

Staff Council Minutes

June 15, 2022 ~ 2:00-4:00 p.m.

University Library Lilly Auditorium or Zoom

**Members and Guests Present:** Leslie Albers, Kenya Alexander, Connie Anoskey, Cheryl Avery, Michelle Benberry, Thora Berndt, April Briggs, Kim Burrows, Beth Chaisson, Betsy Cooney, Mindy Cooper, Jessica Darling, Valerie Decker, Julie Driscol, Ashley Dummer, Alyssa Eads, Tricia Edwards, Connie Ely, Stacy Files, Sarah Frigo, Alicia Gahimer, Jennifer Gilles, Michele George, Sarah Glener, Bryce Hockman, Amelia Hurt, LaVerne Johnson, Curtis Kester, Estela Kite, Heather Long, Jenna Machunas, Anne McGee, Dawn Molnar, Kris Powell, Kim Richards, Ryan Schafer, Jeremy Smelser, Kirsten Stafford, Heather Staggs, Olivia Stoner, Kylee Sutton, Holly Thomas, Amy Treat, Melissa Vastag, Kevin Walsh, Terry Wilson, Miriam Murphy, and Juletta Toliver,

**Members Excused:** Theresa Bell, David Hanson, and Cathy Zappia

**Members Absent:** Sadiya Ali, Lauren Gronke, Carolyn Hasser, Julie Heger, Todd Kirk, Nichelle Turentine,

# 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 with Miriam Murphy taking Camy’s place, as Camy was unable to attend.

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

# Heather Staggs

# With no objections, the May 18, 2022 SC meeting minutes were approved.

# Agenda Item IV: Report from the President

Heather Staggs

Heather then shared the following reminders and updates:

* Welcome to Bryce Hockman, who has taken the place of Michele George as a member at large.
* Staff council retreat registration is ongoing. The last day to register is June 30. Please rsvp whether you are able to attend or not so that we can have an accurate head count. The retreat has received a green event certification from the Office of Sustainability!
* The mini-conference scheduled for July 1, 2022 has been cancelled due to logistical issues. The committee is looking forward to next year’s mini conference.
* The Faculty-Staff Relations Committee is still looking for a co-chair. If you’re interested, please reach out to Heather for more information.
* Nominations for the staff council retreat awards are open until June 24. The awards include Outstanding Committee Chair, Outstanding New Member, and Member of the Year. New this year, a $400 professional development grant will be awarded to the winners of each award along with the physical trophy of recognition, thanks to Camy! Self-nominations are encouraged.
* Leslie Albers has agreed to be the Staff Development chair for next year.
* Executive Committee elections are complete. Congratulations to the new executive committee members:
* First Vice President: Tricia Edwards
* Members at large: Dawn Roberts, Mansi Singh, and Sarah Frigo

# Agenda Item V: Report from Faculty Council Liaison

Miriam Murphy, *Faculty Council Liaison,* [mimurphy@iupui.edu](mailto:mimurphy@iupui.edu)

Miriam shared the following updates:

* This was Miriam’s last meeting as Faculty Council Liaison. Thank you for your years of service, Miriam!
* Faculty Staff Committee plug: this committee is very important and touches on all aspects of campus activity. If you like to be in the know, this committee is for you!
* Update on research consolidation: FCEC was putting together an action group to formulate a response of talking points and will choose to whom this information will be presented. Through back channels, the last communication on this consolidation was May 19. The only official conversations that have occurred only address merging staff. Camy did share via IUPUI Finances and budgeting income that indirect cost recover is a relatively small portion of the budget at around $72 million, however that is still not a small amount of money.
* There is continuing concern about Fall 2022 enrollment and options are being looked at to increase numbers.
* For those who deal with the Office of Academic Affairs, Rachel Applegate is going into phased retirement.
* More than 50% of the faculty at IUPUI have engaged in collaboration research projects with community partners.
* Several reports were presented from FC committees about faculty status and ways to improve attendance at physical meetings.
* Daryl Brown gave a presentation on DEI best practices.
* Miriam is now the chair of her school’s onboarding committee which is discovering that a lot of things are needed to help welcome new employees and faculty to campus. The committee will be putting together a Canvas module for reference. Staff Council may want to consider a similar measure.

No questions were asked.

# Agenda Item VI: Report from Human Resources

Juletta Toliver, *Human Resources,* [jtoliver@iupui.edu](mailto:jtoliver@iupui.edu)

Juletta shared the following updates:

* Total rewards notices will begin arriving via email for all staff and 12 month faculty the week of July 11. Prior to that, information is being prepared to be sent to department leads so they can forward it on to their staff ahead of this date. 10 month salary faculty/staff will receive this notification the week of August 8. Employees who don’t have access to computers during daily work will receive a copy of this information in the mail. This will include the July 1 salary increase as well as individual employee benefits.
* What is HR doing about filling positions that have been vacated, to support those who have taken on additional work?
  + Recruitment has decided to change to auto-referral on all positions posted with the exception of minor modifications for union positions. This means that when the position is posted, applications and resumes will be sent directly to the search committee instead of going through HR first. It is up to the committee to make sure individuals are still meeting the job qualifications.
  + Encouraging all departments to indicate salary ranges on the job posting to lessen the number of interviewees who decline to proceed after learning the salary range post-interview.
  + For those who have taken on more responsibilities, HR business partners have been asked to make sure those individuals are correctly categorized as well as look for potential bonuses.
  + Sign on bonuses are now being offered to new employees.
* Starting this week the VP of HR, Todd Richardson, will be on board and able to start answering questions/concerns that have been put on pause such as paid parental leave.
* All eDocs should have been submitted last week for new hiring through June 24.
* Monday June 20, campus was closed to celebrate Juneteenth for the first time. There were activities all weekend in the city and around campus including the 5th annual Indy Juneteenth Celebration, and the Indy Juneteenth Festival.
* From Camy- please remember to turn off lights, computers, etc. when leaving the office to help with the building heat loads during the heat wave.
* There are a couple of outstanding questions submitted to President Whitten last month that have been submitted to her cabinet. Juletta is waiting for responses and will send out information when she has it.

No questions were asked.

# Agenda Item VIII: Fun Activity, Guess Who

# Heather Staggs

# Agenda Item IX: Committee Reports

# Communications Committee

# Heather Staggs

# This committee is focusing on supporting other committees, especially Special Events at this time for retreat and blood drive emails.

# Social media presence has grown a bit!

# Special Events Committee

# Connie Anoskey

# Please RSVP for the retreat on July 15 whether you are able to attend or not so we can have an accurate head count. RSVP deadline is June 30th. There will be a surprise animal guest!

# Staff Affairs Committee

# Dave Hanson

# The committee is looking into the poor communication of the cancellation of the Healthy IU wellness screening and financial incentive.

# Sustainability Committee

# Mindy Cooper

# We received a Greening IUPUI grant to restore the central gardens for $8,000, and the work has already been completed!

# Bylaws Committee

# Nothing to report.

# Diversity, Equity, and Inclusion Committee

# Valerie Decker

# DEI is sharing resources for dealing with the aftermath of mass shootings through HealthyIU via email.

# June 18-19 is the 5th annual Indy Juneteenth Celebration. It started with a parade that ready through Indy to the Indy Juneteenth Festival in White River park.

# Indy Pride had a successful parade two weekends ago, and there were representatives from IUPUI present!

# Faculty and Staff Relations Committee

# If you would like to serve as a co-chair on this committee, please reach out to Heather.

# Membership Committee

# Beth Chaisson

# Nothing to report.

# Rewards and Recognition Committee

# Beth Chaisson

# Please nominate either yourself or others for staff council awards! Nominations close June 24.

# Staff Development Committee

# Leslie Albers

# Nothing to report.

# Professional Development Committee

# Alicia Gahimer

# The next deadline to apply for professional development is August 1.

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

# Heather Staggs

# None.

# Agenda Item XIII: Unfinished Business

# Heather Staggs

# None.

# Agenda Item XIV: New Business

# Heather Staggs

* There will be a survey sent out to the staff council that is meant to gauge whether we are providing the staff with what they need as well as what members would like to see at meetings next year.
* Valerie addressed the mass shooting epidemic in the United States. News of these shootings can take a heavy toll on our mental health; if you are feeling the heaviness of these events, please seek assistance.
  + There have been over 250 mass shootings in the first 6 months of 2022 (Washington Post, 2022). And since 2020, there has been more than a 24% increase in law enforcement reported bias-motivated incidents across the country (DOJ, 2022), as demonstrated by the events in Buffalo, NY and Laguna Woods, CA, Colleyville, TX in February, and Atlanta, GA in March 2021. These events and the accompanying images of people, who may remind us of our family and friends, are circulated on social media and television and can take a repeated, heavy, and traumatic toll on one's mental and physical well-being. Any staff member who is feeling distressed because of these events is encouraged to seek wellness events or contact employee assistance if needed.
    - Department of Justice. (2022). 2020 hate crime statistics. https://www.justice.gov/crs/highlights/2020-hate-crimes-statistics
    - Ledur, J., & Rabinowitz, K. (2022, June 8). There have been over 250 mass shootings so far in 2022. Washington Post. https://www.washingtonpost.com/nation/2022/06/02/mass-shootings-in-2022/

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

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be August 17, 2022, location and zoom option TBD. See you at the Staff Council Retreat on July 15!

Minutes prepared by Rachel Molina

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