM and Exploratory advisors. I also oversee planning and implementation of the University-wide Fall Career Week. I have worked in higher education for 20 years in a variety of capacities from academic advising and career services to student conduct, residence life, and Federal TRIO programs. I still have no idea what I want to do when I grow up.



IUPUI STAFF COUNCIL

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Vision 23 & Me: DNA of Career Development

Panel Discussion with IUPUI staff who have progressed in their careers

Listen to IUPUI staff who have progressed in their careers share their unique experiences and best practices for developing your career at IUPUI.



Moderator, Jamie Gayer I began my journey at IU in 2008 as a non-exempt HR Coordinator in the Bloomington Facility Operations Department. I then took a growth opportunity with IU Human Resources in 2009 as a Compensation Consultant. This allowed me to diversify my HR background and grow horizontally in my skills. In 2012 I was given the opportunity to come back to Facility Operations as an HR Manager. In 2017 my role was enhanced to become the HR Director for the whole of Capital Planning & Facilities with system-wide portfolio. Then in 2019 I was given an opportunity to promote into the Assistant Vice President role that supports all the business functions within CPF (human resources, finance, tech, procurement, administration).



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Panel Discussion, Continued



Panelist, Dr. Shannon McCullough, Assistant Dean of Admissions and Student Affairs and Associate Faculty, Herron School of Art + Design, IUPUI. Dr. Shannon McCullough received her Ph.D. from Indiana University in Higher Education, concentrating in educational psychology and learning science. Her academic background is in social-cognitive psychology and this paradigm is the focus of her research on gender and racial disparities in higher education, human developmental theory, and mentoring. She holds an administrative position at Herron School of Art and Design, serving as Assistant Dean of Admissions and Student Affairs, providing strategic leadership for the successful design, development, assessment, and implementation of enrollment management functions. She also holds a faculty appointment in the Art Therapy graduate program, leading their curriculum for development psychology, teaching research methods, and serving on thesis committees. Prior to coming to Herron, she served as professional staff in the Division of Undergraduate Education, directing academic support programs and serving as the liaison with academic departments across campus - all while pursuing her masters and doctoral degrees. Dr. McCullough has been on the IUPUI campus since 1999, going from the role of undergraduate student to dean. A true barrier breaker, she has been named one of the [50 Faces of IUPUI](#). She made her mark on IU history as a member of the largest graduating class of female Ph.D. students of color in the School of Education, known as the “Great Eight.” To commemorate the event, Dr. McCullough and the other seven outstanding women involved created the Great Eight Scholarship for incoming doctoral students.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Panel Discussion, Continued



Panelist, Damon Spight's career has progressed from starting at IUPUI in the late 1990's as an Historically Black College and University (HBCU) summer experience employee with Mrs. Amy Conrad, Mrs. Anna Melodia, and Dr. J. Herman Blake to being one of the [Faces of IUPUI](#) for our campus's 50th anniversary and holding since 2017 the role of faculty recruitment manager for the Indiana University School of Dentistry. The journey has been both fueled and sustained by embracing what is unknown and unfamiliar, overcoming racial and gender stigmas as well as imposter syndrome, and being a practitioner of life-long learning.



Panelist, Joan Charlesworth

Financial Admin Leader

*Department of Anatomy, Cell Biology and Physiology
Indiana University School of Medicine*

Joan began working for IUSM in 2004. A majority of her career has been dedicated to her current department in two roles, Assistant to the Chair and Financial Admin Leader. Between those roles, Joan gained valuable skills in research, education, HR, and finance by taking both lateral and promotional opportunities. She is dedicated to supporting IUSM's mission and assisting with successfully executing strategic plan goals at a departmental level to help the IU community and beyond. Her greatest work joy is derived from being a valuable and supportive member of her team.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Panel Discussion, Continued



Panelist, Natalie Albert is the Assistant Director of Adaptive Educational Services (AES) at IUPUI. Natalie began working for AES in 2019 as an Adaptive Services Specialist. In July of 2022, she was promoted to Assistant Director of AES. Natalie holds a Bachelor of Science from IUPUI's American Sign Language/English Interpreting Program (2014). Natalie worked at LUNA Language Services as an ASL Staff Interpreter for five years prior to working in higher education. Natalie is the current Educational Resource Coordinator with the Indiana Association on Higher Education and Disability (Indiana AHEAD). She works to ensure access and equal opportunity for disabled students at IUPUI.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Breakout: Resumes & Cover Letters for Experienced Professionals

Until you're ready to retire – your resume is always in development! Whether you last revised your resume a few weeks ago, or several years ago – this session will feature relevant tips for creating a resume that reflects your professional strengths and skills. Attendees are welcome to bring their resume on a tablet or laptop to edit throughout the session. We'll also cover strategies for writing cover letters that compliment your resume.



Hali Buck, M.S.Ed.

Associate Director, Student Services

Kelley Indianapolis Career Services

Kelley School of Business, Indianapolis

Hali currently works in the Career Services office at the Kelley School of Business as the Associate Director for Student Services. Her role involves providing career coaching for business students pursuing undergraduate, graduate or MBA degrees, as well as coordinating assessment and outcomes data for the career services office. Hali is also an associate faculty instructor for Kelley teaching two undergraduate career development courses. Her tenure in higher education has included work at 3 different universities in a variety of functional areas including career development, student services, advising, student programming and event management. Hali earned her Master of Science in Education from Indiana University and recently completed a Graduate Certificate in Business Management from the Kelley School of Business.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Breakout: Negotiation as a Work Skill and a Life Skill

The ability to negotiate for oneself at work can involve asking for a raise, agreeing to change job responsibilities, or negotiating a salary after a job offer. It's an important job skill to maximize the benefits of your work life. It is also an important life skill in managing relationships and maximizing life satisfaction. This session will explore strategies and skills required for effective negotiation in both work and life.



Kathleen S. Grove, MA, JD has been the Director of the Office for Women at Indiana University Purdue University Indianapolis since 2004. She has been consulting, advising, and counseling in a professional capacity throughout a career that has encompassed the fields of law, business, mental health counseling, and higher education. As the OFW director, she works to create an inclusive and equitable campus environment where all can succeed. She has also been an adjunct professor for the Women's, Gender and Sexuality Studies program in the IU School of Liberal Arts since 2005. In 2021, Director Grove won an award from the International Leadership Association's Women and Leadership Group for "Outstanding Practice with Local Impact". She has a Doctor of Jurisprudence degree from Indiana University McKinney School of Law at Indianapolis, a Masters in Marriage and Family Therapy from Christian Theological Seminary, Indianapolis and a Bachelor of Science degree from the Northwestern University School of Communication in Evanston, IL.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Breakout: LinkedIn Learning: Learn and grow on your schedule!

LinkedIn learning is available for free to all current all IU faculty, students, and staff. In this session, we will provide an overview of LinkedIn Learning and how you can use it to learn new things and strengthen your skills at anytime and from anywhere.



Amy Batule is the Training Manager- Talent and Organization Development at Indiana University. She brings over 15 years of broad HR experience in higher-ed and private industry with a current focus on leadership development and employee engagement. Amy has a B.A. from Purdue University and just completed her master's in organizational leadership at Indiana University- Purdue University-Indianapolis.



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Closing Session: So, you are thinking about leaving IU? Some things to consider...

Recently there has been a record number of people resigning from their jobs across the US. Before handing in their resignations, many employees don't consider what they are leaving behind and they often have regrets. Come join us as one of our best friends at work tells my colleagues and me that they are thinking about leaving IU. Listen as we share what anchors us to IU and how these reasons support our belief that employees at IU have come to the right place.



Yolonda Burbrink graduated with a degree in business, marketing, and human resources and she is a certified Sr. Professional in HR with experience in finance and operations. She joined IU roughly ten years ago as HR Specialist and later transferred into an HRBP role in Cardiovascular Medicine. Last year, she transferred to Neuroscience Administration as the HR leader for the neuroscience departments in the School

of Medicine. Her career trajectory represents how IU is dedicated to helping employees grow and develop their careers at IU.

Yolonda previously served as the chair of the elementary and Jr. high school board where her three daughters attended. She also served on the Student Business Leadership Academy board at the University of Indianapolis which is what piqued her interest in higher ed. Her daughters jump-started their college education as high school students by enrolling in IUPUI courses through the Running Start and Upper-Class Programs in the IUPUI SPAN Division. She cannot speak highly enough of the incredible education they received/are receiving and of the employee tuition benefit which supports IU's education mission and reduces the cost of IU courses for employees and their dependents.

Yolonda brings a tremendous amount of energy to her work and is highly engaged in supporting faculty, staff, and students while promoting the IUSM's mission to provide innovation and excellence in education, research, and patient care.



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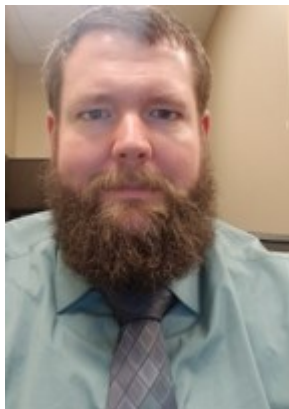
Closing Session: So, you are thinking about leaving IU? Some things to consider..., Continued



Carla Ewing, MJ, is the HR Leader with IU School of Medicine in the Department of Radiology & Imaging Sciences where she has served for the past 12 years. She is responsible for managing the daily human resource operations for the 450 employees of the unit.

Carla obtained her bachelor's degree from Indiana University in Bloomington, Indiana, and master's degree in Jurisprudence from Indiana University McKinney School of Law.

As a member of the IUPUI community for over 23 years she's served as a member of IUPUI Staff Council and IU School of Medicine diversity task force. She's facilitated workshops as part of the IUSM's Basic Essentials of Supervisor Training Series (B.E.S.T.) on Interviewing, Hiring and Onboarding and has been an IUPUI Next Generation HR Guest Speaker.



James Lyons, MBA, Human Resources Business Partner with IU School of Medicine in the Dean's Office Human Resource where he has served for four years. He oversees the educational affairs department and the chief information office for the school of medicine.

James Lyons received his undergraduate degree at Ball State University and his master's degree from Indiana Wesleyan University.

During his time at the School of Medicine he has served as an IUPUI mentor for new staff members. He is currently serving on the United Way Campaign executive committee. He has completed the leading at IU series and is certified in human resources.



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6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Closing Session: So, you are thinking about leaving IU? Some things to consider..., Continued



Kimberly Mundt, a Human Resources Specialist at Indiana University School of Medicine with the Dean's office. She has been with IU for almost 2 years and helps serve Mental Health Services, Space Planning & Utilization, and other departments in the School of Medicine.

Kimberly graduated with dual degree in Psychology and Gender Studies at Indiana University. She is working on getting certified in SHRM-CP and is hoping to add that this year.

She has over 10 years of recruiting, which she jokes is the lighter side of HR, because people trying to get a job are on their best behavior.

During her career she has helped with United Way, the Backpack Attack, Second Helpings with IUSM last year, and volunteers whenever she gets the opportunity.



Bridget Working has been a member of the IU community for over 20 years. She's been in the Department of Medicine since 2013, where she started as the Assistant Manager for Academic Administration and then into the role of Associate Director of Academic Administration. In 2020, she was promoted to her current role, Director of HR & Academic Administration.

Prior to working in the Department of Medicine, Bridget worked in IUPUI's HR office (formerly known as HRA) as a Training and OD Consultant, and in IUB's Residential Programs and Services as a Residence Manager and Assistant Director for Selection, Retention, and Staff Development.

Bridget has her SHRM-SCP and SPHR certifications. She is a Councilor for the Alliance for Academic Internal Medicine and a member of the AAMC's Group on Business

Affairs



IUPUI STAFF COUNCIL

6th Annual Staff Development Mini-Conference

Vision 23 & Me: DNA of Career Development

Thank You!

Thank you for attending the 6th Annual Staff Development Mini-Conference, *Vision 23 & Me: DNA of Career Development*. We thank you for your service to our fellow staff, students, faculty, city, state, and beyond.

We invite you to take our [post-conference survey](#) to evaluate your experience so we can use your feedback to improve our future professional development offerings!



Interim Chancellor Andrew R. Klein Former dean of the IU McKinney Law School, Interim Chancellor Andrew R. Klein has been a member of the IUPUI faculty for 24 years. He has served in a number of key leadership roles on campus, including as associate vice chancellor for academic affairs and chief of staff to then-Chancellor Charles Bantz. Currently the Paul E. Beam Professor of Law, Interim Chancellor Klein is an award-winning teacher, an active scholar, and an expert on tort and environmental law.



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IUPUI Staff Council Staff Development Committee

Leslie Albers
Beth Chaisson
Stacy Files
Bryce Hockman
Todd Morton
Rachel Molina
Ryan Schafer
Diana Sims-Harris



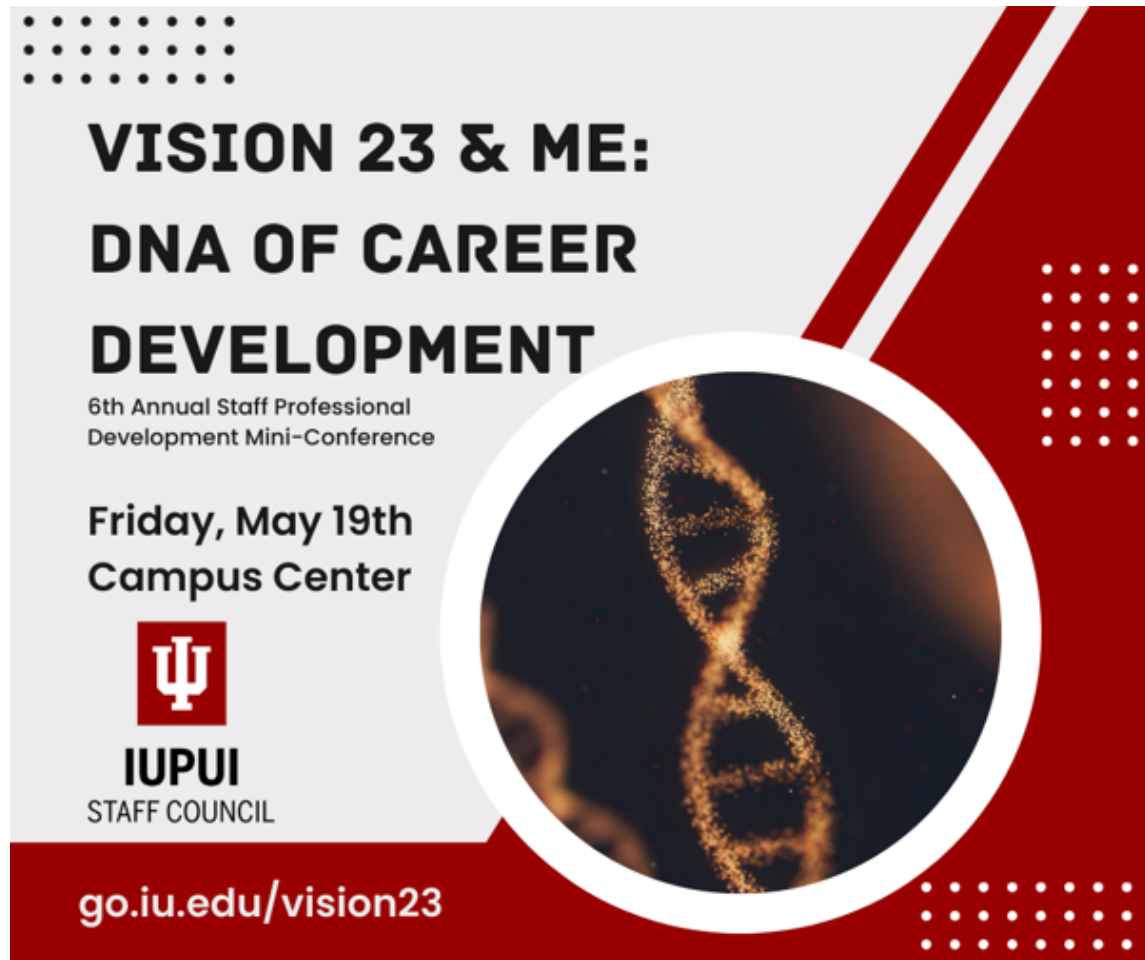
[@IUPUI SC](#)



[@iupuicouncil](#)



[/staff.council.iupui](#)

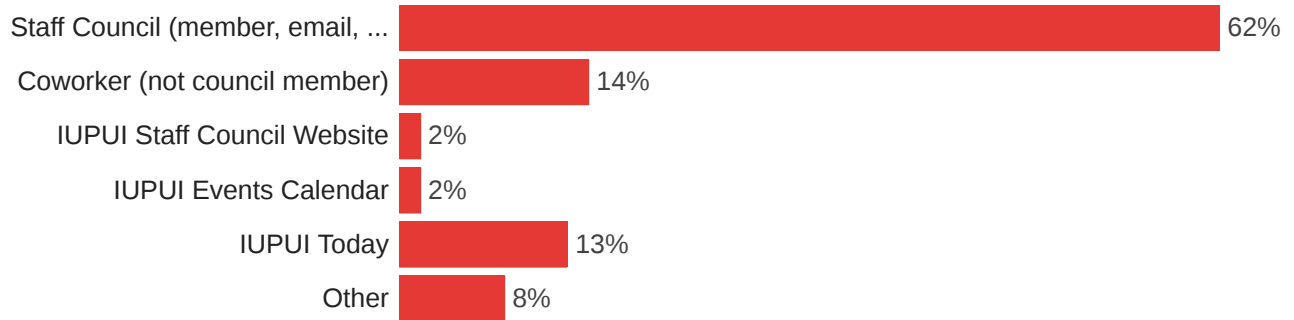


Post-Conference Survey Report Spring 2023

The charts and tables below provide a snapshot of the responses to the IUPUI Staff Council Post-Conference Survey.

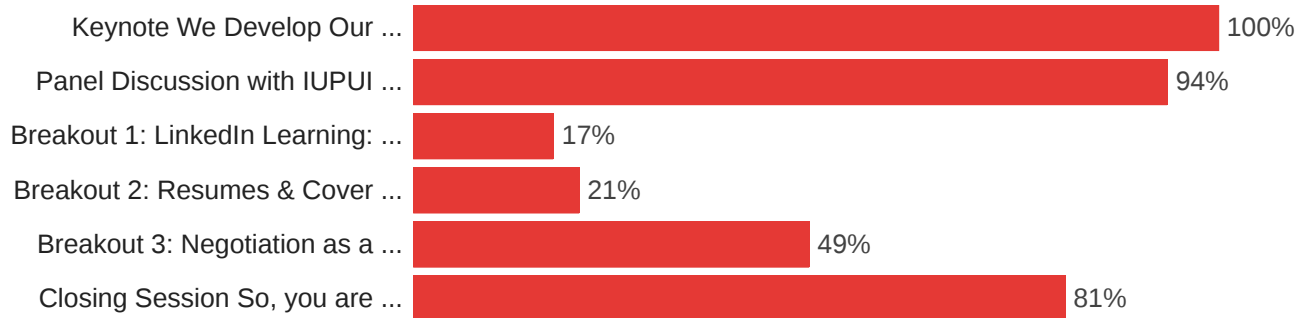
During this reporting period, 225 attendees received an invitation to complete a survey to assess their experience at the 6th Annual Staff Development Mini-Conference "Vision 23 & Me: DNA of Career Development" held on May 19, 2023 in the Campus Center. The survey was sent 1 time on Tuesday, May 23, 2023 via email and received 63 responses (28% response rate).

How did you hear about this event?



Field	Choice Count
Staff Council (member, email, web page)	39
Coworker (not council member)	9
IUPUI Staff Council Website	1
IUPUI Events Calendar	1
IUPUI Today	8
Other	5

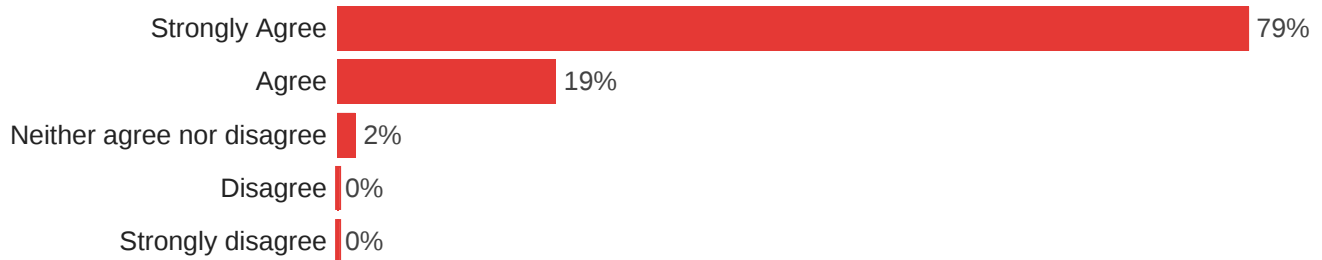
Select the portions of the conference you attended.



Field	Choice Count
Keynote We Develop Our Students: Time to Develop Ourselves - Dr. Mike Slocum	63
Panel Discussion with IUPUI staff who have progressed in their careers - moderated by Jamie Gayer	59
Breakout 1: LinkedIn Learning: Learn and grow on your schedule! - Amy Batule	11
Breakout 2: Resumes & Cover Letters for Experienced Professionals - Hali Buck, M.S.Ed.	13
Breakout 3: Negotiation as a Work Skill and a Life Skill - Kathleen S. Grove, MA, JD	31
Closing Session So, you are thinking about leaving IU? Some things to consider... - Yolonda Burbrink & Co-stars!	51

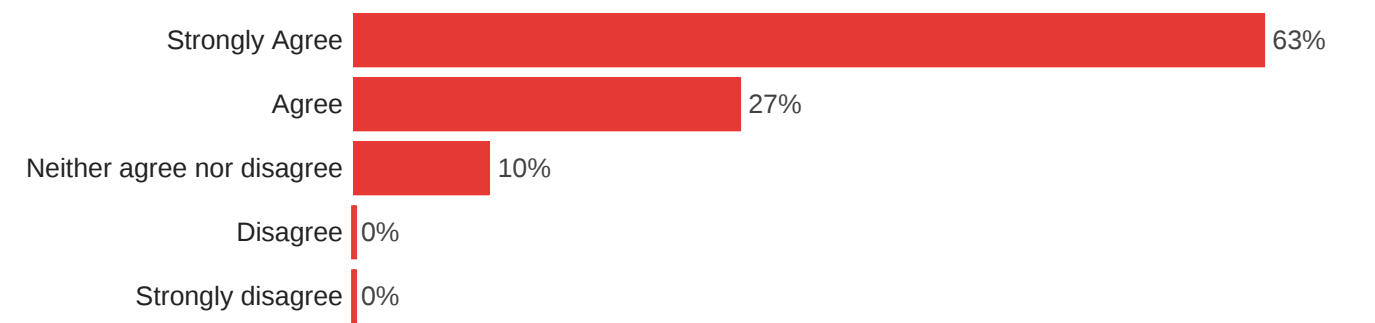
Please evaluate the Keynote Presentation We Develop Our Students: Time to Develop Ourselves - Dr. Mike Slocum

Speaker was engaging.



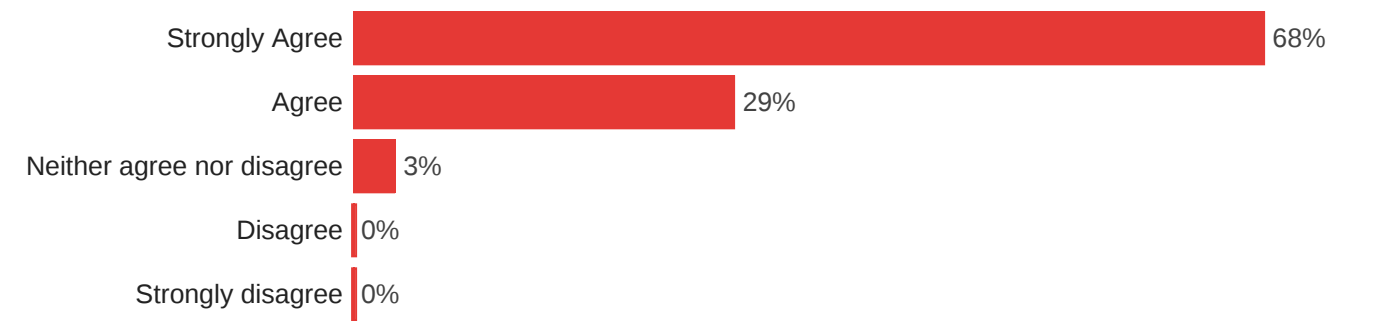
Field	Choice Count
Strongly Agree	50
Agree	12
Neither agree nor disagree	1
Disagree	0
Strongly disagree	0

Content was relevant to my role as a staff member.



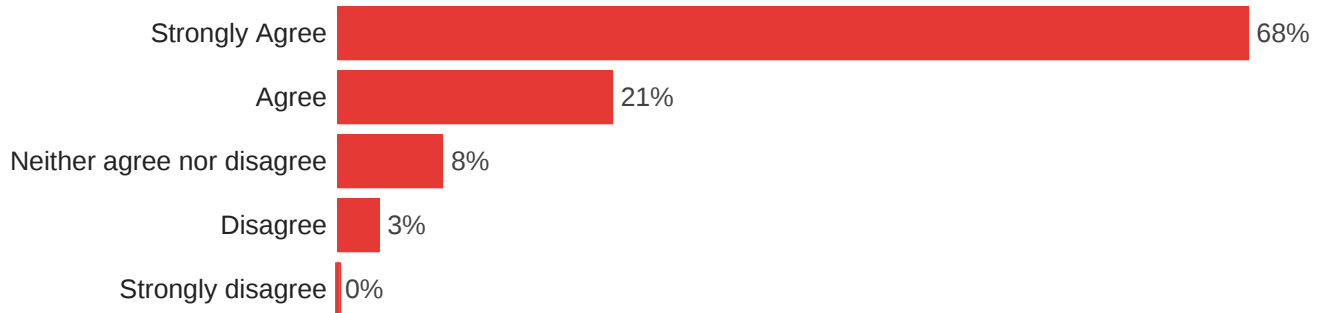
Field	Choice Count
Strongly Agree	40
Agree	17
Neither agree nor disagree	6
Disagree	0
Strongly disagree	0

Content was relevant to the overall purpose of the event.



Field	Choice Count
Strongly Agree	43
Agree	18
Neither agree nor disagree	2
Disagree	0
Strongly disagree	0

This presentation met my expectations.



Field	Choice Count
Strongly Agree	43
Agree	13
Neither agree nor disagree	5
Disagree	2
Strongly disagree	0

I appreciated Dr. Slocum's story. He made it clear that life is what happens while you are busy making other plans. I think that he was well-suited for the Keynote Presentation.

Wonderful presentation! Very engaging.

This presentation really made me feel validated in my feelings toward my career right now. It was encouraging to know that other people feel the same, and that there are a lot of options for me through IU.

This was a great discussion, and I was able to take some beneficial notes.

Although he says there's still time for him to be an astronaut, I think he may have a side hustle as a stand up comedian. Bravo, great job with your presentation.

Talk did not include many take aways or tangible advice - seemed more focused on the speaker's story rather than application.

I absolutely loved this presentation!!! What a treasure to have in our university!

Dr. Slocum was the best part of the whole event.

Dr. Slocum was a wonderful presenter. Very relaxed and relatable.

Content felt generic and was not quite as motivational as I was hoping.

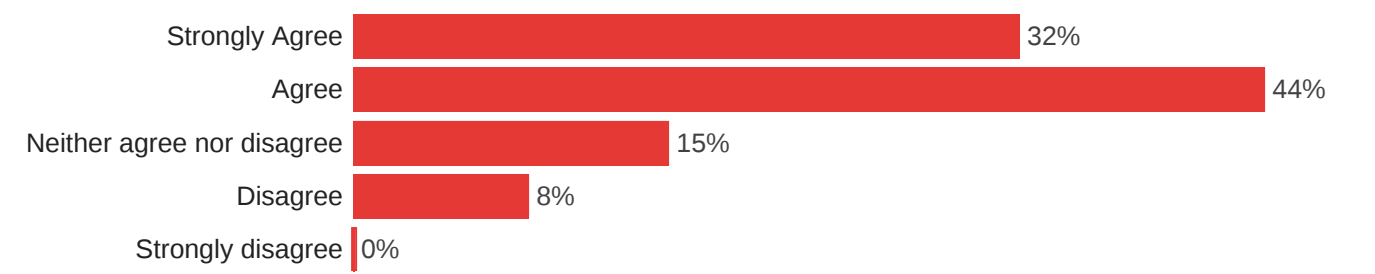
Very informative, I took a ton of notes.

Very good and dynamic speaker!

It was great! I really love the engagement.

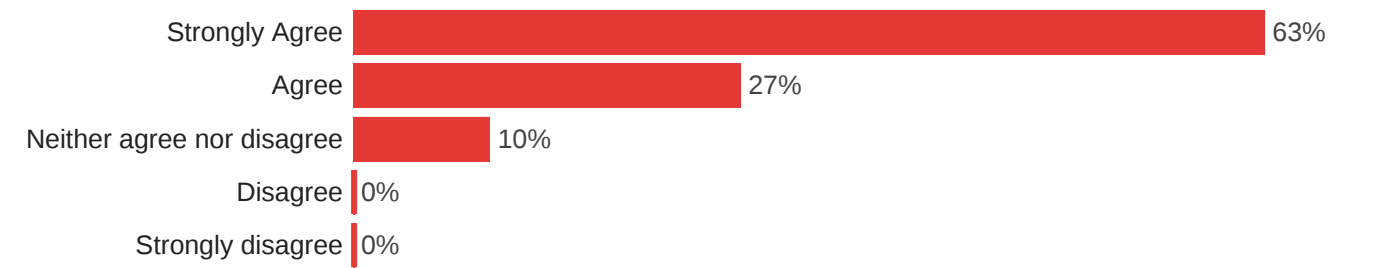
Please evaluate the Panel Discussion with IUPUI staff who have progressed in their careers

Speakers were engaging.



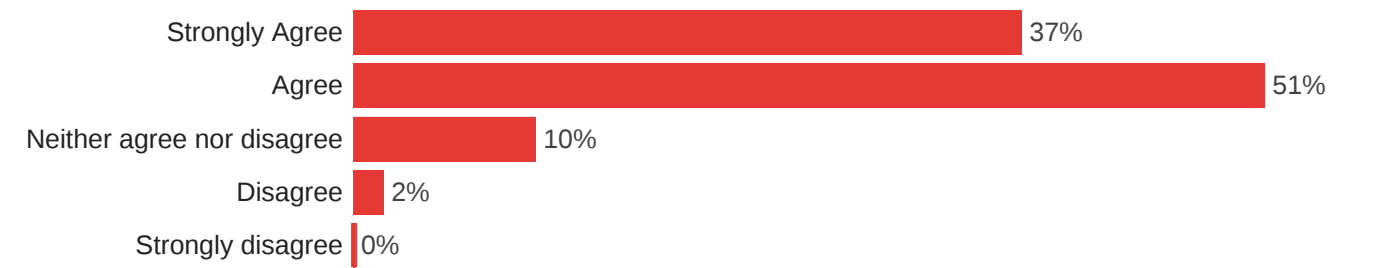
Field	Choice Count
Strongly Agree	19
Agree	26
Neither agree nor disagree	9
Disagree	5
Strongly disagree	0

Content was relevant to my role as a staff member.



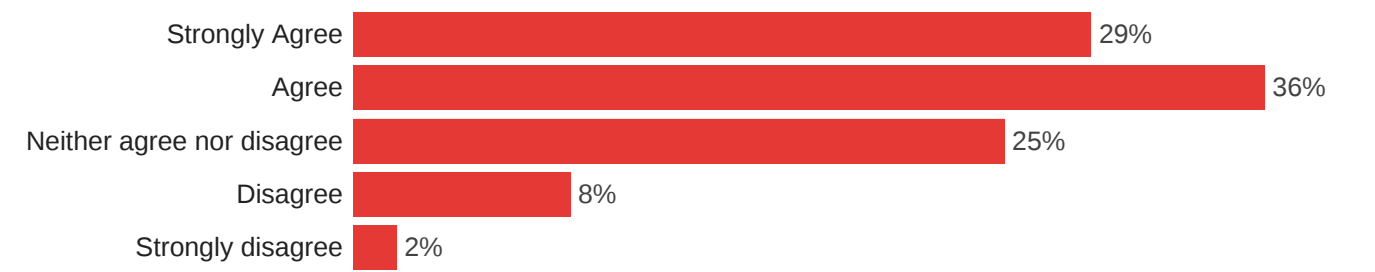
Field	Choice Count
Strongly Agree	13
Agree	30
Neither agree nor disagree	10
Disagree	6
Strongly disagree	0

Content was relevant to the overall purpose of the event.



Field	Choice Count
Strongly Agree	22
Agree	30
Neither agree nor disagree	6
Disagree	1
Strongly disagree	0

This presentation met my expectations.



Field	Choice Count
Strongly Agree	17
Agree	21
Neither agree nor disagree	15
Disagree	5
Strongly disagree	1

Do you have any additional feedback you would like to share about the Panel Discussion with IUPUI staff who have progressed in their careers moderated by Jamie Gayer?

Again, no expectations. All panel members should have their own microphone and need to be reminded to speak slowly and distinctly to facilitation being heard in a large room.

Damien from School of Dentistry was memorable.

Loved Mr. Damon from School of Dentistry, both on the panel and the couple times he participated from the audience.

The questions asked by the moderator were good. Some panel members tended to go off on tangents that were difficult to follow, in my opinion, rather than focusing on the question. I would have liked to hear more specifics of how the panelists took the steps to advance their careers. It felt like the panel was intended to be more inspirational than informative, which was not my hope.

No.

Panel Discussions are usually somewhat awkward, but I feel like everyone was well informed and prepared for the panel. I very much enjoyed Damon's input.

I didn't relate to a single person on the panel. Not one of them. They all seemed to have positions within the university that felt very far removed from the rank-and-file who bear the burden of the biggest workloads.

The panel discussion was very long. Allowing the panelist to limit their answers to 3-4 minutes would have been helpful. At times, I forgot what question they were answering. It didn't leave much room for questions from the audience.

The moderator was really good, the content... not so much

The panel discussion was overall very long which made it difficult to stay engaged. I felt that the content could have been more relevant and concise.

It was encouraging to hear their stories of advancement.

I felt the time block for this event was too long.

Great information.

I did feel some of the opinions expressed were unrealistic regarding career development at IUPUI - It is not possible to find a position at IUPUI and "go for it" and make it your only objective. The best position may not come open for years.

This was not the conference for me. I am not experiencing any degree of dissatisfaction with my job. That being said, the panel was boring.

The panel presentations are not enjoyable in the least.

I felt that the moderator spoke too much, if she had so much to contribute, she should have been on the panel and let someone else moderate. I wanted to hear more from the panelists and less from her overarching interpretations.

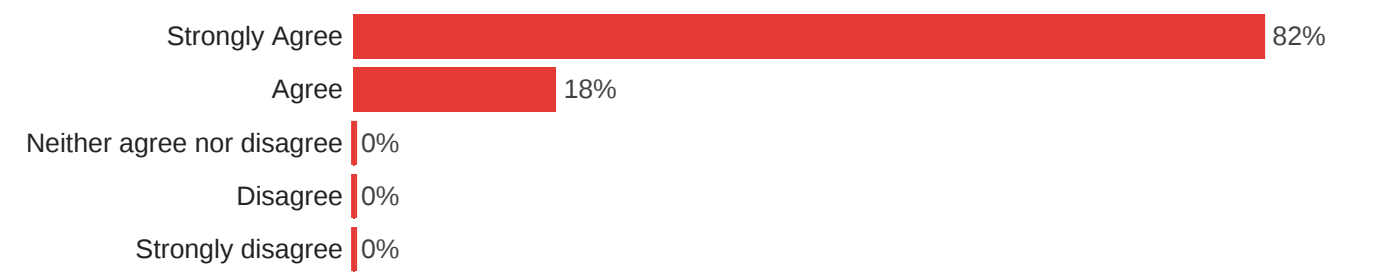
Damon Spight was fire personified. His words about being focused and working in your passion was just exactly what I needed to hear today.

I think there should have been a camera/projector and the panelists could have been seen onscreen all the way to the back of the room.

Appreciated the openness to share personal and professional journeys.

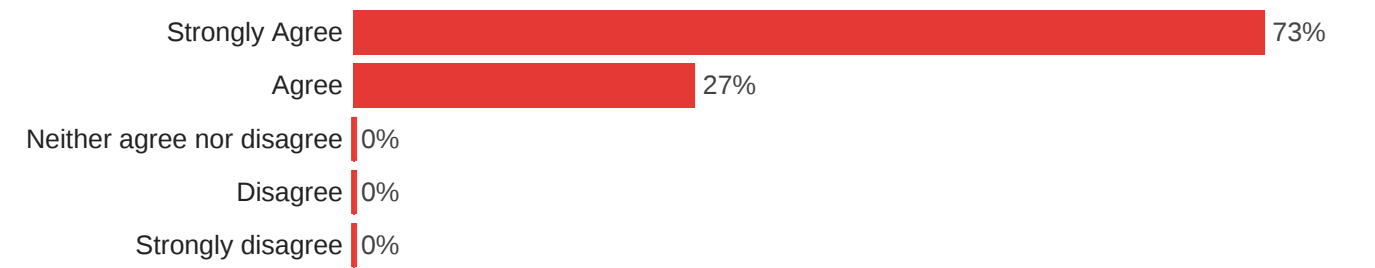
Please evaluate the Breakout LinkedIn Learning: Learn and grow on your schedule! - Amy Batule

Speaker was engaging.



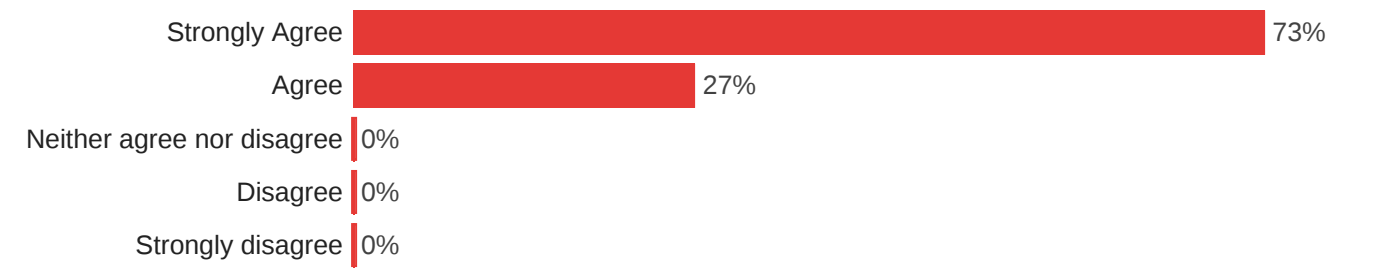
Field	Choice Count
Strongly Agree	9
Agree	2
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

Content was relevant to my role as a staff member.



Field	Choice Count
Strongly Agree	8
Agree	3
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

Content was relevant to the overall purpose of the event.



Field	Choice Count
Strongly Agree	8
Agree	3
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

This presentation met my expectations.



Field	Choice Count
Strongly Agree	7
Agree	4
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

Do you have any additional feedback you would like to share about the Breakout: LinkedIn Learning: Learn and grow on your schedule! - Amy Batule?

No.

Really enjoyed the session and even though I use LinkedIn Learning often I learned about some features I had not taken advantage of before.

Amy was fun and enlightening.

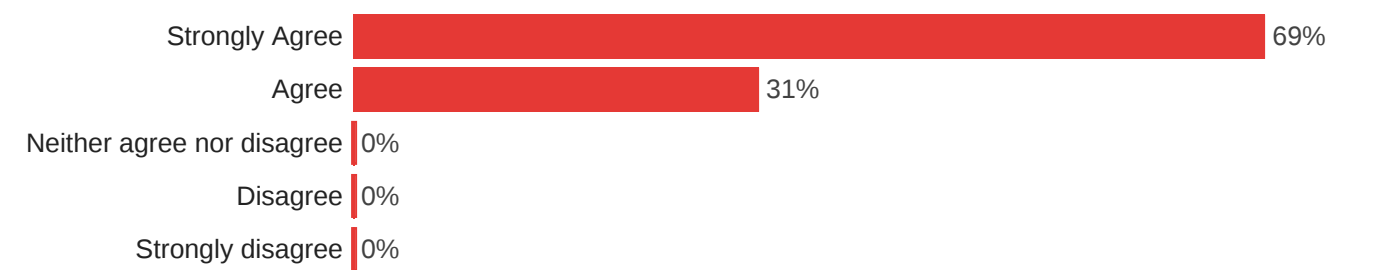
This was a terrific presentation. I got a lot out of it and was glad I chose this session.

I'm very disappointed that Linked In Learning is not available to retirees via IU. I hope this is something HR will reconsider (along with lobbying Microsoft to allow retired staff to have free access to it)

She was very upbeat, spoke loud enough to be heard. Thank you

Please evaluate the Breakout Resumes & Cover Letters for Experienced Professionals - Hali Buck, M.S.Ed.

Speaker was engaging.



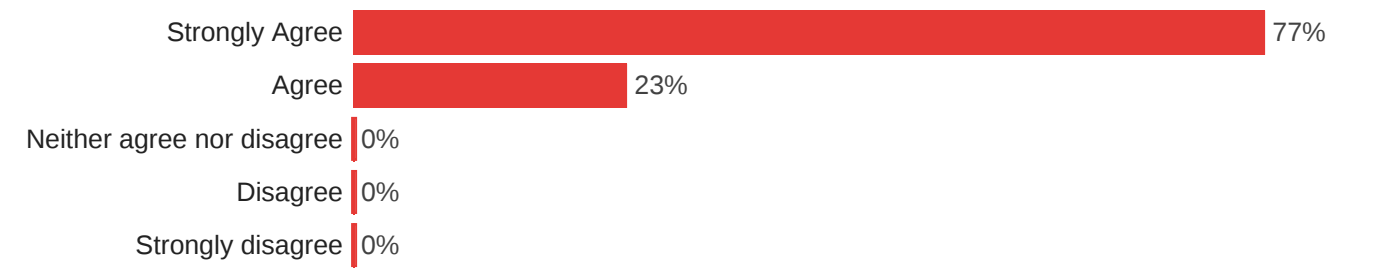
Field	Choice Count
Strongly Agree	9
Agree	4
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

Content was relevant to my role as a staff member.



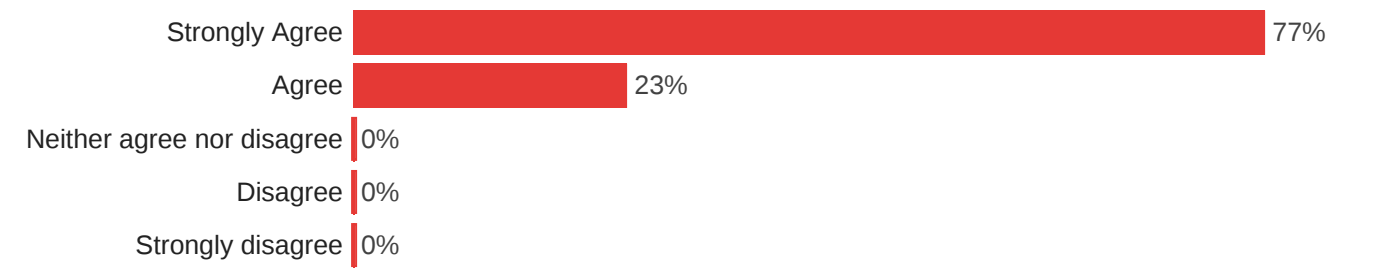
Field	Choice Count
Strongly Agree	8
Agree	5
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

Content was relevant to the overall purpose of the event.



Field	Choice Count
Strongly Agree	10
Agree	3
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

This presentation met my expectations.



Field	Choice Count
Strongly Agree	10
Agree	3
Neither agree nor disagree	0
Disagree	0
Strongly disagree	0

Do you have any additional feedback you would like to share about the Breakout: Resumes & Cover Letters for Experienced Professionals - Hali Buck, M.S.Ed.?

Hali presented excellent information and advice. Her presentation was very organized and engaging. I appreciate that she is willing to act as an ongoing resource, as well.

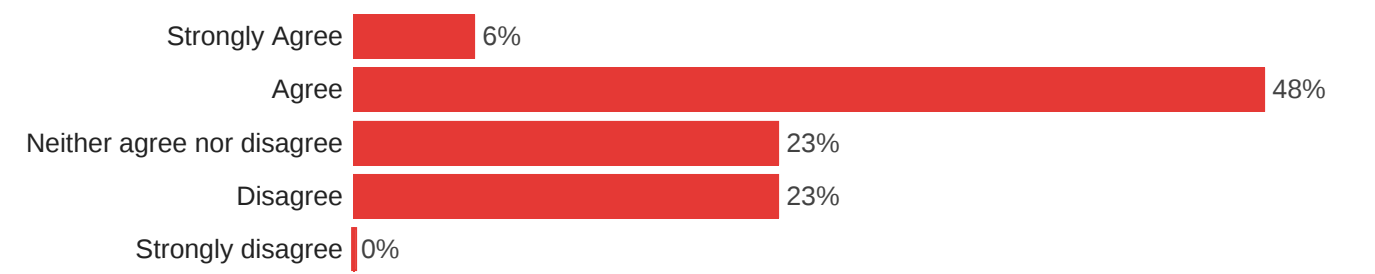
Hali is a phenomenal presenter and had excellent information to share regarding this topic.

very good pointers and very engaging

This session felt a bit toxic and set a negative tone for the conclusion of the event. A more positive approach to showcasing IU benefits could have been more beneficial

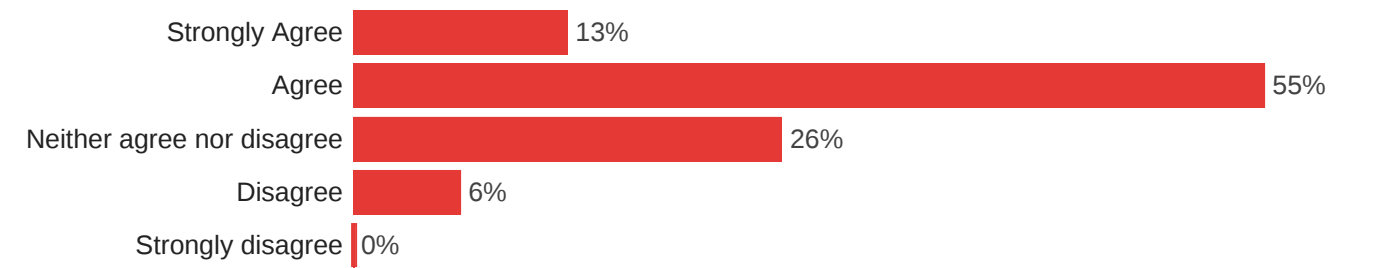
Please evaluate the Breakout Negotiation as a Work Skill and a Life Skill - Kathleen S. Grove, MA, JD

Speaker was engaging.



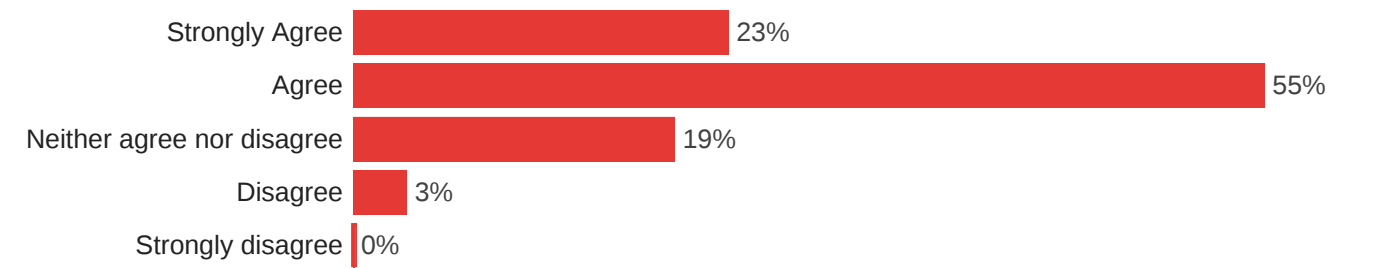
Field	Choice Count
Strongly Agree	2
Agree	15
Neither agree nor disagree	7
Disagree	7
Strongly disagree	0

Content was relevant to my role as a staff member.



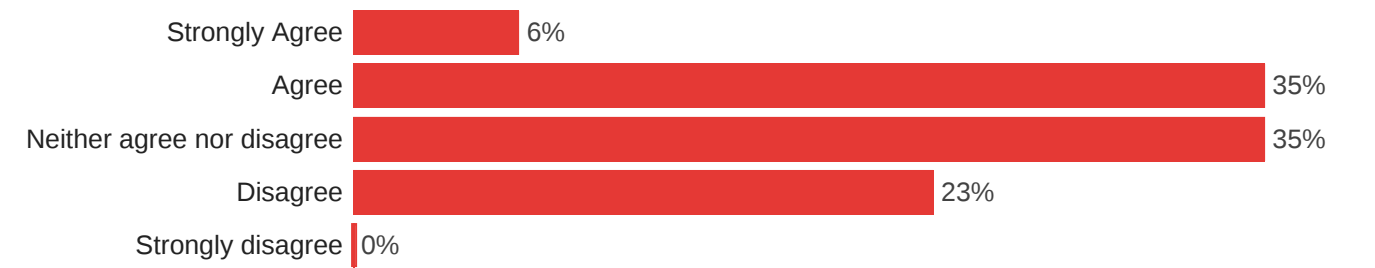
Field	Choice Count
Strongly Agree	4
Agree	17
Neither agree nor disagree	8
Disagree	2
Strongly disagree	0

Content was relevant to the overall purpose of the event.



Field	Choice Count
Strongly Agree	7
Agree	17
Neither agree nor disagree	6
Disagree	1
Strongly disagree	0

This presentation met my expectations.



Field	Choice Count
Strongly Agree	2
Agree	11
Neither agree nor disagree	11
Disagree	7
Strongly disagree	0

Do you have any additional feedback you would like to share about the Breakout: Negotiation as a Work Skill and a Life Skill - Kathleen S. Grove, MA, JD?

Some helpful information yet the delivery was not engaging.

Screens were too small to read

Screens were too small to read from the back where I was sitting and they were flipped too quickly.

The presentation was very dry. Reading from the slides does not keep people engaged. As negotiating is extremely difficult at IU, I felt this was not relevant to the group in attendance. What was presented would not work at this institution.

I say all of this in a very supportive voice and kind manner, so please readu it in a kind tone. Listening to the facts about negotiating salary was interesting, however it would have been great to have the speaker actually share her experience with negotiating salary. Facts are great, but application and seeing that it can be done successfully in higher education is so much better. A lot of times we talk about salary negotiation, but HR knows that at times there is not room to negotiate. That reality is something that can be shared. I think having an HR person as a co-presenter to talk about negotiating salary in higher education would have really hit the nail on the head. We know the facts, we really want to know how to be successful with all of that knowledge.

This session was geared toward entry-level applicants. I am considered master level in the University system. I was looking for the next steps to advance my career within the University or options to take my skills outside of the University while reflecting the excellent work that I have done for the University and as a result of the culture of learning and advancement here.

I was also very disappointed to hear in this session that the weight of compensation evaluation is placed on the current employee. In this, I mean that current employees of the University were tasked with discovering if their pay scale is in line with others at the same level throughout the University. This seems like an undue and unfair burden for the employee.

It could have been a little more focused on higher education, especially at IUPUI.

I wish she would have tailored her presentation to IUPUI. Maybe next time she can take negotiation questions beforehand and then address the specific ones in the session. I would have also liked to see it presented with higher level information.

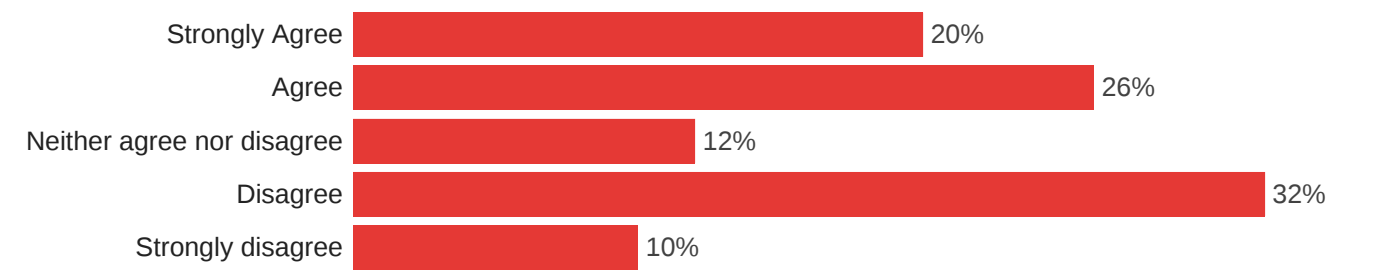
I wish I knew it was SALARY negotiation. I would have gone to LinkedIn Learning instead.

Good presentation

I learned more from the questions and comments from the attendees.

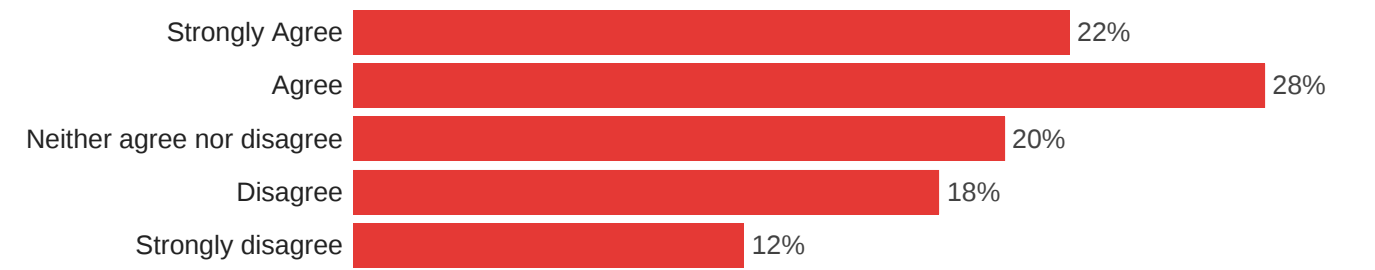
Please evaluate the Closing Session So you are thinking about leaving IU? Some things to consider... - Yolonda Burbrink & Co-stars!

Speakers were engaging.



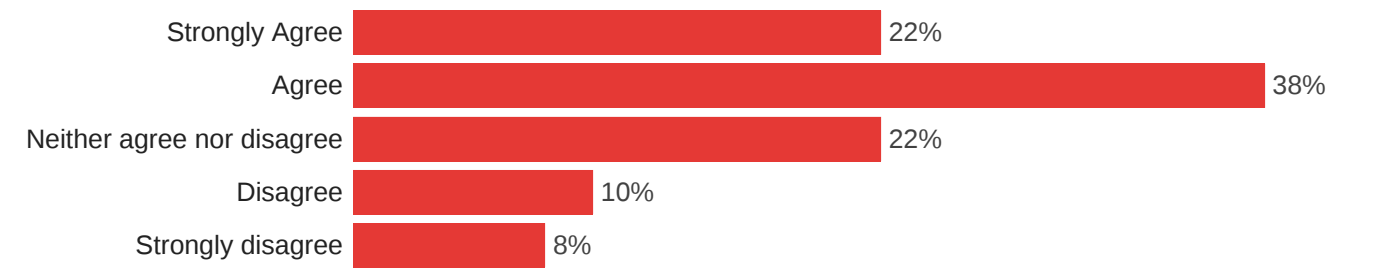
Field	Choice Count
Strongly Agree	10
Agree	13
Neither agree nor disagree	6
Disagree	16
Strongly disagree	5

Content was relevant to my role as a staff member.



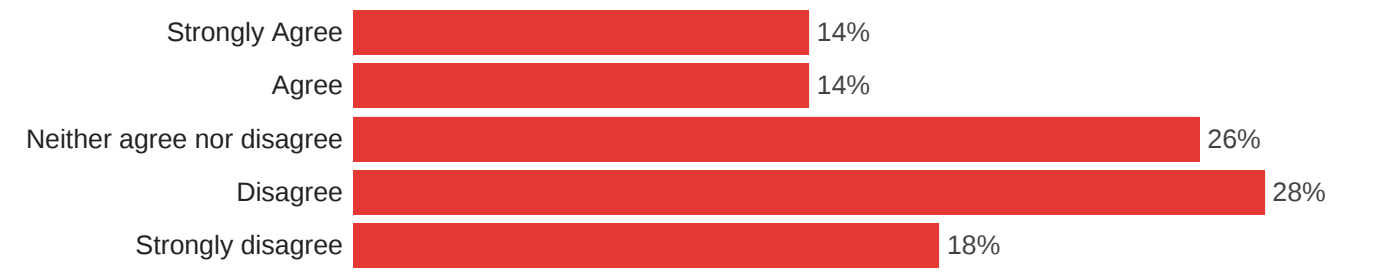
Field	Choice Count
Strongly Agree	11
Agree	14
Neither agree nor disagree	10
Disagree	9
Strongly disagree	6

Content was relevant to the overall purpose of the event.



Field	Choice Count
Strongly Agree	11
Agree	19
Neither agree nor disagree	11
Disagree	5
Strongly disagree	4

This presentation met my expectations.



Field	Choice Count
Strongly Agree	7
Agree	7
Neither agree nor disagree	13
Disagree	14
Strongly disagree	9

Do you have any additional feedback you would like to share about the Closing Session So, you are thinking about leaving IU? Some things to consider... - Yolonda Burbrink & Co-stars!?

I'm sure the staff members had great intentions but, I'm sorry to say, I felt this was not effective or helpful at all. I was pretty surprised and put off by the title alone. I'm not thinking about leaving IU and while some people certainly are, as with any organization, why phrase it so negatively and presume we are thinking of leaving. The information shared about benefits was nothing new to me or many others, I'd predict. I do not think this skit/info would move the needle at all, if a person in the audience was considering leaving. It felt like we were talked down to in this approach.

I believe this was the "panel" that needed better microphone distribution. They were great at providing "benefit" info in a conversational setting when they could be heard

Since I am a new hire (April 17), I am in no way thinking about leaving(!) but it was a good reminder of (and reacquaintance with) our very generous benefits.

Panel was sometimes difficult to hear/understand because they were not ALL miced. Liked the fact that the one member was "wondering" among us (the audience), as it gave a feeling of connectedness.

The skit idea fell flat, for me. The information was jumbled, and the flipping back and forth through the slides was disorienting. This felt like a missed opportunity to effectively highlight any lesser-known benefits of employment at IU and perhaps explain how benefits change/increase through career development opportunities.

No.

Couldn't hear the majority of the presentation

I think this could have been executed better. It was cringe-y and gave me cult vibes. I feel like if it was put out like "you have these benefits you may not consider at IUPUI so how should you compare that with benefits at another institution" or "what questions should you be asking/thinking about when looking at jobs outside of IU."

It was a great attempt to share the benefits of working at IU in an interactive way. But, the content is known by everyone that I know.

Disappointed in the closing session. Was first taken back that it was included as part of a career development mini conference. Just felt I couldn't connect with it and didn't find any value in it.

Where do I even begin?

Let's start with the technical aspects. It was so difficult to hear most of what was being said. The mics were nowhere near loud enough. Then when the message became clear, it became even harder to hear because of the general disgruntled mumbling from various tables throughout the room including my own. Also, what was the point of the slide deck? It kept randomly being clicked through and then zipped through at the end. Either don't use it, or practice actually using it along with the performance.

To the actual content of the session, in the breakout session prior to the closing session, a colleague and I were expressing our curiosity for how the topic of leaving IU would be covered. Both of us hoped it wasn't going to be a sales pitch to get employees to stay at IU, but that is exactly what it was. The delivery was awkward, and the content came across as insanely condescending. Ultimately, it was gaslighting an entire room of IUPUI staff with the message of "it's not as bad as it seems."

There are legitimate reasons for someone to leave IUPUI, but these weren't discussed in a mature way. We would have benefited better from a single HR person reviewing the benefits of being an IUPUI employee and discussing ways to make employment decisions – i.e. cost/benefit analysis. It would have also been amazing if someone had actually addressed the great resignation and how it's impacting employment and employee morale at IUPUI. There are better ways to have a mature, professional discussion on this topic and still cover IU benefits, LinkedIn Learning, how to move around the IU system, etc.

If I went to my peers/work friends and told them I was frustrated and considering leaving my job/IU (which I have done in the past month), and they responded with things like, "are you sure you want to start over somewhere new," "it's not as bad here as you think it is," and "if you're upset, it's up to you to make your situation better," those people would cease being my work confidants and I'd be more inspired to leave.

Additionally, do not tell me that the pay at IUPUI isn't really that bad, especially when you look at your total benefits page. My tuition benefits do not pay my mortgage. This is especially insulting when presented by a group of HR professionals all within the School of Medicine whose salaries start at 10k more than mine. The most senior person on this panel makes \$100k. How dare they discuss salary.

This session was so out of tune with reality and insulting that it legitimately undid all the great feelings I had concerning the other sessions at the conference.

I wish it was more engaging. I struggled to hear the presenters most of the time. I appreciated some of the content but feel like I missed a lot due to hearing.

It really felt like we were listening to propaganda.

The skit was very engaging and entertaining. Yet, this felt like propaganda to stay at IU no matter what. Benefits was the main takeaway. My colleagues and I thought that the session would have at least provides some good tips to know should someone want to leave the IU system and things to ask future employers. I understand that is not what someone wants to hear, but if a supervisor truly wants to see their employees excel, acknowledging that someone might thrive outside of this institution should be a topic that is covered.

I almost didn't stick around for this session. I thought the name was a bit misleading and I felt that the session wouldn't pertain to me. The subject matter did pertain; however, it was all stuff that I already knew.

I did not like this. Could not hear very well and the topics were not very relevant

It was difficult to hear any of the conversation. It was an odd topic. I would have rather had a conversation that went over benefits. However, even that topic is something that most people should know already. It was information more for new employees. It could have been a 15 minute chat about the benefits as a reminder.

I understand that the skit was a way to bring something new to the table but, it was difficult to hear the speakers in the back and so it seemed less engaging, and I took notice that everyone was not paying attention as much as the other discussions that day.

I thought it was very creative! My feedback is that at times it came across as invalidating. His concerns were validate and I don't know that approaching it as a "we've felt that way before too but just think of the benefits" way made it as effective as it could be. I would tailor the presentation with a multigenerational workplace in mind. Especially since not everyone is going to be sold on the benefits! Lovely job- I just think it could be elevated with a multigenerational mindset!

It was hard to hear for one (and I was right in front). It was a little slow, and I didn't learn anything from this presentation. I know higher ed = low pay + good benefits. I am here primarily for the benefits, so this presentation was a wash for me.

The session was inhibited by audio issues that made it difficult to hear much of the session. The way the narrative was presented did little to highlight information that is not already well known about what IUPUI offers. The session probably could have been discussed as a presentation, with Q&A rather than a skit and it would have been more engaging.

I fell asleep. Also, the title was misleading. Without reading the content, I thought it was about how to leave IU and with it being the closing session, I gave it some weight. I almost didn't sign up because I wasn't interested in this closing session.

Another problem is that many of us are not making enough MONTHLY in our current positions, so it would have been nice for that to be addressed (unless it was but I was not plugged in).

This presentation would have been more accessible and engaging if: 1. The microphones worked properly and/or the presenters used a "performer's voice and spoke as though they needed to project to the back of the room (if you weren't seated at the 3 tables closest to the stage you couldn't hear). 2. There had been a camera/projector to put them on screen.

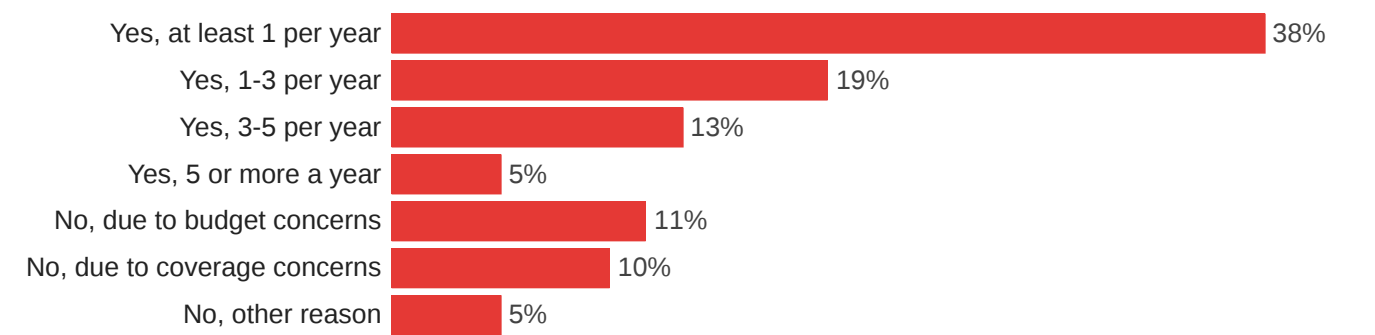
Was a little hard to hear but overall great!

Very difficult to hear. It would have benefited from some fine tuning - advancing slides with relevant benefits as it went, a shorter skit followed by some information sharing, the other side of the coin, etc. It felt more like a scare tactic of "see how bad it is out there" instead of energizing towards employment at IU.

I liked the format.

Seemed a bit "propagandaish." I expected resources and discussion about the transition away from IU.

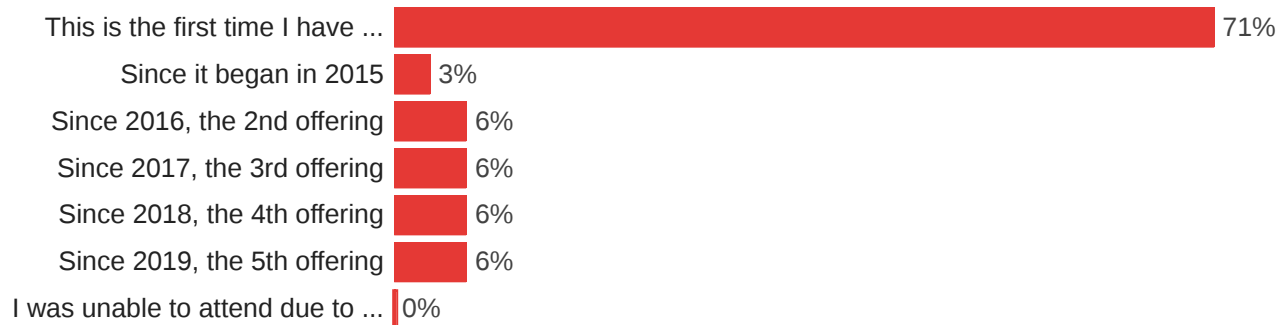
If this event was not available would you be able to participate in any professional development conference opportunities?



Field	Choice Count
Yes, at least 1 per year	24
Yes, 1-3 per year	12
Yes, 3-5 per year	8
Yes, 5 or more a year	3
No, due to budget concerns	7
No, due to coverage concerns	6
No, other reason	3

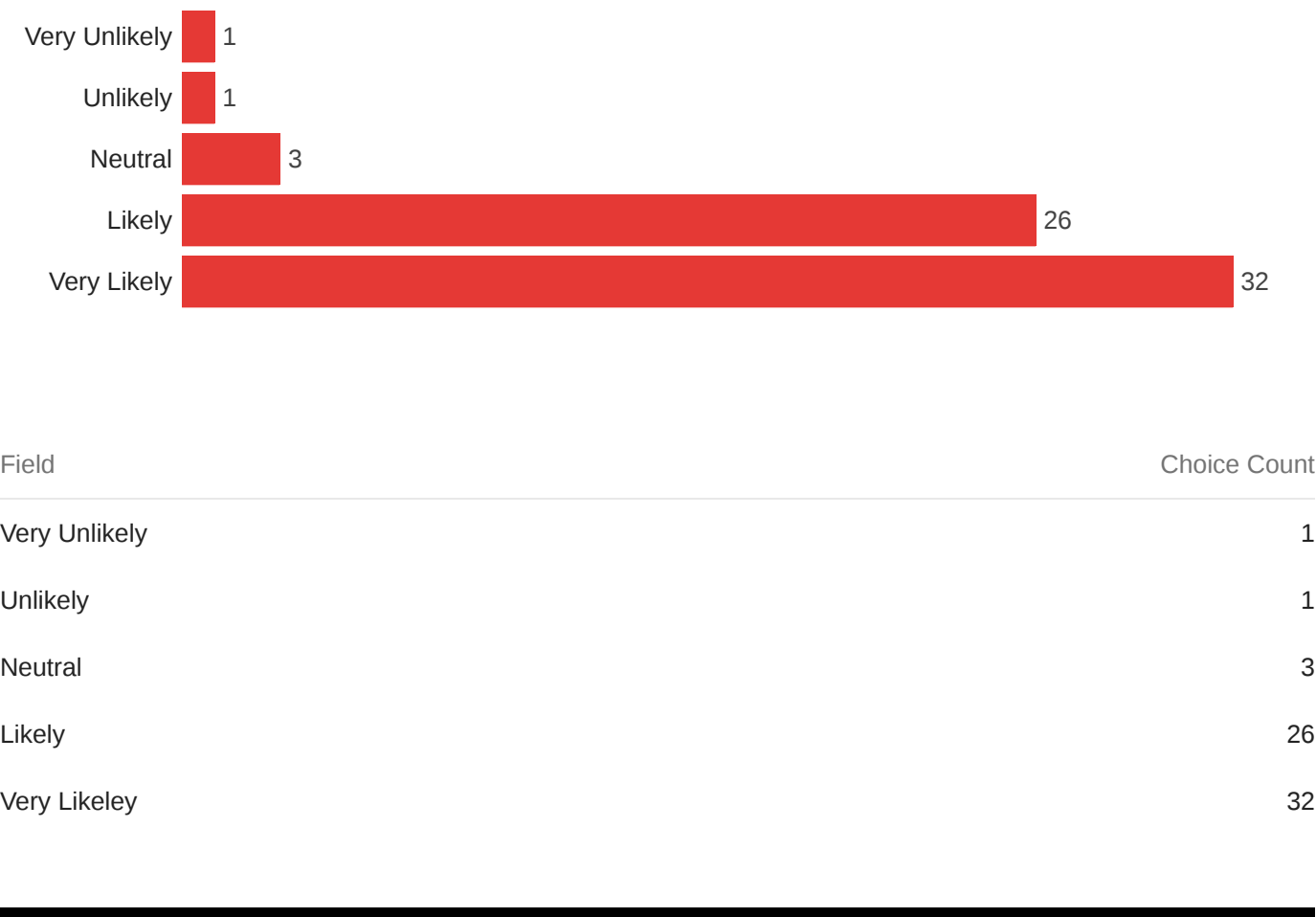


How frequently have you attended this event?



Field	Choice Count
This is the first time I have attended.	45
Since it began in 2015	2
Since 2016, the 2nd offering	4
Since 2017, the 3rd offering	4
Since 2018, the 4th offering	4
Since 2019, the 5th offering	4
I was unable to attend due to capacity but was on a wait list for a prior conference.	0

How likely are you to attend the next Staff Development Mini-Conference?



It would be cool to have some campus resources available either in brochure format or as a mini-resource fair (may not be as feasible). As a new employee I am still learning a lot of resources and while some were shared informally, it would be nice to have it more of a pronounced resource. I think resources are a critical part of our development and can be the difference between success and non-success or overall stagnation.

Overall, the conference was great! While you might not be able to tell by my comments above, I really did enjoy it. I appreciate the fact that this conference focused on development for staff members as human beings and not just development for how to better serve students. This conference really focused on us, the person, and not just on us as service providers or agents of change. I really appreciate that. Thanks for offering the conference!

I liked this event. Encouraging and motivating.

I would have liked the opportunity to attend the breakout of my choice or to have gone to multiple breakout sessions, which would have been a better use of time than the long panel discussion in my opinion

I enjoyed the opportunity to network with staff from the University. I would like to attend a mini-conference with master-level support staff to discuss our common issues, concerns, and suggestions for success in supporting our campuses, divisions, schools, and those skills that we have developed to provide excellent service to the University. I would like to see more tailored breakouts for different skill and employee levels. For example sessions for new hires, people who have advanced to mastery levels, and better descriptions of the Job Framework that the University has implemented.

Workshops about leadership development, budgeting, and other skills would be nice for development.

n/a

n/a

Maybe a little less about staying at the university and more specific ways to develop self in the job you have. I felt there was a lot of focus on moving around within the university.

The question How Frequently Have You Attended This Event needs to include how many times have you attended the event. I have not attended since 2017 but that is the closest option I could choose. I attended that one plus 2 others then this one.

Please discontinue the panel discussions.

It was very very nice. The water was removed to soon, but overall, great. Thank you

The Mini-Conference is a critical component of the professional development my team is eligible for and without we'd have nothing. I loved the theme and creativity showcased this year. Thanks so much for all the hard work that went into it!

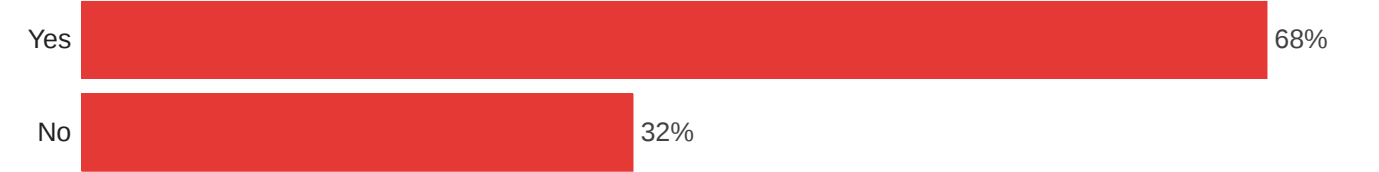
The content was relevant and beneficial to staff.

Were you aware of the Green Event Certification for this conference?



Field	Choice Count
Yes	54
No	9

Was the amount and detail of communication regarding the Green Event Certification sufficient?



Field	Choice Count
Yes	43
No	20

“Sustainability' is meeting the needs of the present without compromising the ability of future generations to meet their own needs.”
 - United Nations Brundtland Commission, 1987 Did you feel encouraged to play a role in the sustainability of this conference?



Field	Choice Count
Yes	32
No	31

If yes, please explain.

I appreciate the encouragement and reminders to be green

There are two links for this evaluation in the email but I never did find a link for the presentation slides. Since the "negotiations" presenter had screens that were too small to read (and she had a lot of screens) that would have been helpful. At this point, it's not worth it to provide them though

I'm a SPEA grad, so sustainability is always in my mind. An announcement could have been made esp in regards to asking folks to break down their lunch boxes and stack neatly by the recycle containers, as the containers were not large enough to accomodate the volume of boxes our lunch generated, Also, a receptacle for left over food for composting. Loved solid plates and silverware at the breakfast offering! And the staff that manned the food tables, "trash receptacles and used dining ware trays did an excellent job of staying on top of those areas so they did not become overloaded or unsightly - BIG kudos to them! (You might want to acknowledge them in the course of the conference.)

I am mindful of sustainability all the time, not moreso due to the quiet initiatives of the conference. I appreciated the reusable dishes, and I specifically chose to use a glass cup instead of a disposable one, when that option was available. Lunch still involved a lot of plastic waste, though...

I was actually disappointed to find that people didn't properly dispose of their lunch boxes by removing the plastic before recycling.

Love to support implement sustainability efforts in such big events.

I cringed when I saw all the boxes from the boxed lunches in the trash cans :(

real silverware and dishes, paperless

If Sustainability is going to be a priority, provide more recycling bins so people don't throw their cardboard lunch boxes in the trash.

I felt more inclined to recycle the box my lunch came in due to the theme of the event being more green.

I'm here to be a part of the solution and save the world :)

I don't know what that question means? I wasn't asked to do anything with regards to sustainability, therefore I didn't have a role in the sustainability of the conference..

i would have liked handouts...

Recycling was easily marked.

It was nice to limit the amount of waste by having agendas on our phones.

I appreciated the focus on this initiative.

I recycled my box instead of throwing it in the trash as a lot were doing. I also returned my unused utensils.

I engage our sustainability committee whenever I can and I love participating in their efforts!

I did not print off my agenda and relied on my phone for the details.

n/a

yes we have a staff retreat we do every year and I think this year I want to make it so they bring their own notebooks and writing utensils

i am green-minded anyway

no

I recycled my bottle. A fellow staff member said that she thought there were going to be composting bins available. She took our table's leftover food with her to compost.

n/a

I read a student's poster last fall that read "There is no plan B", she said it all.

used QR code and recycled trash appropriately

I loved seeing the Green Certification! It was a great reminder of how campus can and should be engaging a sustainable lens in all we do.

Recognized that a nice event can be held without extra amenities such as swag, table decor, etc.