

Staff Council Minutes

February 15, 2023 ~ 2:00-4:00 p.m.

Ruth Lilly Auditorium, University Library or Zoom

**Members and Guests Present:** Leslie Albers, Kenya Alexander, Sadiya Ali, Connie Anoskey, Cheryl Avery, Tom Baker, Thora Berndt, Cody Breault, April Briggs, Kim Burrows, Beth Chaisson, Tina Cochran, Mindy Cooper, Brooke Creech, Jessica Darling, Valerie Decker, Amber Delp, Kevin Tamosaitis for Emily Dunham, Tricia Edwards, Connie Ely, Stacy Files, Sarah Frigo, Alicia Gahimer, Jennifer Gilles, Lauren Gronke, Todd Grooten, Robyn Hart, Bernetta Hartman, Carolyn Hasser, Lindsay Heinzman, Sarah Herpst, Bryce Hockman, LaVerne Johnson, Curtis Kester, Todd Kirk, Jenna Machunas, Anne McGee, Margaret Miley, Dawn Molnar, Todd Morton, Tre Quarles, Kim Richards, Mary Beth Ryan, Ryan Schafer, Diana Sims-Harris, Brian Starkel, Robin Tew, Amy Treat, Melissa Vastag, Kevin Walsh, Terry Wilson, Mary Anne Black, Camy Broeker, Ana Gutierrez-Gossweiler, Joe Hayes, Deborah Nicholas, Thomas Stucky, Christy Teter

**Members Excused:** Emily Dunham, Dawn Roberts, Evelyn Safder, Heather Staggs, Shomita Steiner

**Members Absent:** Michelle Benberry, Katie Grace Jackson

# Agenda Item I: Welcome and Call to Order

Heather Staggs, *President*, hstaggs@iupui.edu

IUPUI Staff Council First Vice President Tricia Edwards presided in IUPUI Staff Council President Heather Staggs’ absence.

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

Tricia Edwards

The agenda was adopted as the Order of Business for the Day.

# Agenda Item III: [Action Item] Approval of Minutes of the January 18, 2022, SC Meeting

# Tricia Edwards

# Minutes were approved with one revision moving person marked excused to present.

# Agenda Item IV: Report from the President

Tricia Edwards

Tricia then shared the following reminders and updates:

* Welcome to our new member at large, Jennifer Mahoney! She has taken over for Mansi Singh.
* Updates on blood drives- we had another successful one in January with 34 registered donors, 4 deferrals, 1 double red cell donation and plasma platelet donation. Next donation is March 29 from 10-4 in the campus center.
* We have upcoming blood drives, with informational email reminders going out via the communications team regularly. The remaining blood drive dates for this year are:
	+ 3/29/2023
	+ 5/24/3023
	+ 9/27/2023
	+ 11/28/2023
* PD opportunities available through community engagement on their site at this link: <https://engage.iupui.edu/professional-development/classes.html>
* Jagathon is scheduled for March 3 from 6 pm – March 4 10 am, all floors of the campus center. Opportunity to attend and donate online.
* Elections for representative positions are coming soon with more information shared by Beth Chaisson
	+ Kick off call for nominations for reps on March 10, will ask people who accept nominations to do a bio form so that everyone voting knows a little more about them. Also think about the executive committee with nominations for president elect, second vice president, corresponding secretary, and three at large positions on April 14.
* On Jan 31 a communication went out regarding the Paydar bench via salesforce. If you didn’t catch that communication, we encourage everyone to think about donating if they are able. Former Chancellor Paydar was a big advocate for staff which is why we want to honor him. Will send that communication out again in the near future. We need people to fill in the “in honor of” with Chancellor Paydar, and make sure to select “do not notify the honoree”.
	+ Email was just for staff council.

**Agenda Item V: Report from HR**

Deborah Nicholas, *Human Resources Administration,* debnicho@iupui.edu

Deborah was present for Juletta Toliver and shared the following updates from HR:

* Correction: HR has implemented \*reference checks\* on internal employee movement, not background checks.
* Performance management- <https://hr.iu.edu/training/performance-at-iu/index.html> Still building this by encouraging a culture of conversation. Want to ensure clear expectations for staff roles, recurring conversation between staff and leaders, and be consistent with annual performance evaluations. This is a pilot program.
* IUHR recently sent out a new satisfaction survey intended for those who are directly interacting within HR programs, services, and teams on a regular basis i.e. HR business partners, journalists, coordinators, etc. The survey takes about ten minutes to complete and is open through Feb 24. If anyone has any questions about it contact Ann Mitchell.

Questions

None.

# Agenda Item VI: Faculty Council Liaison

# Dr. Tom Stucky, *Faculty Council Liaison,* tstucky@iupui.edu

# Tom shared the following updates from the Faculty Council:

* On the 2030 strategic planning: when you see the plan if you see any part of it that raises any level of concerns, please share those with Tom so he can bring that to the committees.
* On the realignment 2024, they appear to be making fairly substantial progress at the highest levels as far as broad outlines of an agreement, but that won’t be shared publicly until the board of trustees comes to an agreement. Be skeptical about what you read in the papers/hear on social media.
* If anyone has specific questions that come up from something you hear and want some clarity, don’t just let those things pass. Often the people closest to the process can get blinded to certain areas; these questions can help remind them of the bigger picture.
* Passed information from Dr. Katz from last month’s presentation on antisemitism to the faculty council so that they can also look into similar presentations.

# Agenda Item VII: [Information Item] Latino Faculty Staff Council Presentation

# Dr. Ana Gutierrez Gossweiler, *Latino Faculty Staff Council,* amqutier@iu.edu

# Ana shared the following information on behalf of the Latino Faculty-Staff Council:

* LFSC Leadership
	+ Dr. Ana Gutierrez-Gossweiler, Chair, Associate Research Professor IU School of Dentistry, amgutier@iu.edu
	+ Roxana Fuentes, Secretary, CE Coordinator IU School of Dentistry, rfuentes@iu.edu
	+ Monica Reiff, Treasurer, Contracts and Grants Specialist IUSM, mireiff@iu.edu
* The Latino Faculty Staff Council is committed to supporting and advocating for and among Latinos at IUPUI and in Indianapolis, creating a strong sense of community dedicated to academic and professional success.
* Activities that participants would like the LFSC to do include professional development events, social events off campus, academic events, social events on campus, advocacy, and study abroad programs.
* Things participants would like to change about the campus climate and their experience at IUPUI
	+ Bigger presence of Latinos on campus with a more welcoming environment
	+ More Latinos in leadership/executive positions
	+ Establishing connections among Latinos across campus
	+ More networking events, reaching out to faculty, staff, and students
* Strengths
	+ Campus support, diversity, location, and collaboration with other organizations
* Weaknesses
	+ Weak presence of Latinos on campus, a lack of interest, and a lack of Latin-American identity
* Opportunities
	+ New leadership, increase of awareness of diversity across campus, inter-campus collaborations, and grant opportunities
* Threats
	+ Poor retention, changes at campus level, not enough support for student activities and events
* 2022-2023 Plans
	+ Latino American Diversity Workshop with the Latino Student Association
	+ Sponsoring the meet and greet lunch for Latine students, faculty, and staff
	+ Supporting the Latine graduation ceremony
	+ Develop ad strategic plan for 2023

Questions

* Can you discuss the language choice behind using “Latine”?
	+ There are different ways to refer to a group of Latino people including Latino, Latinx, and now Latine. Latine is being used as a more inclusive term. It’s important to use the term that is preferred by the group being referenced.
* How can we bring more people from the staff into this council (question to the council from Dr. Gutierrez-Gossweiler)?
	+ We want to be able to connect more with affiliate groups around campus including the LFSC, but something it’s challenging to coordinate with differences in staffing or not knowing who to contact. This was a good opportunity to have an introduction so we know to contact each other in the future. The biggest issue with staffing right now is the difference in schedules (hybrid, in person, remote).
* Do you have events posted somewhere online that we can promote?
	+ Right now the council is working on creating a Facebook page. Until that is created, we can use the Multicultural Center website.
* Is this open to students?
	+ This particular council is only for staff and faculty.
* If you have more questions please reach out to the leadership members listed at the beginning of the presentation.

# Agenda Item VIII: [Information Item] Veteran Faculty Staff Association

# Joe Hayes, *Veteran Faculty-Staff Association,* hayesjom@iupui.edu

# Joe shared the following information on behalf of the Veteran Faculty-Staff Association:

* The Veterans Association was formally established in 2015 after years of meeting informally. There are about 300 faculty and staff members on campus that are veteran affiliated. The purpose of the group is to provide a community and gathering space to be able to share the collective veteran experience.
* One of three organizations- IUPUI Office for Veteran and Military Personnel, American Legion Post 360, and Veteran Faculty-Staff Association. All three work together to support the veteran community on campus and in the community.
* The association works closely with a large student veteran population, the largest in the state with over 1000 student veterans. There is a graduation celebration at the war memorial downtown each spring and the association helps with the Warrior Transition seminar (similar to Bridge) that helps veterans coming from active duty navigate the change to civilian life on campus. There are various get togethers throughout the year as well.
* Work with various groups including the campus ROTC in November for Veteran’s Day programming including a military themed display in the Cultural Arts Gallery in the Campus Center.

Questions

* I had a CVO for my degree back in the day. Do you help people with where to start or restart that process?
	+ A CVO is a grant for schooling for a disabled veteran’s dependents. Check the IU Office for Veteran and Military Personnel on the second floor of the Campus Center. They help people use benefits they or their family members earned and apply them to school.
	+ More information can be found here: <https://diversity.iupui.edu/faculty-staff/veteran-fsc/index.html> Please feel free to email Joe any questions you have.

# Agenda Item IX: Old Business

In reference to responsibilities and attendance- a reminder that as a staff council representative you must attend monthly meetings, send an alternate if you cannot attend, and notify Leslie and Rachel if you cannot attend. A representative who has four unexcused absences in a 12 month period will be removed from the council.

**Agenda Item X: New Business**

* Beth Chaisson would like to do a small video for the staff development conference and is looking for anyone who has experience in filming and editing video. If you can help, please reach out to Beth at echaisso@iu.edu
* Leslie is working on the Green Event Certification for the staff development conference and would like to stay green by collecting unused swag items. If anyone has a large amount of swag in their office they would like to get rid of or donate, let Leslie know at lealbers@iu.edu

# Agenda Item XI: Question and Answer

# None.

# Agenda Item XII: Update from the Vice Chancellor for Finance and Administration and Human Resources

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

Camy shared the following campus updates:

* Summer day camps offered through the Natatorium are back this summer. You can find more information at camps.iupui.edu. Camps run June 5 – July 28 and there are tons of different programs to choose from for children ages 5 – 12.
* Reminder that we are moving forward with the implementation of the license plate reader LPR system, so make sure you vehicles are registered through the parking portal.
* Indiana St. is now one way from Blackford to West going east due to construction. Work will probably continue through September, and is related to the Cultural Trail work.
* We are working on finalizing the list of construction projects to do over the summer and that should be ready to share by next month.
* Thank you for the questions/feedback regarding a bike path running north/south. We have submitted an application for a neighborhood grant through the city that would allow a pathway from University up to Indiana Ave. Timing and more information is TBA.
* Would like feedback on encouraging Deans to have conversations with their departments about inclement weather events and staffing plans. What information did you receive prior to the last snow storm as far as plans for the day of and the day after? Was there actually a discussion on coming in vs. working from home?
	+ Many responded that yes, there was conversation about this. Sometimes it comes down to personal decisions, so please always prioritize your safety. Faculty have said that campus did not notify them early enough on whether they would be in person or online; reminder that this policy is in the process of being finalized and tweaks are likely.

# Questions

# What are the impacts that staff are likely to see from Whitten’s push for centralization of things like IT, HR, research, etc. on individual units?

# There has not really been a reduction in staff with the transition as for the most part people have just been moved to new units. We operate very efficiently so there isn’t currently an overcapacity issue; we all know that the transition brings difficult change, so thank you for trying your best to work with it. If you have concerns please reach out to Camy.

# In light of hearing that enrollment is down, what effects can we expect with respect to budget and related issues?

# It’s going to continue to be a challenge for the next couple years. We do plan for enrollment shortfall reserves for a few years per school, but some schools have expended those reserves already. If this continues we may have to make some hard decisions in the future, but right now we are fiscally sound. Things will not be how they were, and we’re looking for ways we can change things without impacting the students.

# Is putting in a new building behind the Health Sciences/Dunlap buildings part of the long-range plan? Meaning, is the new parking lot going away for employees?

# Camy has not heard any conversations about this so she doesn’t anticipate that new parking lot going away anytime soon. Also, she does not have an answer to questions/complaints about lots being full by 8 am. We have parking capacity, but it may not be near your building; this isn’t a new problem, and probably won’t go away.

# Since budget has been an ongoing concern, has there been funding secured for any of the rebranding to IU Indianapolis? There are worries about this taking away from faculty, staff, and students.

# There is no known answer yet and we probably won’t have one until the legislative session ends on April 29. The state is behind this realignment and there is acknowledgement that with the realignment there will be costs. We should see some funding come from the state, but Camy isn’t promising anything yet.

# What is the likelihood that some of our IUPUI buildings become Purdue buildings?

# Negotiations are still underway, but Camy thinks it’s likely everything will remain with IU.

# Agenda Item X: [Action Item] Final Remarks and Adjournment

# Tricia Edwards

# The meeting was adjourned. The next Staff Council meeting will be March 15, 2023, in Campus Center 409 or on Zoom,  <https://iu.zoom.us/j/82894707308>.



**Committee Reports**

**Bylaws:**

No new updates.

**Communications:**

* Working with various committees on sending out emails/updates including for the mini conference, upcoming elections, blood drives, etc.

**DEI:**

No new updates.

**Faculty Relations:**

No new updates.

**Membership:**

No new updates.

**Rewards and Recognition:**

No new updates.

**Special Events:**

* Next blood drive is March 29.
* Save the date for the staff council retreat- July 14 at the Indianapolis Motor Speedway! It will be a shorter day, 10 am – 3 pm. More information to come.

**Staff Affairs:**

* Looking at areas of pedestrian safety concern and putting together a report to submit to Camy. If anyone has areas they are concerned about on campus, please let the committee know.

**Staff Development:**

* The 6th Annual Staff Professional Development Mini-Conference will be held on Friday, May 19, in the Campus Center. The theme is “Vision 23 & Me: DNA of Career Development”. All staff will receive a save the date and call for proposals, panelists, and poster abstracts via email. Please share this opportunity with your constituents and encourage them to submit a proposal or consider being a panelist.

**Sustainability:**

* Currently looking at Greening IUPUI grants and hoping to submit a grant in March.

**DEI Calendar:**

Minutes prepared by Rachel Molina

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