

Staff Council Minutes

October 18, 2023 ~ 2:00-4:00 p.m.

Campus Center 409 or Zoom

**Members and Guests Present:** Sadiya Ali, Connie Anoskey, Tom Baker, Thora Berndt, Megan Bettag, Cody Breault, April Briggs, Kim Burrows, Beth Chaisson, Crystal Clark, Tina Cochran, Mindy Cooper, Brooke Creech, Jeffrey Dawn, Valerie Decker, Amber Delp, Emily Dunham, Tricia Edwards, Connie Ely, Sarah Frigo, Amanda Gist, Lauren Gronke, Robyn Hart, Bernetta Hartman, Julie Heger, Lindsay Heinzman, Katie Grace Jackson, Kim Johnson, LaVerne Johnson, Anne McGee, Margaret Miley, Dawn Molnar, Todd Morton, Tree Quarles, Shelli Reed, Mary Beth Ryan, Evelyn Safder, Anita Sale, Paige Smith, Heather Staggs, Brian Starkel, Sarah Thompson, Amy Treat, Melissa Vastag, Dionna Weatherly, Terry Wilson, and Kelly Zimmerman; Camy Broeker, Mary Chappell, Latosha Rowly, Mary Louise Bewley, Simone Wheeler, Lisa Bridgewater, Christan Royer, Greg O’Connor, Adam Miller, Jesse Lambertson, Tyler Cason, Deborah Nichols, Nick Hyltested, and Kim Priesmeyer

**Members Excused:** Kenya Alexander, Alicia Gahimer, Jennifer Gilles, Todd Grooten, Carolyn Hasser, Todd Kirk, Natalie Lin, Jeanne Rushin, Ryan Schafer, and Diana Sims-Harris

**Members Absent:** Michelle Benberry and Jessica Darling

# Agenda Item I: Welcome and Call to Order

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

IUPUI Staff Council Interim 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.

# Agenda Item II: [Information Item] Welcome from IU President

Pamela Whitten

* IU President Whitten welcomed us and thanked us for having her at our meeting.
* Acknowledgement of the work that has been going on and continues for the strategic planning of campus and the university.
* Thank you for all the work you do for the students on campus. We hope to continue to do more things for the students on campus to help them to succeed both as students and after graduation.
* Pillar of research and discovery: there’s a lot of exciting momentum moving forward under Phaedra Corso, the new VC of Research (look that up). She is excited to be on this campus and has many ideas for moving the campus forward in research.
* Pillar of service to the state: We are recognizing that part of our jobs is making life better for those who living in Indianapolis and in Indiana in general, and are working toward that goal with enthusiasm.
* We’re less than a year away from becoming IU Indianapolis. We aspire to be the best urban research university in the country with this change; the city, state, politicians, local businesses, even potential students are excited and thrilled. Faculty and staff have been positive regarding this change and what it means for solidifying our identity.
* These pillars and the impact of this university do not happen without our staff, and President Whitten wants to recognize staff for their hard work. Thank you for your hard work and your willingness to speak positively and constructively as we move forward.
* She hopes we are able to reflect upon what we are accomplishing on this campus. The momentum is stunning, the pace is fast and change is difficult but we are handling it with grace and strength.

# Agenda Item II: [Information Item] Remarks from Interim Chancellor

Carol Anne Murdoch-Kinch

* Thank you for the invitation to join the staff council and thank you to President Whitten for her remarks.
* Congratulations to all staff who recently celebrated 5, 10, and 15 year milestones. We look forward to the recognition ceremony in November to celebrate with those reaching 20 years and beyond.
* Regarding enrollment
  + There have been many discussions focusing on enrollment over the past month or so. Last month there was an enrollment summit where we explored how to help Hoosiers understand that college education is relevant and valuable.
  + Before the enrollment management summit we had the first enrollment management committee meeting where we looked at how to decrease the cost of college while increasing the number of students. We are growing our focus on new student recruitment efforts; admissions counselors are visiting more schools and holding more events than last year as we look at more opportunities to increase enrollment on this campus.
  + One of the partnerships she wants to highlight: Seamless Admissions Initiative with Indianapolis Public Schools. This goes hand in hand with the state’s Preadmissions Initiative, which notifies high schoolers throughout the state that they would be accepted to 38 participating public and private institutions around Indiana (based on grades, test scores, etc.) if they applied. This is meant to try and remove the barrier of uncertainty around applying to college. IU Indianapolis is part of this initiative and has taken it a step further by automatically accepting IPS students from four high schools who meet the qualifications (GPA of 3.0 or higher). All they have to do is accept, they don’t even have to pay application fees.
* Retention is defined as the number of first time full time enrolled college students who continue through their third semester.
  + Our undergrads work more weekly hours and are more likely to be commuter students than our neighboring institutions. We have teams working across campus to provide the support these types of students need from financial aid to programs and activities that support mental health and wellness.
* Leadership transitions
  + EVC and Chief Academic Officer Kathy Johnson has left the university to take on her new role as President of New Orleans. We welcome Jay Gladden to serve in this role in the interim.
  + The School of Social Work search for the next dean has been started and is being supported by Storbek Search. The job has been posted and we expect an outstanding candidate pool with the finalists visiting in January.
  + Dean Paul Halverson of the School of Public Health will be taking on a new position at Oregon Health and Sciences at Portland State University in February 2024. He was the founding dean of the Fairbanks school. We are working with the school to identify an interim dean and identify next steps.
* Vision 2024
  + Implementation between now and July has started. Thank you to all who are part of this process. We have many different people at different levels of the university working with Purdue to make sure our students are well served first and foremost, regardless of if they are IU or Purdue students.
  + Every fulltime staff member in CS and E and T recently met one on one with Purdue HR. This was to gather information about roles staff play in their units and Purdue will be matching the staff into their roles this fall. All staff will be transferred to Purdue at or above their current salaries.
  + Change can be hard and she acknowledges that, but asks us to remember that it can also be exciting. We aim to be more responsive, stronger, and future ready with this change while holding fast to our values and what makes this campus so special.
  + This time in our campus history provides opportunity for new ideas and to look to the future.
  + Much about our campus will stay the same or grow even stronger.
* IC Murdoch Kinch ended by expressing her extreme gratitude to staff for all the have done and continue to do for this university.

Questions?

* The IPS initiative sounds great, but is there any funding attached to it?
  + As far as financial funding like scholarships etc., we do not have specific funding associated with this initiative but continue to talk about improvements with IU Foundation and with the strategic plan committee. We plan to deliberately and intentionally fundraise for scholarships for students. We also have Indy Achieves that will play into this population, as mentioned by Camy. This is a partnership that is funded through the city-county council (Marion County) to provide last dollars for students in Marion County who choose to come to IUPUI/IUI or Ivy Tech. 24th Century Scholars is also another opportunity- everyone will automatically be enrolled now to help bolster the number of students affected.
* We recently saw the plot of land that’s supposed to go to Purdue- what are your reactions? This seems like it’s the “front door” to our campus.
  + She has not really heard anything about it. Right now the area is mainly a parking lot with a couple parking structures, and we have the rest. It’s true they will probably put a sign up right in that space but we will also be putting up signage. The gateways will be changed and we will have other entrances highlighted as well.
* Will you hire local artists for those new signs?
  + That’s a great question! Camy will refer that to capital planning with a suggestion to look at local artists.

# Agenda Item III: [Information Item] Open Enrollment Presentation

# Christan Royer

# Enroll online October 23 – November 3, 2023

# What is open enrollment?

# Your annual opportunity to enroll in, change, or continue enrollment in these benefits: medical coverage (including resigning the Tobacco-free Affidavit), dental coverage, FSAs, HSAs (can change anytime), supplemental AD&D insurance, new critical illness insurance

# What’s new and changing in 2024

# All medical plans have a 3.5% increase in employee premiums.

# Three lowest salary bands will be raised to include more employees in the lower-cost premium groups.

# Monthly tobacco free premium reduction will be reduces to savings of $15/month for an employee or spouse, $30/month for both.

# Prescription benefit: CVS Caremark partnership with GoodRx, which allows you to pay lower costs, when available, on generic medications. The amount paid is applied to deductible and OOP maximum. Formulary list (covered medications) change throughout the year.

# No coverage changes to vision benefits. Same $10 copay for annual exam, eyewear discounts.

# Dental plan remains the same, no increase in premiums. Salary bands will be raised to match the medical bands.

# HSA changes: minimum contribution is $300, IU contribution moves to a bi-annual schedule (half in January, half in July) instead of a lump sum in January. Employee contributions remain as a per paycheck contribution.

# This change is to try and save money on employees who get hired and then leave right after receiving their HSA money. This will save the university about $2.2 million a year.

# Other benefits

# FSA accounts remain the same

# Supplemental AD&D remains the same

# Long term disability premiums will decrease by 15%

# New critical illness benefit

# Cash benefit for a serious illness: pays you directly, so you can choose how to spend the money; pays you for what happens, regardless of your other coverage; payable if initially diagnosed while covered.

# Includes cancer, heart attack, stroke, major organ failure, end-state renal failure, paralysis, coma, loss of sigh/hearing/speech, advanced Alzheimer’s, advanced Parkinson’s, ALS (this list is not all inclusive)

# Essentially it’s similar to Aflac.

# $100 wellness incentive is available each plan year for you and your covered spouse/children. Get one of 22 eligible health screenings at provider of your choice, no waiting period, simple one step claim process.

# Covered screenings include CBC, CMP, covid testing, EKG, Hemoglobin A1C, lipid panel, mammogram or pap smear, mental health assessment, PSA test, colonoscopy (this list is not all inclusive)

# Benefits not tied to open enrollment

# Long term disability, basic group life insurance, supplemental employee life insurance, supplemental spouse/child life insurance, retirement plans, IU tuition benefit

# Wellness, family care, and development

# Find upcoming webinars at [www.events.iu.edu/iuhumanrescal](http://www.events.iu.edu/iuhumanrescal)

# If you have questions, reach out to [askhr@iu.edu](mailto:askhr@iu.edu)

# Questions?

# Are hearing aids still covered?

# Yes.

# Do we need to make two different elections for the HSA because of two different time periods?

# No, you only need to make one election. The system will automatically take IU’s contributions into account.

# How do I put my HSA in the system?

# We are using the university’s system and it is clunky. When you do your HSA contribution, you put in the dollar amount that you want for the entire year and the system will automatically do the division for you.

# It feels like a pay decrease with the various changes in these benefits. The question asker acknowledged Christan is not responsible for this.

# She understands this feeling. Indiana is one of the most expensive states in the country for health care. We do benchmark our benefits against other Big 10 peers and other urban campuses across the country.

# What is a catch-up contribution?

# The IRS allows you an additional $1,000 if you are over 55 years of age.

# I have a child who will turn 26 in April. She won’t be on my benefits any longer, but how does that actually work? Is there a grace period?

# That child will be covered until the last day of the month in which they turn 26. Our HR office usually sends out a letter to the people affected 60 days in advance to let you know about the upcoming loss of coverage. You can elect to choose COBRA for their enrollment if they do not have other coverage.

# Agenda Item III: [Action Item] Approval of Minutes of the September 20, 2023, SC Meeting

# Heather Staggs

# With no objections, the September 20, 2023 SC meeting minutes were approved.

# Agenda Item IV: Report from the President

Heather Staggs

Heather then shared the following reminders and updates:

* The campus United Way campaign has started! The silent auction will be on Oct. 25 from 10 am to 2 pm in the campus center atrium.
* Our faculty council liaison could not be here this month, so we will include those in the meeting minutes.
* Blood drive results from Sept. 27- another successful blood drive! We had 36 registered donors, 11 were deferred. 26 blood products collected which results in 78 people benefiting from the drive.
* Our regatta team did great! No one lost a paddle or fell in the water. Thanks to Ryan, Todd, Robyn, Rachel, Anne, and Crystal for volunteering to be our team this year.
* Athletics schedule: <https://iupuijags.com/index.aspx>
  + Men’s Soccer - Michael A. Carroll Stadium
    - October 21st 3pm
    - October 28th 3pm at Carmel High School
  + Women’s Soccer
    - October 25th 6pm
  + Volleyball – The Jungle
    - November 10th 6pm
    - November 11th 4pm
* The search for the next EVP and Chancellor of IU Indianapolis is in progress. Some members of the council were able to give feedback on the preliminary process. There is a website with information about the search: <https://execsearch.iu.edu/iui-chancellor.html>
* Professional Development:
  + October 19th 4-6pm - IUPUI Urban Garden Service Days located in the IUPUI New York Street Garden
  + October 19th 1-2p – Succeed at Work: Understanding a Multigenerational Workforce by Care.com
  + October 20th 9a-4:30p - Mental Health First Aid Training for Faculty and Staff – Univ. Library 0110
  + Vaccine Clinics in Campus Center room 450
    - October 18th 11a-4p
    - October 26th 9a-2:30p
    - October 31st 8a-1p
    - November 6th – all day
  + October 30 10-11am Performance at IU: Development Conversations for Staff
* Senior academy shared the following information:
  + The 30th anniversary celebration was successful! Thank you all who attended or passed on the message.
  + Friday Nov. 3 is the last lecture in the Senior Academy’s sponsored series. It will be in the Campus Center auditorium.

# 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:

* Camy is happy to report that steam is back on in the Business/SPEA building. Hot water will be back and the work under the building on the steam line will be wrapping up in the coming weeks.
* Replacing the lights in Carroll Stadium that will result in the closure of New York Street at certain times and the partial closure of Lot 80. There will be times of lane closures during the work day, but they will work to make these limited.
* Food service- Chancellor’s restaurant will be closed for a few weeks for repairs due to flooding in the building.
* Insert info about commencement
* Flu vaccine clinics are ongoing.

Questions:

# If you have questions for Camy, email Rachel and she will get them to her.

# 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:

* As the Interim Chancellor mentioned, we recently had our celebration for 5, 10, and 15 year milestones. Thank you to all who have helped with this event for their work putting that event on, as well as CFS for their help with the event.
* On Nov. 8 we will be holding the Chancellor’s Recognition Ceremony for staff.
* It is National LGBTQ+ History Month. Oct. 11 was National Coming Out Day. Anne encourages us all to attend events held around campus and Indianapolis related to this month.
* We have changes to our benefits structure and packages. Thank you to Christan Royer for providing today’s presentation. Benefits is probably one of the most difficult areas of HR because of the various IRS restrictions, and she is one of the best in the business.
* Additional holidays were announced for this year between Dec. 25 and Dec. 31. If you have questions about these holidays, ask Anne.
* Performance at IU is an initiative for IU staff to all get on the same page around expectations. If you haven’t seen the MyVoice findings, there were many staff that said for multiple years they didn’t know what was expected of them at their job. This initiative rolled out last year to correct this problem. This year the whole of campus will have this initiative implemented. Information on this will be coming out by Spring 2024. If you have questions about this, reach out to Anne or your HR business partner.
* Anne has heard from multiple sources that staff feel like they are not being communicated with. As representatives of staff council, if you are the ones sending the information shared with you to your constituents and fellow staff members. You need to make sure you are sending these communications to your constituents so that staff are included in information sharing across campus.

Questions:

* In all the years Bernetta has been here, she has only had one staff council member that forwarded minutes. She as a representative has had times she wasn’t sure minutes could be shared, and she will do so moving forward.
* Valerie feels that the communication issue is that administration isn’t communicating with staff, not that staff isn’t communicating with staff.
  + That is something that Anne can bring up as well, but it is still important that we are sending communications to each other.
* Agenda Item VIII: Updates from Faculty Council

# Lisa Angermeier, *Faculty Council Liaison,* [langerme@iupui.edu](mailto:langerme@iupui.edu)

# Deborah shared the following information about the Staff Mentor program:

# Lisa introduced herself as the new faculty council liaison.

# The meetings this year are themed; the theme of September was mental health, October will be themed after research.

# The realignment has been a major focus. Phil Goff has talked about how power of faculty and staff has been limited and we’ve been hoping for some outside support. Lisa will share the verbiage of this with us.

# There are new implementation teams created to finalized the details of the realignment including the chancellor’s cabinet, key members, and reps from the registrar’s office.

# A resolution was passed stating that the faculty and staff of the Engineering and Technology school need to be part of us until July 1, 2024 when the split officially happens.

# Related to mental health, Dr. Aaron Carroll was a guest at their September meeting and talked about the three arms of focusing on mental health as a campus- opening dialogue, policies and protocols, and services and support.

# Speaker from CAPS spoke with the FC; they have moved to Lockfield Village, have counselors available and there is no waiting list if you would like to be seen.

# Tom Stucky shared his regret that he was unable to continue in his role as the FC liaison and his appreciation for the work he was able to do with us last year.

# Agenda Item IX: [Information Item] Meet the Staff Council Executive Committee

# Heather Staggs

The members of the executive committee introduced themselves to the council.

* 55 responses, down 5 from last year, with 9 new members, 40 returning, and 6 exiting members responding.

**Agenda Item XII: Committee Reports**

* Paydar bench- we have met our minimum fundraising goal! The Herron students are working on designs this fall so we should be able to move forward with choosing a design in Spring 2024.
* Staff Development committee had their first meeting last Monday, are working on choosing a date for the mini conference next year.
* Next Staff Professional Development grant deadline is December 1. Please share this opportunity with your constituents and encourage applications.
* DEI- the committee has met and discussed the staff council awards for this year. We are also in conversation to create an award for staff who are union.
* Communications- met for the first time, most of the committee are new members and are trying to identify their roles. One of the things they are working on is making a communications guide to use in the future.
* Faculty-staff relations and sustainability have also met for the first time and are making plans for future meetings/initiatives.
* Staff affairs and special events are working on finding a time to meet.
* Membership- there are concerns about getting representatives in IUSM to stay. Beth and Alicia are going to review the IUSM clusters to see if we need to redo them. We are having issues keeping reps from other units as well, and these concerns will be addressed in the Bylaws moving forward.

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

# Heather Staggs

# None.

# Agenda Item XIII: Unfinished Business

# Heather Staggs

# Kelly is going to be making more nametags for people to display at meetings.

# Agenda Item XIV: New Business

# Heather Staggs

None.

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

# Heather Staggs

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

Minutes prepared by Rachel Molina

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