

Staff Council Minutes

April 17, 2024 ~ 2:00-4:00 p.m.

Campus Center 405 or Zoom

**Members and Guests Present:** Kenya Alexander, Connie Anoskey, Tom Baker, Michelle Benberry, Thora Berndt, Brayden Bridgeman, April Briggs, Kim Burrows, Beth Chaisson, Crystal Clark, Miaine Clark, Tina Cochran, Mindy Cooper, Jeffrey Dawn, Valerie Decker, Amber Delp, Tricia Edwards, Connie Ely, Sarah Frigo, Alicia Gahimer, Erica George, Jennifer Gilles, Roland Graham, Lauren Gronke, Robyn Hart, Bernetta Hartman, Carolyn Hasser, Julie Heger, Lindsay Heinzman, Katie Grace Jackson, LaVerne Johnson, Todd Kirk, Katie Bucko for Natalie Lin, Anne McGee, Margaret Miley, Dawn Molnar, Todd Morton, Mercedes O’Connor-Gosser, Mary Beth Ryan, Anita Sale, Ryan Schafer, Diana Sims-Harris, Paige Smith, Heather Staggs, Sarah Thompson, Melissa Vastag, Heather Wagoner, Dionna Weatherly, Katie Wilkinson, Kelly Zimmerman, Camy Broeker, Anne Mitchell, Jess Davis, Amanda Keene, Brooke Creech, Damon Hathaway, Jennifer Mahoney, Jesse Lambertson, Michelle Smith, Nick Hyllested, Sabrina Hetzel, Sheri Ruble

**Members Excused:** Sadiya Ali, Todd Grooten, Kim Johnson, Natalie Lin, Jeanne Rushin

**Members Absent:** Cody Robinette, Terry Wilson

# Agenda Item I: Welcome and Call to Order

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

IUPUI Staff Council President Heather Staggs called the meeting to order.

# Agenda Item II: [Action Item] Adoption of the Order of Business for the Day

Heather Staggs

The agenda was adopted as the Order of Business for the Day with the note that Lisa Angermeier is no longer able to attend and shared her notes via email.

# Agenda Item III: [Action Item] Approval of Minutes of the March 20, 2024, SC Meeting

# Heather Staggs

# With no objections, the March 20, 2024 SC meeting minutes were approved.

# Agenda Item IV: Report from the President

Heather Staggs

Heather shared the following information:

* Professional Development:
  + April 17, Spring Stuff Swap
  + April 18, 12-5 pm Herron Student Spring Art Market
  + April 26, 9 am – 12 pm Arbor Day Celebration. Volunteer with IU Indy sustainability office and CFS.
  + April 30 6-8 pm is a production titled “Dissin’ Black Women”, a Black Women’s Readers Theatre Performance.
* Blood drive May 22 from 10 am – 3 pm in the campus center atrium. More information about this will be shared at a later date.
* Elections are underway for open representative roles. The elections are open through April 26.
* The May meeting will be held in person for multiple reasons: 1. The new Chancellor will be giving remarks. 2. We will be hearing the bios of the people running for the open executive committee seats. 3. We will be voting for those seats in person **only**.
* Happy IU Day! Reminder about the IUPUI Staff Council Fund which gives back to our campus staff.

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

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

Camy shared the following updates:

* The eclipse happened! Things on campus went well and there was a big crowd at White River State Park. Hopefully everyone got to enjoy the event.
* Hine Hall courtyard construction project scheduled to finish in June. Wood Fountain infrastructure work is nearing completion, Camy is pushing to have it on my commencement weekend.
* There’s still an opportunity to attend an Indy Eleven game (April 27) with special IU tickets. Camy will share the link with Rachel.
* April 29 is IUPUI Celebration event in the campus center.
* We are interviewing right now for the IU Indianapolis Director of Sustainability.
* Parking: summer permissions will start May 6, meaning staff will be able to use student parking garages. Jagline shuttles will transfer over to the summer schedule after Memorial Day.
* Dining will switch to summer hours on May 6.
* Vision 2024 updates
  + 52 business days to transition. We are working hard to make this as seamless as we can for the students.
  + We have about 20 students that are dual degree and we’ve been making sure we can maximize financial aid for those students. The final decision is that those students will stay with us and we will be able to issue them Purdue degrees.
  + Faculty teaching courses requested by Purdue are being contacted.
  + The NCAA did grant our exception for our athletes, so the athletes in Purdue programs will continue to be able to play for us.
  + Continuing discussions on services and pricing proposal. Also working on a process for Purdue employees to be able to purchase parking permits.
  + Changes on West/Michigan St: there are some Purdue flags that have been put up that outline their portion of campus. You’ll also see some new building signs for those 5 buildings Purdue will be using. The gateway will start coming down and will hopefully be placed on the other side of Michigan St. by the time the fall semester starts.
  + All areas have been asked to focus on developing a standard operating procedure manual.
* Shoutout to those who participated in the staff mentoring program event earlier today.
* Fairbanks School of Public Health dean search is also underway.

# Agenda Item VI: Report from Human Resources

Anne Mitchell, *Senior Human Resources Director,* [amitch29@iupui.edu](mailto:amitch29@iupui.edu)

Anne shared the following updates:

* Anne expressed that she actually did enjoy the eclipse and thought it was a very cool astronomical event.
* It’s Asian American Heritage Month (by proxy) for IUPUI. The real month for celebration is May, but we celebrate in April on campus since students won’t be here for May. Please get involved in the various events going on around campus.
* There are town halls happening for the Public Health dean search starting this afternoon. Please participate in these searches if you are able.
* Over the next few months, HR on the campus of Indianapolis will be aligning. HR reps from each academic unit will be aligning up through Anne, the campus HR leader; that process has already happened on the regional campuses. Anne will be meeting with people in HR roles across the campus to design an HR structure that makes sense for our campus. The HR people currently reporting up to academic units will still support those units, but will instead be reporting up to HR instead. This is similar to what happened with Admissions.
  + The point is to help align employee experiences.

Questions:

* For the onboarding having a structure for each school, are you looking to do that for staff as well as faculty? Or will they be different?
  + There is a faculty orientation program that happens in the fall that Academic Affairs runs. While the HR business partners are aligning to HR, as it currently stands those handling faculty orientation and onboarding are in partnership with Academic Affairs already.

# Agenda Item VII: Update from Faculty Council

Lisa Angermeier, *Faculty Council Liaison,* langerme@iupui.edu

Lisa shared the following updates via email:

* Candidates for the Richard M. Fairbanks School of Public Health Dean position will be on campus this week and next week.
* IU Legal and Administration are continuing to determine the impacts of SB 202 on our faculty, staff, and students.
* The IFC Constitution and Bylaws Modernization and Updates have been completed. We will vote at our next IFC meeting.
  + Updated names, titles, and references.
  + Updated voting procedures to permit electronic ballots.
  + Reduced portion of nominations needed for at-large members (from 1.5 times open seats to 1.25 times).
  + Committee mergers
    - Campus Planning and Budgetary Affairs
    - Constitution & Bylaws and Faculty Guide
    - Faculty-Staff Relations and Fringe Benefits
  + Codified NTT faculty as members of the Promotion and Tenure Committee
* Open discussion of the Bloomington Faculty Vote of No Confidence for IU President Pamela Whitten, IU Bloomington Provost Rahul Shrivastav, and IU Bloomington Vice Provost for Faculty and Academic Affairs Carrie Docherty – vote on Tuesday, April 16th
  + The votes were triggered by the signatures of about 200 IUB faculty members (not the Bloomington Faculty Council as a whole).
  + At this moment, no other faculty group on any other IU campus is planning to have such a vote.
* \*Update following the IFC meeting: Indiana University Bloomington faculty have declared no confidence in President Pamela Whitten, Provost Rahul Shrivastav and Vice Provost for Academic Affairs Carrie Docherty: [*https://indianapublicmedia.org/news/faculty-vote-no-confidence-in-whitten-provost-vice-provost.php*](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Findianapublicmedia.org%2Fnews%2Ffaculty-vote-no-confidence-in-whitten-provost-vice-provost.php&data=05%7C02%7Cramolin%40iu.edu%7C86b661365d2a47a002ec08dc5ed2bb3c%7C1113be34aed14d00ab4bcdd02510be91%7C0%7C0%7C638489507582127669%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=IkM5Asu5L%2FZphs1J3NxEu9LG7QkkeOvQKoXObFD%2Ba24%3D&reserved=0)

# Agenda Item VIII: [Information Item] State of Sustainability

Jessica Davis, *Associate Vice President and Chief Sustainability Officer,* [davisjg@iu.edu](mailto:davisjg@iu.edu)

Jessica shared the following information:

* Amanda Keene is the sustainability manager for IUPUI. We also have 11 student interns. Kelsey Beal is the sustainability analyst for all campuses.
* Student interns have participated in the following: sustainable labs, sustainable waste management, urban gardens, sustainable landscapes, and more.
* We are now a centralized team supporting all campuses with campus-based teams. There is currently a search for the IUB and IUI directors of campus sustainability as well as an IUI sustainability manager.
* Climate Action Plan
  + Commits all campuses to scope 1 and 2 carbon neutrality by 2040. There are six different major areas for this strategy: renewables, infrastructure, financing, implementation, operations and behavior, and the utility grid.
  + Currently moving from plan to implementation. Since the plan was approved last September, we’ve hired the Chief Sustainability Officer and Campus Sustainability Directors and centralized structure and identity. We have committees for each campus for CAP implementation. Early projects include: dashboarding, EV transition and charging planning, existing building commissioning, combined heat and power, single use appliances, and CAP projects for students.
    - EV chargers- identifying locations for install that are driven by: electrical infrastructure, lot pressure and utilization, fleet location, planned land use, and ability to queue/traffic impacts.
    - Existing building commissioning- collaboration to identify buildings appropriate for commissioning, R+R funding support of identified buildings.
    - Combined heat and power (unique to Bloomington)- IUB central heating plant, consultant identified, funding secured, consulting study underway.
    - Single use appliances- voluntary, space heater exchange program; over 160 space heaters collected; program will be back in the fall. If you trade in your space heater you can get a free electric blanket!
* Other areas of focus
  + Sustainability reporting: STARS report for IUPUI submitted this spring; FY22 greenhouse gas inventory complete and FY23 is in progress.
  + Waste bin signage: expanding standardized waste bin and signage standardization across all campuses. Building bin inventories are completed; securing quotes for conversion.
  + Enhancing bike culture: in an effort to increase bike security on campus, Sustainability, Parking and Transportation Services, and IUPD are teaming up to offer free U-locks to students, faculty and staff that register their bikes. You’ll also get access to the indoor secure bike facility in Tower Garage.
  + Sustainable labs: collaborating with IUSM, Environmental Health and Safety, and CFS to create IU Sustainable Labs program.
  + Tree and soil inventory: campus has a tree canopy goal of 28% and we are currently at 25%. Tree inventory of IUPUI trees’ species, height, DBH, health, pests and management. Soil survey before planning to ID best species for soil type.
  + Honey, honey! This past year we had our first ever jarred honey sale and we sold out, over 200 jars. We have bee hives at the New York St. garage by the stadium.
* Upcoming events
  + April is Earth Month! Get involved
    - IU eWaste Collection April 15-18
    - Bio Club Plant Sale April 23-25, Taylor Courtyard
    - Arbor Day tree planting April 26, Ball Gardens
    - Building Environmental Optimism from the Ground Up
* Congratulations!
  + Thora Berndt, IUPUI Staff Council Staff Sustainability Award
  + Keegan Cougill, Student Employee of the Year, Community Service and Engagement

Questions:

If you have any questions, feel free to contact Jess or Amanda.

# Agenda Item IX: Committee Reports

* Staff development: Mini conference is slowly but surely moving forward. They will be reaching out to those who submitted proposals soon. We will be collecting items for Paws Pantry and the Urban League. We will also have a raffle drawing for various items (TBD). Signups will go out shortly. The conference will be June 10 starting at 8:30-9:15 am and ending around 3:30 pm.
* Rewards and Recognitions: the annual Staff Council Awards will be coming up, to be presented at the annual retreat. More information to come.
* Communications: The committee has been actively promoting various Staff Council initiatives on social media, IUPUI Today and the staff listserv.
* Special events: The committee met on April 3 and the next meeting will be on May 1. The budget for the Staff Council retreat was approved by Camy. We’re excited to host the retreat on campus this year: July 12 from 10 am - 3:15 pm! The committee plans to encourage and support staff GROWTH- professionally and personally with career talks, personal development tips, painting, and honey class. The next blood drive is May 22 in the Campus Center atrium.
* Staff affairs: met a couple weeks ago and are discussing bereavement policies and comparing ours to other similar campuses. The next meeting is the first Monday of May.
* Sustainability: If your unit/department is interested in creating or reinvigorating a Green Team, please contact Mindy Cooper. A green team is a group of people who work together to have sustainable practices in their unit or department building.

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

# Heather Staggs

# None.

# Agenda Item IX: Unfinished Business

# Heather Staggs

# None.

# Agenda Item X: New Business

* CAPS Interpersonal Violence Prevention Art Exhibition:
* Our exhibition will focus on sharing uplifting and positive messages with our campus community. We hope these messages will shape a campus community that is supportive, safe, and welcoming for every Jaguar.
* CAPS will be accepting submissions for artwork between *March 20th and May 1st.*
* After artwork has been collected, one art piece will be selected to be featured on our new IPV program brochure (For more details, please see the document attached).
* Students, faculty, and staff are encouraged to participate and submit artwork.
* Early Bird Registration for the second annual Jaguar 5K is now open! September 7 at Carroll Stadium to celebrate National Recovery Month. All funds go to the Addiction Recovery Scholarship for our students. Registrations includes a t shirt; if you register before Aug 19 you’re guaranteed to get your size.

# Agenda Item XII [Action Item] Final Remarks and Adjournment

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be May 15, 2024, in Campus Center 409 in person.

Minutes prepared by Rachel Molina

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