

Staff Council Minutes

September 18, 2024 ~ 2:00-4:00 p.m.

Campus Center 309 or Zoom

**Members and Guests Present:** Sadiya Ali, Connie Anoskey, Alan Beard, Jesse Beck, Chad Beckner, Thora Berndt, Brayden Bridgeman, Aaron Buck, Beth Chaisson, Crystal Clark, Mindy Cooper, Jeff Dawn, Melissa Decker, Brandi Derrick, Tricia Edwards, Connie Ely, Ailish Evans, Alicia Gahimer, Jennifer Gilles, Roland Graham, Lauren Gronke, Todd Grooten, Robyn Hart, Nick Hyllested, Kim Johnson, LaVerne Johnson, Madi Jones, Todd Kirk, Tammy Leone, Natalie Lin, Jennifer McChristian, Anne McGee, Mercedes O’Connor-Gosser, Charlotte Pell, Amber Phillips, Kris Powell, Jamunabai Prakash, Matthew Radican, Summer Rozear, Anita Sale, Linsday Sanner, Ryan Schafer, Huma Siddiqui, Emily Skonieke, Paige Smith, Anita Snyder, Yolanda Taylor, Heather Wagoner, Dillon Waggoner, Laurie Welty, Jordan Wheatley, Katie Wilkinson, Andrea Zeek, Lisa Angermeier, Jennifer Boehm, Camy Broeker, Sarah Frigo, Jennifer Mahoney, Anne Mitchell, and Angela Smith Jones

**Members Excused:** Jill Henry, Heather Staggs

**Members Absent:** Kevin Fryling, Erika Leary, Dionna Weatherly, Catherine Zappia

# Agenda Item I: Welcome and Call to Order

Tricia Edwards, *President*, [hstaggs@iu.edu](mailto:hstaggs@iu.edu)

IU Indianapolis Staff Council President Tricia Edwards 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 III: [Action Item] Approval of Minutes of the August 21, 2024, SC Meeting

# Heather Staggs

# With no objections, the August 21, 2024 SC meeting minutes were approved.

# Agenda Item V: Report from the President

Tricia Edwards

Tricia shared the following reminders and updates in Heather’s absence:

* Dec 1 is the next deadline for the staff council professional grants.
* Mary Chappel, the Senior Academy liaison to the Staff Council, shared the Last Lecture event coming soon. The Last Lecture Series is sponsored jointly by the IUI Senior Academy, the IUI Office of Academic Affairs, and the IU Foundation. It is a signature event of the campus. The Last Lecture, now in its 16th year, offers the university community the opportunity to hear reflections on life’s lessons and meaning from a current or retired IU Indianapolis colleague of exceptional merit. Each speaker shares the wisdom gained, and distills a life of inquiry, reflection and service into important guidance for successive generations. This year’s Last Lecture is Friday Nov. 8, 2024 at 2 pm in the Campus Center Theater and the presenter is Scott Deal, Professor of Music Technology at Herron School of Art and Design. There's more information there about the talk as well as a [registration link.](https://academicaffairs.indianapolis.iu.edu/AOEvents/EventRegistration?scheduleid=7319880a-6516-4a26-b5ad-983dbe30ef46)
* The blood drive was a huge success! They ran out of sign up spots. We had 29 registered donors, collected 20 whole blood and 3 red cell donations. Results in the saving of 26 lives.
* Professional development opportunities
  + Sept. 24-Nov 5 from 5:30-7:00 pm, activity fitness clinic at NIFS
  + Sept 28 from 10 am – 2 pm, Annual Regatta
  + Oct 3 11 am – 2 pm, International Festival in Taylor Courtyard
* Sept 24 at 6 pm, Black Women’s Readers Theater presents “Dissin’ Black Women”
* Chancellor’s Diversity Speaker Series
  + Sept 17 at 6 pm, Andrew W. Kahrl at Madam Walker Theatre
  + Sept 26 at 6 pm, Black Women’s Readers Theatre at Madam Walker Theatre, “Dissin’ Black Women”
  + Oct 1 at 6 pm, Kate Schatz at Madam Walker Theatre
* September 2024 Staff Milestones
  + 5 years - 27
  + 10 years - 12
  + 15, 20, 25 years – 7
  + 30 years -
  + 35 years -
  + 40 years -
  + 45 years - 2
    - Michelle Webster, Enrollment Mgmt., and Jackie Whitney, School of Education (1979)

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

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

Camy shared the following updates:

* Flu and Covid vaccine clinics are scheduled starting Sept. 26, Oct. 3, Oct. 9, and Nov. 15. There is a website where you can schedule your boosters.
* Tease Me Café will be opening in the campus center on the 1st floor where Starbucks used to be. We’re excited to be able to partner with a local vendor, and for the good tea that will be available!
* Car Free Day is Sept. 19. Stop by parking services’ tent outside the campus center.
* CFS leadership: Rick Patrick will be joining us as the Associate Vice Chancellor for CFS.
* Join us for Regatta!
* Sept. 26 O’Neill will be doing their community safety career day- this involves bringing a lot of community partners (i.e. police cars, etc.) to the courtyard. Don’t panic when you see a lot of people in uniform around campus.
* The new SELB extension is coming- expect ground to break in the spring. Completion is expected in 2026.

Questions?

* Will there be walk ins available for the flu and covid clinics?
  + Yes, they will accept walk ins if they have space. It’s free if you have insurance, so make sure you bring your insurance card and your IU ID card.
* If you aren’t insured is the flu and covid clinic still free?
  + No, it is not free. Camy will look into finding out how much each vaccine would be without insurance.
* When will open enrollment be?
  + November 4-15. Open Enrollment will be coming to present next month and will give all the updated info. If you have more questions about open enrollment or insurance, you can ask Christan Royer next month.

# Agenda Item VII: Report from Human Resources

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

Anne shared the following updates:

* Happy Latino Heritage Month! There will be events around this celebration around IU, please participate when you can.
* Shoutout to the diversity speaker series and also all the Healthy IU events this fall.
* Staffing updates: McKinney School of Law and School of Liberal Arts are looking for HR business partners. We also have the provost search ongoing, with the last of three candidates having a townhall on Sept. 19.
* We aligned HR as of July 1 and now that we’re a couple months in, Anne wanted to speak to our priorities on campus.
  + Priority 1- recognition and engagement.
  + Priority 2- training and development.
  + Priority 3- consistency (where it makes sense).
* You should have received the email this afternoon around 12:06 pm. We now have four additional holidays between Dec. 25 and 30/31. These holidays are now embedded in the holiday policy and will be included in all schedules moving forward.
* Enrollment updates: it’s really exciting to be able to announce that we are up 10% in enrollment on our campus! This was a huge effort from enrollment management and our recruiters. Kudos to everyone involved. This includes a 14% increase in students of color.
* On Sept. 23 the My Voice survey will be starting. Be on the lookout for that email and please participate.

Questions:

* For people who were not aligned in the HR alignment because they aren’t in HR roles but they do HR adjacent work, is there training available?
  + Right now it’s focused on those who were aligned, but email Anne and she can get you resources.
* Regarding the new law requirements for exempt staff, are there any new updates?
  + This is referring to the changes in FLSA criteria. On July 1 the salary criteria for FLSA was raised, and the university dealt with the changes that entailed. There is now another proposed raise of FLSA compliant salary that may go into effect on January 1, so now there is another committee/task force university wide to determine the strategy for how we will deal with that. Unlike the July one, there is a lot of litigation revolving around this proposed one so we aren’t sure it will happen- but are preparing as if it will.

# Agenda Item VIII: [Information Item] Faculty Council Updates

# Lisa Angermeier, *Faculty Council Liaison*, langerme@iu.edu

Lisa shared the following updates from the Faculty Council.

* Task force on Expressive Activities met through the summer to share input with the IU Trustees on the new policy.
* IFC Task Force is looking at the formal complaints process now required by SEA 202 to ensure they are transparent and new policies and procedures are limited to only what the law requires. Next steps are to involve relevant IFC committees, review IFC Faculty Guide and Campus P&T Guidelines, and update school P&T Guidelines
* DMAI is being replaced by Elements as the new faculty annual reporting tool. Timeline:
  + Fall 2024- pilot with select faculty
  + Trainings in November
  + Winter 2024- available to all faculty
  + Prioritizing 2024 data to be transferred from DMAI first, since annual reports are due in Feb. 2025
* Updates from Jay Gladden
  + Leading discussions to look at who peer institutions should be and what metrics should be used moving forward.
  + Optimizing First Year Task Force met through the summer, provided several short and long term recommendations related to orientation, bridge and FYS, advising, and career readiness.
  + Working groups will begin meeting to implement the goals
* IFC is adding an Ad Hoc International Affairs Committee, Hilary Kahn will be the administrative liaison.

**Agenda Item IX: [Information Item] Legislative Update**

Angela Smith Jones, *University Relations*, [asjones@iu.edu](mailto:asjones@iu.edu)

Angela shared the following information regarding recent legislative updates affecting universities in Indiana:

* The Office of State Relations serves as the primary liaison between IU and the legislative and executive branches of Indiana government, including:
  + Indiana General Assembly
  + Office of the Governor
  + Indiana Commission for Higher Education
  + State Budget Agency
  + Other relevant units of state government
* State Relations team also works closely with other universities and higher education groups in Indiana.
* Bills impacting higher education
  + SEA 202
    - 5-year review and intellectual/ideological diversity language on tenure remains for P&T and post-tenure review.
    - Each Board of Trustees must create a diversity committee at each campus and must add “cultural and intellectual diversity” to the requirements of the committee.
    - Must include “cultural and intellectual diversity” within the missions and position programming of the diversity offices and staff.
    - Accounting of all employees whose primary or secondary job title include DEI as well as ALL faculty, professors, and employees.
    - Institution may not require applicants or employees to submit a diversity statement.
    - Institution will establish a procedure that allows both students and employees to submit complaints that an instructional employee is not meeting post-tenure review criteria proscribed by law or the Trustees.
    - ICHE shall issue final opinions regarding the request no later than 60 days after receipt from the petitioner.
  + HEA 1179
    - Requires Trustees to adopt policies regarding public statements by employees of public universities.
    - Contains language limiting transfer and licensing of intellectual property developed by the university.
    - Requires Trustees to adopt a policy prohibiting the transfer, licensing, or sublicensing of intellectual property, developed using the state educational institution’s resources, to a foreign adversary.
    - Each institution shall disclose any gift of value received (directly or indirectly) from any foreign source located in a foreign adversary.
    - Each institution must also disclose the value of any contract entered into with any foreign source located withing a foreign adversary.
  + HEA 1001
    - Each state education institution shall report specific details regarding degrees offered, number of students, faculty, tuition rates, and income of alumni etc. to the ICHE
  + SEA 8
    - Requires 4-year campuses to submit a study on offering associates degrees to students
    - Requires each 4-year institution to determine the feasibility of offering at least one baccalaureate degree for completion within three years, and by 2025 must offer at least one baccalaureate to be completed within three years.
    - Requires ICHE to maintain list and syllabi of each eligible college core course.
    - Report to ICHE the number of baccalaureate degree programs, potential baccalaureate degrees under consideration or being developed by the university.
  + SEA 48
    - Requires each institution to prominently display hyperlinks to certain college scorecard information on the state educational institution’s website and degree webpages.
  + SEA 150
    - Each institution may create policies/restrictions pertaining to the use of university tech resources.
    - Institutions may submit their cybersecurity policies to the AI Task Force.
  + HEA 1380
    - Requires institutions to publish a public report concerning certain information about an investigation that results in a finding that hazing was committed. Specifies what an institution is required to publish on a website in connection with the public report concerning hazing.
* State relations
  + Worked with the state relations office to make sure we were compliant. The Board of Trustees did adopt all the policies as required at the June meeting. The Office of DEI was able to work with HR and others to get their reporting over to the commission of higher education. Reports have been turned in for the required gift and contract reporting, and now we are working to ensure that internally we implement the new tenure system utilizing the current review process to remind everyone what the legislation says. We are on track and remaining compliant. There will be more to come, and we’ll want to follow the next legislative session closely as we anticipate a lot more bills that are anti-higher education, since that’s the national trend.

Questions?

* If you have questions regarding this legislation, feel free to email Angela.

**Agenda Item IX: [Information Item] Election Year and Politics on Campus**

Jennifer Boehm, *Assistant Vice Chancellor*, [asjones@iu.edu](mailto:asjones@iu.edu)

Jennifer shared the following information regarding recent legislative updates affecting universities in Indiana:

* National study of learning, voting and engagement matches student records with voting records to give us real data on our student voting rates
* In 2020 election
  + 86% of our students were registered to vote
  + 79% of those registered actually voted
  + 68% voting rate
* In 2022 election (midterm)
  + 78% of students registered to vote
  + 35% of those registered actually voted
  + 27% voting rate
* 24 % voted absentee and 41% voted early.
* Lowest voting rate by field of study is Engineering at 60%, highest voting rate by field of study is Area, Ethnic, Cultural, and Gender Studies at 96%
* Key dates for 2024:
  + October 7- last day to register to vote in Indiana
  + October 24- last day to request an absentee ballot
  + October 8-Nov 4- early voting
  + November 5- election day (Remember if you are registered in Marion County, you can vote at University Library!)
* What’s on the ballot?
  + President and Vice President
  + US Senate
  + US House of Representatives
  + Governor and Lt. Governor
  + Attorney General
  + State Senate and Representatives
  + County Treasurer, Surveyor, Coroner
  + School Boards
  + Township Boards
  + Retention of three Indiana Supreme Court Justices
  + Retention of several more local judges
  + Public question
* How are we educating voters?
  + Website
  + Live Whale calendar entries
  + IU Communications- newsletters and social media
  + Canvas module
  + Digital signage- Four Winds and Campus Center
  + Printed signs and flyers (Multicultural Center and Housing)
  + Office of Community Engagement newsletter
  + Civic Engagement Assistants in Student Affairs are available for class presentations
    - Oct. 1 Voter Registration Bash, Taylor Courtyard
    - Oct. 29 Election 101
    - Nov. 5 Elections HQ
  + Other student organizations including Black Student Union, NAACP at IU Indy, Women4Change

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

# Tricia Edwards

# None.

# Agenda Item XI: New Business

# Heather Staggs

# Drug Take Back DayDate: Thursday, Oct. 24, 2024Time: 7:30am-12pmLocation: Campus Center AtriumStudents, staff, and faculty welcome to bring old or unwanted medications for safe disposal.We accept pills, pill bottles, powders, spill proof liquids, supplements, and retractable auto-injectors. Post-consumer pharmaceuticals only, no commercial waste. No needles or syringes. See Marion County’s sharps disposal program for additional options. Frequently Asked Questions:Do I have to take the pills out of the pill bottles? No.Do I have to remove labels from the bottles first? No.Can you receive controlled substances? Yes, collection is supervised by the IU Police Department. What do you do with the drugs you collect? They are incinerated in special ovens and the heat is used to create thermal power for Lucas Oil Stadium and other downtown businesses.

# Agenda Item XII: Unfinished Business

# Heather Staggs

* Shirts from the retreat are in! Please plan a time to pick yours up from Rachel in her office, AD 4049. They’re crimson and say IU Indianapolis and are very nice.

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

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be September 18, 2024, in Campus Center 309 or on Zoom,  <https://iu.zoom.us/j/82894707308>.

Minutes prepared by Rachel Molina

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