

Staff Council Minutes

February 19, 2025 ~ 2:00-4:00 p.m.

Campus Center 309 and Zoom

**Members and Guests Present:** Leslie Albers, Sadiya Ali, Alan Beard, Chad Beckner, Aaron Buck, Beth Chaisson, Crystal Clark, Mindy Cooper, Jeff Dawn, Melissa Decker, Tricia Edwards, Connie Ely, Kevin Fryling, Alicia Gahimer, Jennifer Gilles, Roland Graham, Lauren Gronke, Lindsey Heinzman, Nick Hyllested, LaVerne Johnson, Todd Kirk, Anne McGee, Mercedes O’Connor-Gosser, Amber Phillips, Kris Powell, Jamunabai Prakash, Matthew Radican, Lindsey Sanner, Huma Siddiqui, Emily Skoniecke, Anita Snyder, Heather Staggs, Oliva Stoner, Heather Wagoner, Andrea Zeek, Amaya Lesli, Camy Broeker, Mary Chappel, Lilly Delva, Sarah Frigo, Sara Kinder, Anne Mitchell

**Members Excused:** Connie Anoskey, Brayden Bridgeman, Kim Johnson, Madeline Jones, Laurie Welty

**Members Absent:** Thora Berndt, Lindsay Heinzman, Catherine Zappia

# Agenda Item I: Welcome and Call to Order

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

IU Indianapolis 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 1 revision.

# Agenda Item III: [Action Item] Approval of Minutes of the January 15, 2025, SC Meeting

# Heather Staggs

# With no objections, the January 15 SC meeting minutes were approved.

# Agenda Item IV: Report from the President

Heather Staggs

* Results from the January 15th blood drive were
  + 39 registered donors, 33 whole blood donations collected, and 2 red cell donations
  + Total of 40 successful blood products
  + Potential impact to 120 local patients
* Next blood drives are
  + March 26, 2025 – Campus Center Atrium
  + May 21, 2025 – Campus Center TV Lounge
  + November 25, 2025 - Campus Center TV Lounge
* Chancellor Ramchand has been rescheduled to the March 2025 meeting.
* The Sustainable Swag Guide are available and can be found in the Staff Council Teams page in the Staff Council Representatives Portal. [Sustainable Swag Guide\_2025.pdf](https://indiana.sharepoint.com/:b:/r/sites/O365-IUPUIStaffCouncil/Shared%20Documents/General/Staff%20Council%20Representatives%20Portal/Sustainable%20Swag%20Guide_2025.pdf?csf=1&web=1&e=vBitST)
* Proposals are being accepted for the Staff Council Professional Development mini-conference through February 28th. This opportunity was promoted in IUI Today on Tuesday. Please consider submitting a proposal.
* Please consider nominating yourself or a peer for one of the Staff Council Awards. The awards include:
  + Carol D. Nathan Staff Council Scholarship
  + Glenn W. Irwin Jr. MD Experience Excellence Award
  + Nan Bohan Community Engagement Award
  + Bepko Spirit Award
  + Sustainability Award
* I wanted to share a resource available to you on the Workplace Mental Health page located at workplacementalhealth.iu.edu called “Your Mental Health Matters”. I encourage you to review the resource. We will also send a copy to you with today’s meeting minutes.

**PROFESSIONAL DEVELOPMENT & INVOLVEMENT OPPORTUNITIES**

**IU Indianapolis Events Calendar**  <https://events.iu.edu/indianapolis/>

Events are being held virtually unless otherwise stated. This is not a comprehensive list of all available offerings on the events calendar.

* Road to Financial Wellness
  + 2/18 12-1p – Get to Know IU’s Retirement Plans & Fidelity Financial Consultants
  + 2/20 12-1p – Take the First Step to Investing
  + 2/25 12-1p – Navigating Market Volatility
  + 2/27 4-5p – Five Money Musts
  + 3/4 12-1p – Retirement Income Planning for Her
  + 3/6 12-1p – Your Health Plan as a Tool for Financial Wellness
* Care Talks
  + 2/19 1-2p – Aging & Adult Care: Brain + Heart Health Connection
  + 2/20 1-2p – Succeed at Work: Emotional Intelligence
  + 2/25 1-2p – Your Healthy Lifestyle: Your Healthy Heart
  + 2/26 1-2p – Child Care & Parenting: Raising Children in a Diverse World
  + 3/6 1-2p – Emotional Wellness: How to Boost Your Self Confidence
  + 3/11 1-2p – Autism Overview
  + 3/12 1-2p – Living Off Your Paycheck
  + 3/19 1-2p – Aging & Adult Care: Sleep Science and Relaxation to Calm Caregivers
  + 3/20 1-2p – Succeed at Work: Overcoming Procrastination
* Lean Leadership
  + 2/19 9:30-11a – Lean Methodology
  + 3/5 9:30-11a – Lean Tools
  + 3/19 9:30-11a – Lean Leadership
* 2/18 12-1p – How to be a Savvy Consumer – Healthy eating doesn’t have to be expensive or time consuming.
* 2/28 6-7:30p Madame Walker Legacy Center, Ballroom 617 – Empowering Black Health: A Celebration of Heritage and Wellness
* 3/3 4:30p Hine Hall – Beyond the Game: Pacers’ Pascal Siakam & Dakota Whyte’s impact on Sports, Philanthropy & Education – Part of the Mays Speaker Series

In addition to the offerings I’ve shared from the IU Indianapolis Events Calendar, please remember that we also have a great library of learning available to us through LinkedIn Learning.

**STAFF MILESTONES**

Each month we will highlight staff from one of the milestones. As a reminder all staff milestones for the month are listed on the Staff Council website under the Staff Recognition header.

* 5 years - 8
* 10 years – 2
* 20 years - 4
* 25 and 30 years – 2
* 35 years – 1

This month we will highlight our staff with 35 years of service. Here are some historical events from February 1990.

Events:

* Notre Dame becomes the 1st team to sell its game to a major network (NBC).
* Brett Hull becomes 1st son of NHL goal scorer (Bobby Hull) to also score 50 goals.
* Spacecraft Galileo flies by Venus at an altitude of 10,000 miles (16,000 km) in a gravity assist maneuver to gain speed on its way to Jupiter.
* Larry Bird (Celtics) ends NBA free throw streak of 71 games which occurred during the 1989-1990 season. Overall career percentage was 88.6%.
* Top movie was Driving Miss Daisy with a total gross of $106,593,296.
* How Am I Supposed to Live Without You by Michael Bolton.

Athletics update: Staff Council sponsored to attend the February 26 Women’s and February 27 Men’s basketball games in The Jungle. Both games start at 6:30pm. RSVP for your tickets by February 25 at noon.

A paper with writing on it

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

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

* Parking
  + Purdue starting construction work in lot 73, East of Gateway Garage. EM can park in alternate EM and ST spaces. Lot 92 tends to have spaces available.
  + Summer Day Camp registration is open.
  + Several of Copperhead Jacks are having specials each month.
  + Try TeasMe in the Campus Center.
  + We will have a new IU Lab Annex Science Building. Name to be determined. Groundbreaking in March.
  + IU Lab building on 16th and 16 Tech Area is moving forward.
  + Groundbreaking for new arena today. Completion 2026.

# Agenda Item VI: Report from Human Resources

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

# Searches for Dean of Nursing and VP of HR are continuing. Hope to have decisions for both soon.

# Administrative Review for Rafael Bahamonde, Dean of Health and Human Sciences, is wrapping up.

# IU Indianapolis HR staffing updates

# We welcomed Shauna Winter who is our new HR Generalist for the University Library.

# Christina Macon is the new HR Coordinator for Finance and Administration.

# Taylor O’Day current HR Generalist for the School of Dentistry will become the HR Business Partner for the Lilly Family School of Philanthropy.

# Shane Bennett, Project Coordinator supporting Staff Council resigned. If you have questions or need assistance reach out to Heather, Olivia, or Anne.

# February is Black History month. Encourage you to engage in different ways whether celebratory or informational.

# Saw the Nina Simone play at IRT. Has a lot of themes that are important.

# Play reminded me of an Alice Walker quote who was the 1st black woman to win the Pulitzer Prize for fiction in the 80s.

# Performance at IU performance and expectation conversations are occurring now.

# MyVoice survey results have been distributed to HR representatives across IU Indianapolis, IU School of Medicine, and other units.

# IU Indianapolis results improved since the last survey in 2022. We went up in every aspect accept 1.

# In 2022, 35% of employees were engaged and this year we have 40% engaged.

# Results show that we need to do a better job of communicating broadly but specifically communication around strategic vision.

# Every department does their own action planning. Climate tends to be localized.

# We are monitoring state legislative bills from the House and Senate, executive orders, conversations around the Department of Education, and grant funding.

# Agenda Item VII. Guess Who

# Heather Staggs

# Agenda Item VIII: [Information Item] Tech Talk: AI Recap

# Todd Kirk, *UITS*, [tjkirk@iu.edu](mailto:tjkirk@iu.edu)

* Microsoft Copilot
  + Creates vast amounts of text.
  + Transforms using a statistical model of language.
* MS Copilot accessed through 365 at IU.
* Provided an example for “explaining a subject”, presented demo, and shared results.

**Agenda Item IX: Employee Engagement and Enrichment**

Beth Chaisson

The following two questions were answered by groups in attendance at the meeting. Responses were collected, will be aggregated, and reviewed to see where the Council can support and/or act.

Question 1: A reoccurring thought is that there needs to be more interaction and chances to get to know each other on the council. What suggestions would you give to accomplish this, either within a meeting or outside of one. How do we include everyone when some may be reluctant to involve themselves?

Question 2: In regards to communication – how much is too much or too little? What are the best ways to communicate with the most people in today’s environment? Who should be disseminating the information to ensure that staff pays attention?

**Agenda Item X.** Standing, ad Hoc, and University Committee Reports

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

# None

# Agenda Item X(I: Unfinished Business

# None

# Agenda Item XIII: New Business

None

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

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be March 19, 2025 (in-person only) in University Library Lilly Auditorium.

**Committee Reports:**

**Rewards and Recognition:** Nominations for Staff Council Awards accepted through February 24. Committee will review nominations alongside other SC committees to determine nominee.

**Special Events:** Met February 18. Discussed plans for retreat: locations, room setup, presenters/presentations, etc. Guess Who presentation provided and new link.

**Staff Affairs:** Requested meeting with University HR to discuss hiring and recruiting practices. Reviewed bereavement and parental leave policy proposals with SC Exec. Committee. Discussed recent legislation changes, impact on students, staff, and faculty and discussed at February SC meeting.

**Staff Development:** Mini-conference planning progressing well! Deadline for proposals 2/28. Will begin contacting presenters in March.

**Sustainability:** Sustainable Swag Guide ready and available on the Staff Council Teams page under the Representative Portal folder. Please share with your constituents.