

IUPUI Staff Council Executive Committee Nominee Bio Form 2019

Email completed form to Staff Council (scouncil@iupui.edu) ASAP but no later than Monday, May 13th at 5 p.m.

Name	
School or Unit	
Department	
Position Title	
Years of IUPUI Service	
Staff Council Status	(Currently serving; Previously served; Have not served)
List current or prior Staff Council positions	
Position(s) I am seeking	Second Vice President, Corresponding Secretary, or Member-At-Large

Please provide a brief bio (500 words maximum). These bios will be made available to the voting members of the Staff Council through the end of the election process. Voting will take place via survey monkey and will open on Monday, May 20 – Friday, May 31 at 5pm. Winners will be announced at the June 19th Staff Council Meeting.

You may want to consider some of the areas below when developing your bio.

- A brief background of your work history at IUPUI including degrees received or in process from IUPUI, other professional development courses taken at IUPUI, nominations/awards from department and campus level.
- Review the attached section of the IUPUI Strategic Plan - Develop Faculty and Staff:
 - Address those strategic action items that are of most importance to you as a staff member;
 - Address those strategic action items you feel the Staff Council should focus on in the coming year.
 - List detailed ideas, thoughts, actions, committee work, timelines, etc. Think outside the box!
- List any thoughts not covered above to address why you wish to serve in the position you are seeking.

IUPUI Strategic Plan - Develop Faculty and Staff

IUPUI will invest in and develop its faculty and staff so that individuals can realize their fullest potential to contribute to an institution focused on excellence. Faculty and librarians are the lifeblood of any higher education institution. IUPUI faculty members are deeply engaged in all areas of our institutional mission, including teaching and learning, research and creative activity, and community engagement. Increasingly, the nature of faculty and librarian work is being reshaped by inter- and multi-disciplinary approaches; technology that redefines when, where, and how work is performed; and a need to frequently enhance and update knowledge, skills, and perspectives to keep pace with new disciplinary and interdisciplinary knowledge, changing student demographics, technology, external stakeholder expectations, and broader societal needs. Thus, IUPUI should regularly revisit its policies, approaches, and resources related to faculty and librarians to ensure that the campus is well-positioned to attract, develop, retain, support, reward, and advance the wide range of faculty and librarian talent.

Similarly, IUPUI's dedicated staff is among its chief assets and strengths. As we embark upon a new vision and strategic plan, we must invest in and develop our staff in order for individuals to realize their fullest potential, contribute to institutional excellence, and succeed in a rapidly changing higher education environment. Just as we do in the case of faculty, we must regularly revisit our policies, approaches, and resources related to staff to ensure that the campus is well-positioned to attract, develop, retain, support, reward, and advance our staff talent.

Our approach to developing our faculty, librarians, and staff must reflect the campus's uniqueness: the complexity of our structure as well as the span of disciplines and degrees represented here; our focus on team and translational science; and our dynamic nature as an urban health science campus with a diverse student population. Our recommendations for supporting this initiative focus on positioning IUPUI as an "employer of choice" for staff and faculty through improved workplace culture and communication, meaningful work, and flexible and attractive benefits packages; providing more robust development opportunities for both faculty and staff, including programming, mentoring, and other tools and resources for career success; and strengthening performance management and promotion/tenure approaches to reflect the dynamic and varying nature of faculty and staff roles and responsibilities.

Strategic Actions

1. Ensure that IUPUI is an employer of choice for faculty and staff (including part-time and associate faculty and staff) by regularly recognizing each individual's value to the institution and by systematically evaluating and rewarding all employees' work and contributions.
2. Capitalize on IUPUI's focus on the health sciences to promote and value work-life balance in the lives of faculty, staff, and students. Initiatives might include developing a state-of-the-art campus fitness/wellness center, supporting employer-sponsored health clinics, providing resources for health/wellness programs, and promoting a physically active campus.
3. Align promotion and tenure guidelines to a new and dynamic definition of faculty work that recognizes the changing nature of teaching, research, and service, and acknowledges the multi-faceted and changing roles faculty play.
4. Align performance management and career advancement guidelines and practices with the challenges and demands of work that is constantly evolving.

5. Increase opportunities for faculty and staff professional and career development through mentoring, support, and continuing education (e.g., mini teaching sabbaticals).
6. Create flexible and competitive benefit and support packages that are adaptable to individual needs (e.g., dependent care support, long-term care insurance, short-term disability insurance), that provide equitable benefit dollars for all employees according to employment status, that include flexible work options, and that recognize changing definitions of family.
7. Encourage faculty and staff involvement in solving problems for Indianapolis by promoting partnerships with communities and corporations, surrounding cities, and the state, and by rewarding faculty and staff for civic engagement that has an impact on the local and regional communities.
8. Engage faculty in leadership roles in the areas of accountability for student learning and economic and workforce development.
9. Engage members of the IUPUI Senior Academy more fully in addressing campus strategic priorities and mentoring faculty, staff, and students.
10. Establish a tradition of communication among staff, administration, and faculty to encourage open dialogue among all members of the campus community; to educate members of the campus community about campus, division, and school policies, practices, and procedures; to foster staff and faculty advocacy and communication with campus administration; and to ensure a welcoming, safe, diverse, and inclusive environment across the campus.
11. Take advantage of faculty expertise on organizational improvement to identify areas where improvement is needed and to develop appropriate programs and solutions.

<http://strategicplan.iupui.edu/>