

IUPUI Staff Council (SC)

Minutes

January 21, 2015 ~ Campus Center, Room 409 ~ 2:00 – 4:00 p.m.

Members and Guests Present: Rose Baker, James Bellamy, Kaitlin Bell, Michelle Benberry, Gary Brackett, Camy Broeker, Aimee Brough, Denise Brown, Rob Bullock, Elizabeth Bunge, Kristy Chapman, Pam Clinton, Emily Clossin, Susan Corrie, Julia Daley-Backus, Carol Dill, Jose Espada, Carla Ewing, Rita Flynn, Kim Fox, Alicia Gahimer, Dana Gonzales, Dan Hall, Barb Hanes, Laura Heathers, Todd Herring, Deborah Hirt, Patti Holt, Leslie House, Felicia Jackson, Todd Kirk, Melissa Lavitt, Dan Mathew, Matthew McKay, Greg Mobley, Lindsey Mosier, Kevin Mouser, Andrew Myers, Scott Orr, Jennifer Pease, Kara Peterson, Greg Rathnow, Kathy Risacher, Dawn Rodney, Veronica Rog, Liz Rybak, Kurt Snyder, Yolanda Taylor, Rachael Urso, Louise Watkins, Terry Wilson, and Emily Wren

Members Absent or Excused: Margo Barton, Victoria Bills, Greg Brenner, Nicole Collins, Venus Davis-Wallace, Jennie Elmore, Lans Jameson, Ranna Johnson, Jim Klenner, Lyndy Kouns, Summer Layton, Rachael Limbach, Lodema Lines, Camille Meyer, Brianne Nickel, Kristi Palmer, Tim Roach, Tanika Scott, Lee Stone, Barb Tafflinger, Jackie White, and Cortnee Yarbrough

Agenda Item I: Welcome and Call to Order

IUPUI Staff Council First Vice President Barb Hanes called the meeting to order at 2:00 p.m.

Agenda Item II: Adoption of the Order of Business for the Day

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

Agenda Item III: [Memorial Resolution] Gary MacDonald

Jennifer Pease, Former Staff Council Member and IUPUI Employee

Pease read the following memorial resolution for staff member, Gary MacDonald.

**Memorial Resolution on behalf of
Gary Bruce MacDonald
Administrative Assistant and Community Leader and Activist
*April 17, 1950- October 18, 2014***

The IUPUI and Indianapolis community was profoundly saddened by, and mourns the loss of, Gary Bruce MacDonald who passed away on October 18, 2014.

Born in Spokane, WA on April 17, 1950, Gary's gifts were so many that he could and did change careers and interests many times in his life. Since January 2011, Gary MacDonald served as the administrative assistant in the IUPUI Office of External Affairs and was a friend to all of us during his time at IUPUI. He managed database projects, special events, and generated proposals and documents for the campus over the past three years with confidence, diplomacy, sensitivity, and diligence.

Gary attended Fairhaven College of Interdisciplinary Studies at Western Washington University in Bellingham, Washington (1968-71). Among his impressive achievements was the publication of his book Five Experimental Colleges when he was only 23 years old. In the years to follow, Fairhaven College invited him to speak and named him its first Distinguished Alumni Fellow because of his AIDS advocacy and international work.

After college, he was admitted to Columbia School of Journalism in New York City, but by then had decided to become a diplomat. He and 25,000 others started the rigorous application process that year. Only Gary and 12 others were selected. All but Gary had advanced degrees from prestigious universities.

In August 1976, he was appointed to be a Foreign Service Officer by President Ford and Henry Kissinger and was confirmed by the Senate. He completed training to become a Foreign Service Information Officer and served in Rabat, Morocco (1977), and in Damascus, Syria (1978-82). Upon return to Washington, D.C. he coordinated the educational exchanges, including the Fulbright Program, at the U.S. Information Agency.

When Gary was on home leave from his post at the embassy in Damascus in 1984, the AIDS crisis exploded in the

U.S. During the earliest days of the AIDS epidemic, Gary volunteered with the D.C. advocacy groups and established the AIDS Action Council in 1985 where he began having an impact on U.S. AIDS policy. He became a leader at the Academy for Educational Development in international AIDS action and network development, including the establishment of organizations in Africa and Asia.

Gary was awarded the Harvey Milk Award for Public Advocacy in 1986, and at that ceremony, Surgeon General Koop once said that “Gary was single-handedly responsible for getting me to stop talking about high risk groups of people and start talking about high risk behavior.”

Gary moved to Indianapolis in 1994 and was a major supporter of the AIDS Youth League which was then in its formative years. He volunteered for numerous community organizations including Meals on Wheels and supported the arts. He himself was also a talented artist, calligrapher, poet, singer, violin, and viola player.

Last January Gary was diagnosed with stage four lung and bone cancer. He was pleased with the outstanding care and treatments that he received at the IU Simon Cancer Center and with IU Health Hospice. A memorial service was held at the Ruth Lilly Learning Center Auditorium, Riley Outpatient Center on Thursday, December 18, and was broadcast to friends and family across the country through the help of many friends and colleagues at IUPUI.

Gary is survived by his sister, Lee Ann Bourcier, of Portland, Oregon; brother, Glenn MacDonald and wife, Amy (Hanson) and their son, Galen, of Sand Point, Idaho; as well as his adopted families, Pat and Melissa Biddinger and Ajmir and Amrik Singh.

Through his work at the university and in the community, Gary expanded his family and thus leaves numerous dear friends whom he also regarded – and who regarded him – as family.

THUS, BE IT RESOLVED that this memorial resolution be placed in the minutes of Indiana University Purdue University Indianapolis Staff Council with a moment of silence observed in his honor.

Prepared and submitted by Jennifer L. Pease, former IUPUI Staff Council member and colleague.

Agenda Item IV: [Action Item] Approval of the Minutes of the December 17, 2014, Meeting

The minutes of the December 17, 2014, Staff Council meeting were approved and entered into record.

Agenda Item V: Report from the President

Barb Hanes

Hanes reported on behalf of Lee Stone, president, who was attending a conference. The following is President Stone’s unedited President’s Report:

- He received a thank you note from Deb Dunbar for the gifts received at the December meeting and for time on the agenda to talk about University Human Resources with Vice President John Whelan.
- Parking Services is hiring a transportation consultant to help with improving the entire shuttle system.
- The Faculty and Staff Relations Committee has requested a meeting with VC Dawn Rhodes for her to provide an update on the new parking structure including how it is going, if the needed funding is being received, and what the funds are being used for. The IFC and SC Executive Committees have requested meetings with her as well for the same purpose. These meetings have been set up and you will be able to hear the report, too, when she presents the information at an upcoming SC meeting.
- The Faculty and Staff Relations Committee also sent a letter to Melissa Lavitt, senior associate vice chancellor for academic affairs, to request that she incorporate performance management for staff in training for faculty supervisors. She responded that she shared the committee’s concern about the lack of annual performance feedback, and because of its connection to Human Resources, she would contact Kerri Dabbs, director of organizational development and training, to see if she can be of assistance in creating the training. She will keep the committee posted.
- Continue to look at the strategic plan and be mindful of it while changes begin to take place on campus.

Agenda Item VI: Report from Human Resources Administration

Camy Broeker, Associate Vice Chancellor for Finance

Broeker reported on the following:

- Budget conferences began today.
- Kerri Dabbs and Melissa Lavitt are meeting the first part of February regarding the performance management item mentioned in the president's report.
- Progress has been made and the campus will be filling the HR director position at IUPUI. She and VC Dawn Rhodes are meeting with VP Whelan to establish a committee in January with someone hopefully appointed this spring.

Agenda Item VII: [Information Item] Healthy IU

Patty Hollingsworth, Director, Healthy IU

Hollingsworth spoke to the presentation appended to the minutes. She highlighted the following:

- She was excited to learn the importance of health of IU employees was included in the Bicentennial Strategic Plan (BSP). She thanked the Staff Council for their part in helping to make that happen. The IUPUI strategic plan is inclusive of employee and student health as well. The regional campuses used that language in their strategic plans as well.
- She shared the results of the Fairbanks Public Health Workplace Wellness Survey. Another survey will be done this spring to follow up on information received in the first survey.
- A large number of employees did not know the university has an Employee Assistance Program that is free and accessible to employees. She encouraged the members to share the information in their school staff meetings. Information about the program can be found on the UHR website.
- The Workplace Wellness Survey data was given to the Board of Trustees. The steering committee developed a five-year plan for moving forward based on the high impact goals of expanding the Diabetes Prevention Program to all campuses, implement enhancements to the built environment which both promote and remove barriers related to physical activity, expand healthier food and beverage options on all campuses, continue the steering committee with special attention toward mental wellbeing, and expand marketing and communications. She noted the trustees have begun to serve more healthy foods at their meetings based on the survey's findings.
- January 29 begins a stairwell challenge called Climb. It is a three-week challenge that will encourage people to take the stairs more often.
- The NIFS walking track is open to employees through mid-March.

Questions:

- Where does Weight Talk fit in? The program is through Human Resources and gives employees coaching through phone or online means. You receive a Fitbit as part of the program.
- Regarding the mental health counseling, is that kept anonymous from health professionals? EAP is contracted through IU Health. The results do not come back to IU unless your supervisor sends you for intervention. If an employee goes to EAP on their own, the results are not sent back to IU. It can be sent to your primary care physician.
- Is there a support group for chronic illness? Hollingsworth said not at this time, but she knows of a program that is very successful that may be looked at in the future. She said learning to deal with stress is a big help. Mindful Way to Stress Reduction is a workshop that would be beneficial.
- Are there statistics on the blood pressures taken with the machines on campus? Are there plans to expand the locations? Hollingsworth said the machines do not record data to keep. There are plans to expand. It is known the machines are being used and they are calibrated regularly. Departments can request machines. Some have already done so through the Healthy Change Fund.

Hollingsworth can move machines around campus if they find one is not being used as much as others.

- The Healthy IU [website](#) has been redesigned. The Facebook link is there as well. Healthy recipes are posted on Facebook on Friday.

Agenda Item VIII: [Information Item] IUPUI Homecoming

Andrea Anderson, Director of External Affairs and Special Projects

Anderson distributed the Homecoming events appended to the minutes. She highlighted the following:

- This is the seventh year for an IUPUI Homecoming. The events are open to anyone. This year's theme is *Jaguars Dream Big*.
- The "Can the Deans" and "Deck Out Your Space" contests are popular. To "Can the Dean," you use perishable foods to "can" the person selected into their office. The canned goods are then donated to Paws Pantry. "Deck Out Your Space" is an opportunity to decorate your space with the spirit of homecoming. The spaces will be judged. Registration for both contests ends January 30.

Agenda Item IX: Standing and Ad Hoc Committee Reports and Other Standing or University Committee Reports

The following reports were given orally:

- [Ad Hoc] Staff Development Committee: Lindsey Mosier, co-chair, announced the committee will be holding a mini conference on June 2, from 8:30 to 2 p.m., at the law school Moot Court Room. The keynote speaker will be Caroline Dowd-Higgins (Author of *This is Not the Career I Ordered*, Director of Career & Professional Development IUAA, Executive Coach, Speaker and Media Host). Dowd-Higgins will present a presentation titled "Thrive Where You Are" which is the topic of her forthcoming book (2015). Other speakers will include (confirmed) Kerri Dabbs, integrated TED talks, and potentially Kenneth Vaughn (with United Way of Central Indiana). The Special Events Committee and Communications Committee will help promote the event. Deranek Stewart, co-chair, said the committee is reviewing Ted Talks on leadership and thought it would be good to intersperse the talks between the speakers. The Moot Court Room holds 195 people and can be streamed if necessary to another room depending on registration. Space has been reserved. Mosier thought the IT team at the law school could record the event for placement on the SC website. Deranek Stewart said the second round of the professional development grant program begins now with the application deadline of April 1. A flyer was distributed to the members to help get the word out. The award is up to \$400. Gahimer said three applications were received for the last round. All three were from the School of Medicine. Please apply for the funds even if your department has funds you can use. The funds you receive can help offset the funds the department will use. Attendance at professional conferences is an allowable grant request. The council has \$6,000 that can be awarded through three grant processes each year. The funds were provided by EVC/CAO Nasser Paydar. Deranek Stewart will attend school staff meetings to promote the grants if requested. Rybak, communications chair, said IU Communications would like to interview the three people who won in the last round for an article in *Inside IUPUI*. It is hoped that that will help people be more aware of and apply for the grants. The flyer will be sent to Karen Lee for staff members to use to disseminate to their constituents when it is in final form. It was suggested to have a list available of the type of items the award can be used for. Gahimer mentioned conference registration, books that will be helpful to your position, and other items that are helpful in campus positions. The committee is willing to give grant-writing assistance for those who are not familiar with it.
- Website Committee: Andrew Myers, chair, reported on the birthday mailings. 2,175 staff members have received the greetings so far (around 300 each time it is sent). The greetings are branding

compliant. A few messages have been received about thanking the council for their generosity in the greeting. Hanes asked about SC member website directory profiles. Myers said he has the profile pictures up for the members who have sent them. He will be sending a message out to those who do not have a picture on the directory. Posted pictures may be updated.

- Committee on Diversity, Equity, and Inclusion: Rob Bullock, chair, said the committee has met with VC for Diversity, Equity, and Inclusion Karen Dace and will be meeting with Khalilah Shabazz, director of the Multicultural Center, as well. The committee has been purchasing space in event programs to advertise the work of the committee. They have also purchased two tickets for SC members and two students (who can attend due to cost) to provide support for the events. Two years ago, the NoH8 Campaign was on campus. There are over 40,000 pictures on the web from that event. Herron has been contacted once again to host the photo-shoot in April for the continued campaign. He will share the photo-shoot details when they are available if you want to be a part of the next group of pictures. Hollingsworth said during International Week, a Fresh Produce Market will be held in the Campus Center.
- Special Events Committee: Kristy Chapman, co-chair, said the SC Retreat will be at the Indianapolis Museum of Art on July 24, 2015. The committee is working on speakers and breakout sessions. The spring blood drive date has not been set.
- Membership Committee: Alicia Gahimer, chair, said spring elections would begin soon. This year, a second vice president, corresponding secretary, and three at-large members will be elected. Gahimer cannot run again for second vice president. The second vice president is also chair of the membership committee. Holt said the corresponding secretary position is not difficult. She is in charge of sending out all the new hire letters as well as sending thank you notes to guest speakers after each meeting. The at-large members are part of the executive committee. Louise Watkins, Denise Brown, and Kristy Chapman are the members whose terms are expiring. All elected positions attend the monthly Executive Committee meetings.
- Jose Espada announced the School of Medicine is promoting diversity month with events going on all through January. Safe Space training is on January 22, from 4 to 6 p.m. On January 23, Cameron Mathews will speak on recruitment and mentoring medical students. He mentioned other events that can be found on the School of Medicine website.

The following report was given as a written report (and appears here unedited):

- Communications Committee (Liz Rybak, Chair): The Communications Committee will be having a conference call with Caitie Deranek Stewart to exchange information on the SDC grant program. This conference call has been scheduled for Thursday, January 15th at 3:00 pm. Todd Herring is the committee member that will be the lead. Reminders to other committee's will be sent out to gather news for JagJournal.

Agenda Item X: Unfinished Business

There was no Unfinished Business.

Agenda Item XI: New Business

That was no New Business.

Agenda Item XII: Update from the Associate Vice Chancellor Facilities

Emily Wren, Associate Vice Chancellor for Facilities / Chancellor's Administrative Designee Alternate

Wren gave a presentation on the New York Street Two-Way Conversion appended to the minutes. The city project has funding tied to the Natatorium renovation. Beauty Streets and Patterson Street will eventually be closed. Golf carts will share the road with the bike traffic.

Questions / Comments:

- Are there any streets where it will not be possible to have a sidewalk and a bike path? Wren said she did not think so. They should be able to accommodate. The bike path will start at the Child Care Center east of the bridge over White River.
- How many parking garages will be effected? Any with fronts off New York Street. The garages will be available as the city will not stop traffic completely during the renovation.
- During construction, there will be two lanes open on the streets, and they will remain one way until after the construction ends.
- There will be no pedestrian bridges.
- University Hall construction is on schedule. Furniture and staff move-in occurs during the construction of the new streets.
- Will parking along 10th Street between Indiana Avenue and the new Regenstrief stop? Wren said demolition on the Wishard Buildings can begin in March. It is not known how much parking will be lost during that time. Staff will be notified when lots close for the demolition.
- The new residence hall construction will begin in May at Blake Street where it dead ends by the Cultural Trail. One-third of the parking lot where the building will sit will be taken away.
- The outdoor fitness equipment in Lockefield Green has been installed.
- It has been in the news that IU Hospital may close for a possible rebuild. If a new hospital is built on campus, it is not known where it would be located. Why are they tearing down a hospital if they already have one? Wren said IU Hospital and Methodist Hospitals are located close together. The buildings are old and inefficient energy and utility wise. A new hospital would be shared and be much smaller as census is low. Emergency Care and OB have already moved to Methodist Hospital. It is not known what will happen to the Simon Cancer Center.

Agenda Item XIII: Report from the Chancellor's Academic Liaison

Melissa Lavitt, Senior Associate Vice Chancellor for Academic Affairs

Lavitt spoke about an entrepreneurship initiative held on January 8, 2015. The purpose of the initiative was to generate ideas on campus and community strengths to expand innovation and entrepreneurship among faculty, staff, and students at IUPUI. It will help start careers or create jobs for others and will include as many people across campus as possible. Myers asked if the initiative comes from a specific school. Lavitt said it comes out of the Office of Academic Affairs.

A leadership initiative for women and underrepresented minorities was been announced at the deans meeting that morning. Staff can participate. Self-nominations are accepted, but you will need endorsement from supervisors. The program is modeled after a program at Bryn Mawr for women. Gina Gibau and Karen Bravo are the curriculum leaders. An announcement will be sent out widely soon.

The Faculty and Staff Relations Committee (from both the IFC and SC) requested that she create a workshop for faculty supervisors training them to do a better and more consistent job doing annual performance management reviews with staff. She has contacted Kerri Dabbs, director of organization development and training, who saw this as a project of great value. Lavitt will work with her and report back.

Promotion and tenure reviews are on Fridays all afternoon until all cases are heard. 113 cases are being reviewed this year. In general, faculty are successful in that 95% of the cases heard each year are approved.

Agenda Item XIV: [Information Item] Campus Civility Statement

Dan Griffith, Director, Office of Intergroup Dialogue

Griffith and Kim Kirkland, director of the Office of Equal Opportunity, first introduced the statement at the June 18 SC meeting. The council asked for them to return when the statement had been revised and ready for adoption. He presented the following statement.

Draft
IUPUI Civility Statement
October 2014

The IUPUI community has dedicated itself to creating an environment where each individual is valued and can succeed. Our institutional ethic compels us to foster the best possible environment for doing our work as educators, learners, and supporters of the educational process. When our members are prevented from doing their best, the entire community is diminished.

Our commitment is to be a diverse and inclusive campus relies on all community members to do their part. While no set of rules or policies can wholly govern human conduct, civility requires respect and a thoughtful and careful balancing of differing points of view.

As members of an institution of higher learning, we must periodically reaffirm the fundamental ethics and values that form the framework for our university. This means fostering a climate of acceptance, mutual respect, academic freedom, and civil discourse. Civil discourse is a form of dialogue that acknowledges and gives voice to one another's ideas, experiences, and beliefs. Civility and respect should be extended to all persons regardless of their role, status, or social identity. We encourage everyone to speak and act thoughtfully and judiciously and with respect for one another. We may not always agree with one another, but when we disagree, we are called to respond with civility.

[Reference Code of Student Conduct – <http://www.indiana.edu/~code/> and the International Learning Guidelines.” Reference the policy on Academic Freedom, <http://policies.iu.edu/policies/categories/academic-faculty-students/conditions-academic-employment/Academic-Freedom.shtml>]

Rev. 5.15.14

Endorsements:

Equal Opportunity Council – December 5, 2013

Faculty Council Executive Committee – January 23, 2014 (Request a final review after all others.)

Women's Advisory Council – February 24, 2014

Common Theme Committee – April 2, 2014

Staff Council – June 18, 2014 (Follow-up with final)

Undergraduate Student Group – TBD

Graduate Student Group – TBD

He said the statement is indeed a statement and not a policy. He presented it to the SCEC and they approved it asking for Griffith to present it for endorsement. The Faculty Council has endorsed the statement as well. After endorsement by all groups, the chancellor will receive the statement and then it will be distributed as widely as possible.

Snyder asked why the statement was toned down from using words like *must*. Griffith said the statement is aspirational of how people are expected to act. They were careful of the wording to not make it sound like a policy because there are policies that cover other areas of how we are to act and can be used for disciplinary purposes. The Civility Statement is not to be used for disciplinary reasons.

Are you open to advice to how a sentence is written? “Ethic” should be “ethics.”

The second paragraph “our commitment is” – shouldn’t the “is” be omitted. Yes, it was found that the version the SC had was slightly different than the one he had. It should be omitted.

For Approval: 2-18-15

Who will house the statement? Griffith said it is widespread and should be housed everywhere. Ownership is in the Office of Equal Opportunity.

A motion was made and seconded to endorse the statement. The motion passed unanimously.

Agenda Item XV: Final Remarks and Adjournment

With no further business appearing, the meeting was adjourned.

Minutes prepared by Staff Council Coordinator, Karen Lee
UL 3115N / 274-2215 / Fax: 274-2970 / scouncil@iupui.edu / <http://www.iupui.edu/~scouncil>



LIVE YOUR BEST YOU.

HEALTHY IU WILL EMPOWER, EDUCATE, AND OFFER ENVIRONMENTAL TOOLS TO ENCOURAGE MEMBERS OF THE IU COMMUNITY TO LIVE THEIR BEST LIFE.

**THANK YOU IUPUI
STAFF COUNCIL!**



LIVE YOUR BEST YOU.

Because of your support employee wellness is part of the Bicentennial Strategic Plan for Indiana University, approved by the Board of Trustees at its December 2014 meeting

IU in its role as an employer of thousands will continue to provide information, programs, and resources to foster the wellbeing and health of its employees. The benefits of this investment are great: a better working and learning environment for students, staff, and faculty; higher levels of satisfaction amongst employees; and greater productivity and fewer days lost to illness.



Healthy IU Steering Committee

Kathryn George Bayless: Asst. Dean & Exec. Director, Campus Rec Sports

Linda F. Brown: Health Psychology, Mindfulness-Based Therapies and Clinical Psychologist in Private Practice

Jenny Rebecca Fleetwood: Work-Life Balance Coordinator, Human Resources

James M. Gladden: Dean, IU School of Physical Education & Tourism Mgmt.

Elin Christine Grimes: Registered Dietitian and Nutrition Counselor

Tracy L. James: Senior News & Media Specialist, IU Communications

Carol Kennedy-Armbruster : Sr. Lecturer, Kinesiology, School of Public Health

Marilyn H. Kuhn: Chief Operating Officer, Lilly Family School of Philanthropy

MaryFrances McCourt: Senior Vice President & Chief Financial Officer

Sara Elaine Peterson: Director - Human Resources & Employee Development, Campus Facility Services

Daniel U. Rives : Associate Vice President for University Human Resources

Lisa K Staten: Associate Professor, Director, Social and Behavioral Sciences Department

Richard A. Strong: Director, Environmental Health & Safety

John Paul Tweedie : Senior Director of Administration & Finance

Stephen F. Wintermeyer: Assoc. Professor of Clinical Medicine, Adjunct Assoc. Professor of Public Health

Philemon Kiprono Yebei: Director, Budget Administration, IUK



Steering Committee Compass for Recommendations

Healthy IU Values:

- Quality through **respect for the uniqueness of each individual** & campus
- **Transparency** in Health IU design, delivery & evaluation
- **Individual responsibility** for personal health & well-being
- **Collaboration** & optimal use of resources
- **Utilization of IU campus resources** to foster learning for all
- Environments, systems and policies **supportive of positive lifestyle**

Data:

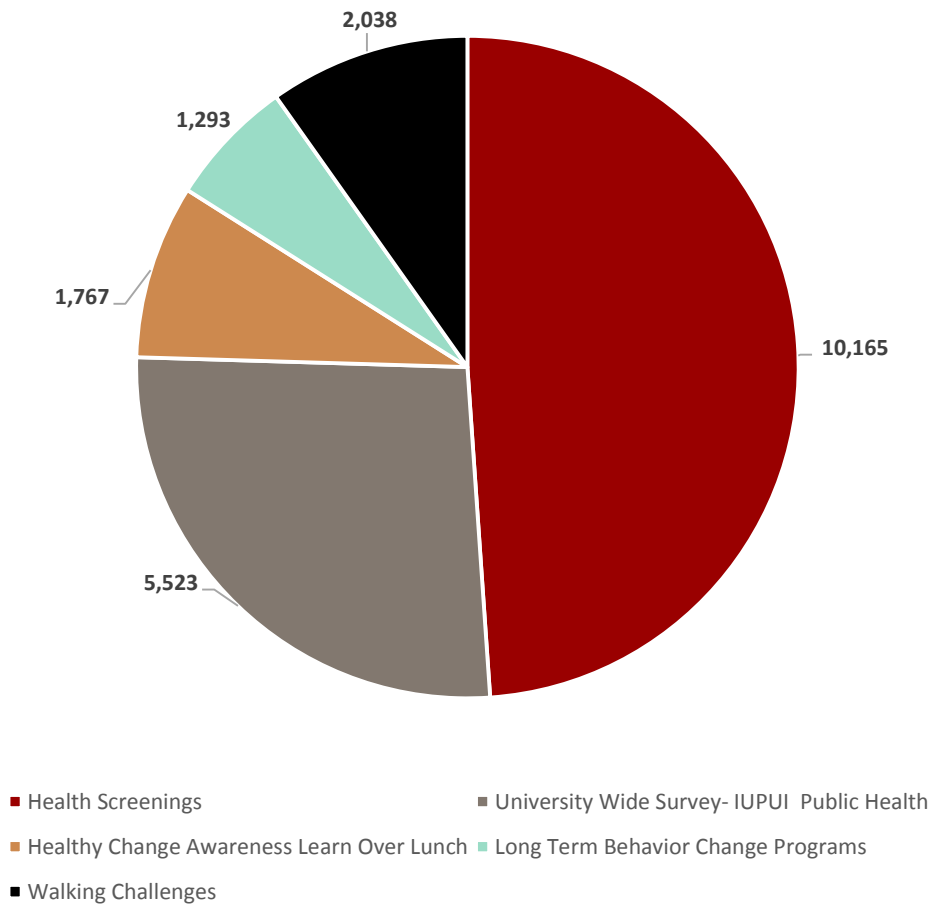
- Fairbanks School of Public Health Workplace Wellness Survey
- CDC Scorecard
- Ensure information meaningful, comprehensive and evidenced based



LIVE YOUR BEST YOU.

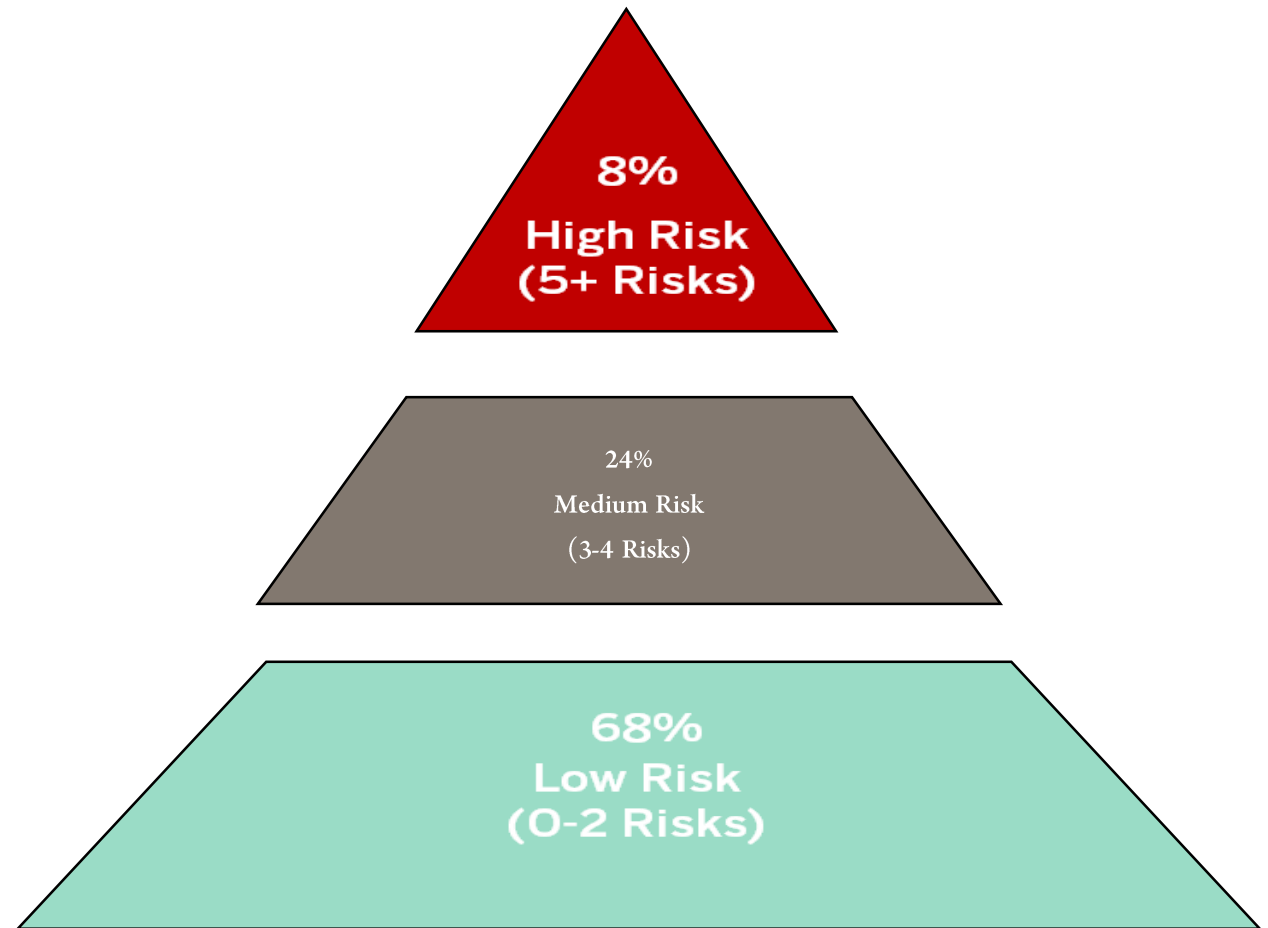
Progress To Date- FY 13 & 14

- Health Screenings - 10,165 participants screened in both years saw a 15% improvement in risk reduction.
- Learn Over Lunch Awareness Building Programs – (Workstation Workout, Ergonomics, Stress Management) - 1,765 participants
- Long Term Behavior Change programs (Diabetes Prevention Program, Mindful Way to Stress Reduction, Nutritional Counseling) – 1,293 participants
- Walking Challenges with Pedometer - 2038 participants
- Fairbanks School of Public Health Workplace Wellness Survey – 5523 participants



Fairbanks School of Public Health Findings Spring, 2013

- 33% (5523) of full time faculty and staff completed the survey
- Statistical adjustment was applied to ensure results were representative of all full-time employees
- Survey similar to CDC Behavior Risk Factor Surveillance System
- Survey was anonymous and confidential
- Reassessment planned for Spring 2015 to measure risk migration



Distribution of Risk

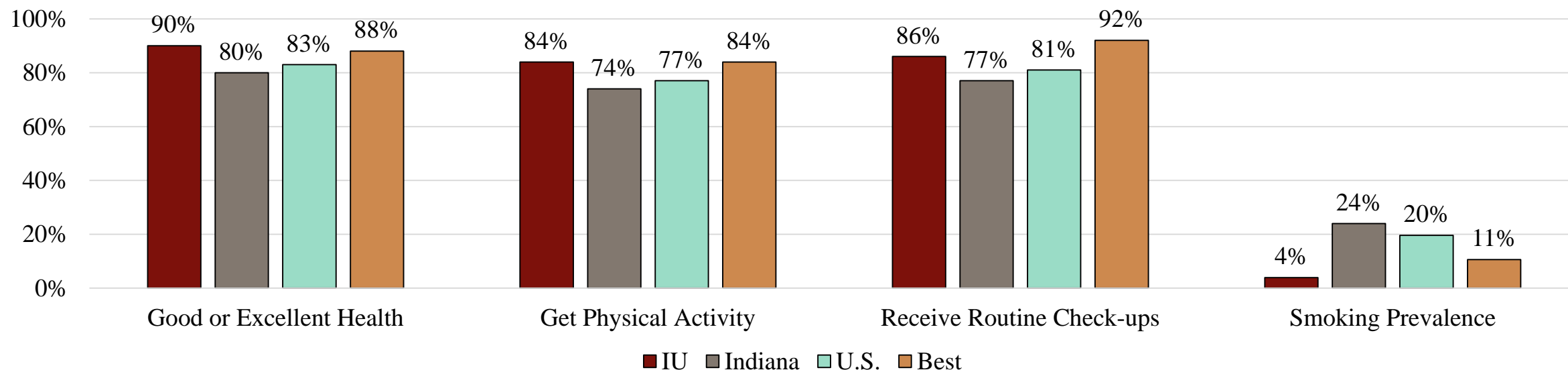
Strengths

The majority of full-time employees report that

- IU is supportive of their health
- Management believes health and safety are important
- Coworkers are supportive of efforts to be healthy
- Workplaces are perceived to be safe
- They make healthy food choices when those options are available

Perceived health, physical activity levels, preventive services use, and smoking rates are also encouraging.

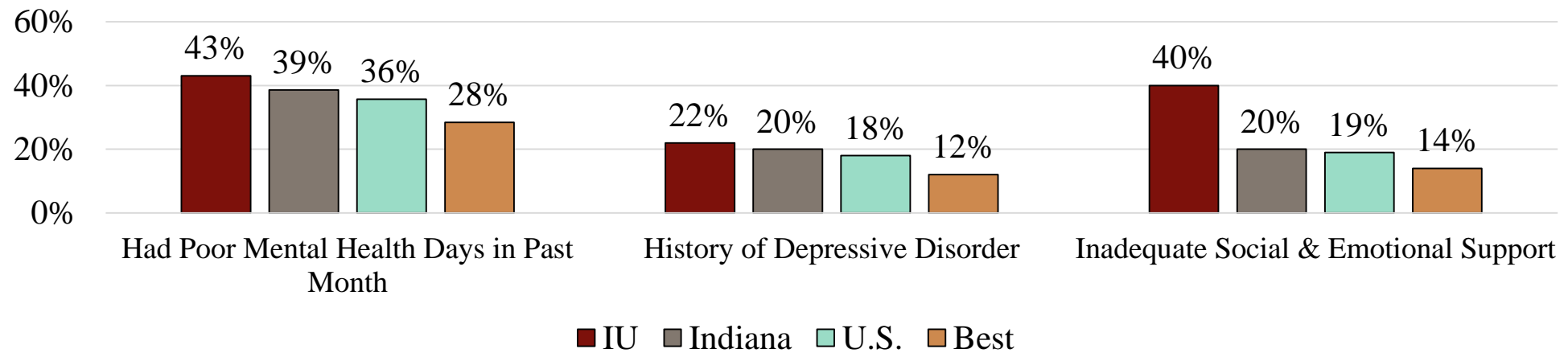
IU Compared to Indiana, US, and Best State



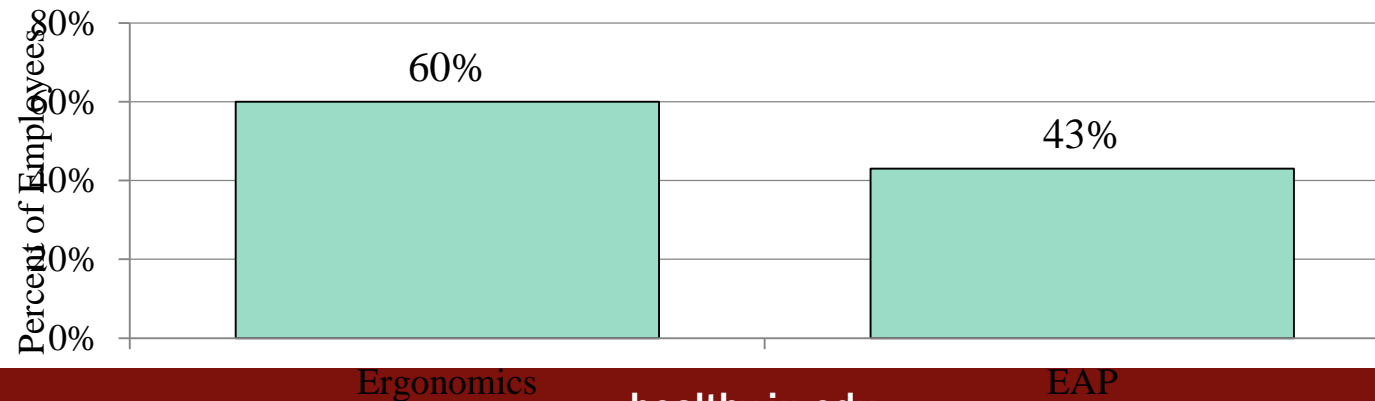
Opportunities

Stress & Mental Health

IU Compared to Indiana, US, and Best State



Percent of Employees Who are Unaware of Resources

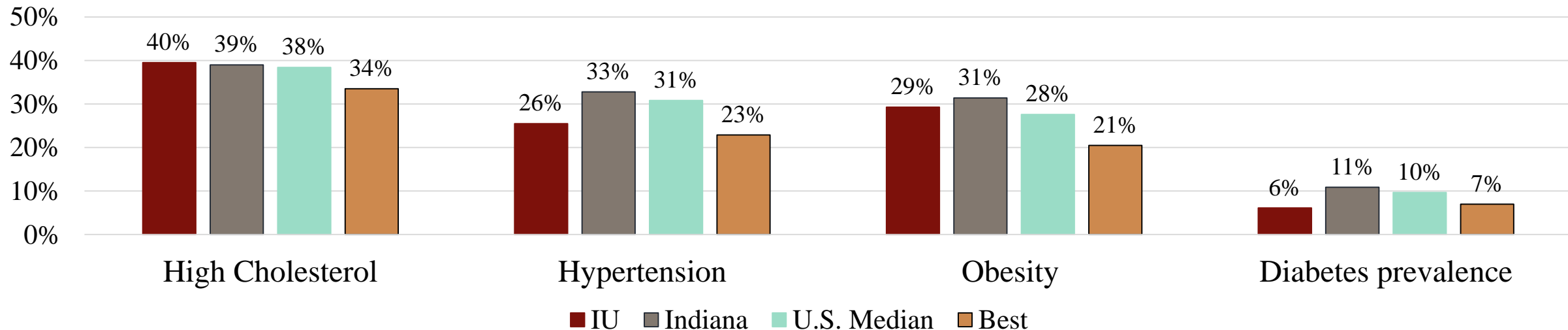


Opportunities

While some rates of chronic disease are more favorable than national rates, there is still opportunity for improvement and prevention

- 40% have high cholesterol
- 26% have hypertension
 - An additional 11% have pre-hypertension
- 29% are obese
 - An additional 32% are overweight
- 6% have diabetes
- An additional 6% have pre-diabetes

IU Compared to Indiana, US, and Best State



High Priority Objectives

1. Expand the Diabetes Prevention Program to all campuses
2. Implement enhancements to the built environment which both promote and remove barriers related to physical activity
 - a. Mark walking routes with way finders on each campus
 - b. Install signage to encourage stair use
3. Expand healthier food & beverage options on all campuses
4. Continue Steering Committee with special attention toward mental well-being.
5. Expand Marketing & Communications



Do you know where your BP machine is?



- ICTC, 1st Floor Mailroom - 535 W. Michigan Ave
- NU-Nursing, 4th Floor Staff Lounge - 1111 Middle Drive
- LV-Lockefield, Lower Level Hallway - 980 Indiana Avenue
- PL-Physical Plant, 1st Floor Main Hallway - 1220 Wishard Blvd.
- IB-Medical Library, 2nd Floor Atrium - 975 Walnut Street



Events



Taste and Tell

Vending Initiative



LIVE YOUR BEST YOU.



Baby, it's cold outside!



Faculty and Staff:
Don't forget your
free access
to the National
Institute of Fitness
and Sport (NIFS)
Indoor track!

Nov. 1 - Mar. 15
7 days a week, during
NIFS business hours

Hours listed on back



LIVE YOUR BEST YOU.

Resources

- Individual Nutritional Counseling
- Mindful Way to Stress Reduction
- Diabetes Prevention Program
- Health Screenings with Incentive
- Ergonomic Assessments
- INShape IUPUI and Fitness Coaching with Activity Tracker
- Employee Assistance Program
- Nursing Mother's Room
- Tobacco Cessation





<https://healthy.iu.edu/campus-programs-services/iupui/index.html>



<https://iu.app.box.com/s/kdv5w2km0oi31cw1wzy9>



Healthy IU – Your Workplace Wellness Program

Free programs and resources for IU faculty/staff and their spouses/partners

Reset Your Rhythm: How to Optimize Sleep for Weight Loss

Thursday, January 22, Noon-12:45pm, Campus Center Rm 308

Quality sleep is a crucial component in health and weight loss. This session explains the science behind better sleep, better health, and more success when it comes to losing weight.

Registration: Call (317) 274-6470 or visit healthy.iu.edu

1:1 Nutritional Counseling

Jan. 22, Mar. 5 & 26, Apr. 9 & 30

If you have questions about foods, we have the answer. Healthy IU's Registered Dietitian can address questions you may have about fiber, salt, vegan and vegetarian diets, protein, weight loss, and more. *Sessions last approximately one hour.*

Registration: Call 812-855-4948 (5-4948 from your campus phone) or e-mail askanrd@indiana.edu

Mindful Way to Stress Reduction: Finding Calm in the Chaos

Wednesdays, Orientation on January 28, Noon-1:00pm (10-week program)

Learning to manage your stress can be a life changer. This program focuses on: cultivating a mindfulness practice; recognizing and addressing stressful situations effectively "on the spot"; improving focus and communication; and mind-body wellness.

Registration: Call (317) 274-6470 or visit healthy.iu.edu

Chair Yoga

Tuesdays, from January 28 to March 10, 12:10-12:50pm, Lockefield Village 4401

Join us for yoga poses you can take with you to your personal workspace and a mindfulness and relaxation break.

Registration: Call (317) 274-6470 or visit healthy.iu.edu

Feel-Good Workstation Movements

Wednesday, February 18, Noon-12:45pm, Campus Center Rm 308

Researchers say that "sitting is the new smoking." How can we move more throughout the day? Come learn some creative ways (no fitness facility required!) to sit less, move more, and feel great while you're at work!

Registration: Call (317) 274-6470 or visit healthy.iu.edu

Diabetes Prevention Program (DPP)

Wednesdays, beginning March 11, 11:00am-Noon (16-week program)

At risk for diabetes or diagnosed with pre-diabetes? You're invited to learn small strategies that make a big difference in an expert-led, confidential, small-group setting – and you can still eat what you love! Examples of sessions include: the role of calories and fat in your daily diet, taking charge of what's around you, and simple lifestyle changes for a healthy you.

Registration: Call (317) 274-6470 or visit healthy.iu.edu

Feed Your Flora: How to Promote Healthy Gut Bacteria

Thursday, March 26, Noon-12:45pm, University Library 1126 & Wednesday, April 1, Noon-12:45pm, CE409

Over 100 trillion microorganisms live in our digestive tract. Learn which foods help us harness the power of gut bacteria to boost our immune system, aid digestion, defend against disease, and even promote a healthy weight.

Registration: Call (317) 274-6470 or visit healthy.iu.edu

Am I Enough? The Question That Drives Anxiety

Wednesday, April 29, Noon-12:45pm, Campus Center Rm 309

Stressed out? This brown bag lecture examines what fuels us to believe we are "not enough" in our parenting, work settings, and relationships. Learn how you are not alone and a couple steps to ease the anxiety.

Registration: Call (317) 274-6470 or visit healthy.iu.edu

Connections – Your Brain on Relationships

Wednesday, May 6, Noon-12:45pm, Campus Center Rm 305

Learn brain basics and what "triggers" that self-protective response that is more focused on being "right than in relationship." Just this knowing can create pause for greater connection.

Registration: Call (317) 274-6470 or visit healthy.iu.edu

Climb IU – Employee Stair Climbing Challenge

Join this three-week employee challenge intended to encourage employees to move more and save energy. This challenge offers incentives, camaraderie and fun! Participate as an individual, or create a team. Climb IU starts January 29, 2015!

More information: Call 812-856-2761, e-mail climbiu@indiana.edu, or visit healthy.iu.edu

NIFS Indoor Walking Track Access

Nov. 1-Mar. 15, 2015; Mon-Thurs: 5:15am-10:00pm; Fri: 5:15am-9:00pm; Sat-Sun: 7:00am-7:00pm

Faculty and staff have free access to the indoor walking track at NIFS. Bring your faculty/staff ID.

More information: Call (317) 274-3432 or visit healthy.iu.edu for campus shuttle schedules and more

Monthly Fresh Produce Market

2015 dates: Jan. 22, Feb. 19, Apr. 16, May 21; 11:00am-2:00pm; 1st Floor Campus Center Food Court

Stock up on fruits and veggies or sample the healthy, delicious recipe of the month at the chef's table.

More information: Call (317) 274-4592 or visit healthy.iu.edu

Self-Monitoring Blood Pressure Machines

High blood pressure often has no symptoms, so it's important to regularly monitor your levels. There are 6 self-check blood pressure machines on campus. Locations: ICTC, Nursing, Lockefield, Physical Plant, Medical Library Atrium, Campus Center.

More information: Call (317) 274-6470 or visit healthy.iu.edu for specific locations

Health Screening with Incentive

Full-time faculty and staff and their spouses/partners (on an IU medical plan) can earn \$100 (before tax) by obtaining a health screening. Your screening can be done through your primary care physician (visit healthy.iu.edu for verification form), or for your convenience, on campus.

More information: Call IUPUI Health Services at (317) 278-5483 to schedule your screening

Tobacco Cessation

IU is a tobacco-free university. There are tobacco cessation resources available for full-time faculty/staff and their spouses/partners on an IU medical plan.

More information: Call (800) 784-8669 or visit healthy.iu.edu

Ergonomics

Make your workspace work for you! Environmental Health and Safety has resources to keep you feeling great at work.

More information: Call (317) 274-2005 or visit ehs.iupui.edu/ergonomics.asp

Campus Fitness Center

Campus Recreation offers a variety of sport and fitness opportunities for all levels and interests for faculty, staff, and students who have paid the semester recreation fee and have a valid IUPUI Jag Tag.

More information: Call (317) 274-2824 or visit studentaffairs.iupui.edu/health-wellness/campus-rec/index.shtml

Showers on Campus

If you bike to work or exercise during the day, showers are available for use in Lockefield Village.

More information: Call (317) 274-8932 or visit healthy.iu.edu

INShape IUPUI

Meet with senior-level physical education students to assess your wellness indicators, establish goals, and design a personal exercise program – just for you! Students can also work with you in a personal trainer capacity.

More information: Call (317) 274-0600 or visit petm.iupui.edu/affiliates/INShapeIUPUI/

Employee Assistance Program (EAP)

IU EAP offers professional and confidential counseling services for full-time faculty/staff and their spouses/partners on an IU medical plan. Receive up to six IU-paid counseling sessions per year.

More information: Call (317) 962-2622 or visit <http://hr.iu.edu/benefits/eap.html>

Nursing Mothers' Room

IU provides privacy rooms for faculty, staff, and students who are breastfeeding mothers. Each room is secure and clean.

More information: Call (317) 274-8932 or visit healthy.iu.edu

Recipes, useful tips, and inspiration:  Healthy IU  @Healthy IU



Winter 2015 Update

healthy
IU

*Jaguars
Dream
Big!*

February 9 - 14

MONDAY, FEBRUARY 9

Homecoming Kick-Off
12pm-2pm
Campus Center Atrium

FSL Obstacle Course
7pm
Campus Center TV Lounge

TUESDAY, FEBRUARY 10

Live at Lunch: Six Appeal
1pm-2pm
Campus Center Atrium

SAPB Event: Rudy Currence
6pm
Campus Center Atrium

WEDNESDAY, FEBRUARY 11

Live at Lunch: Hana Pestle
1pm-2pm
Campus Center Atrium

RHA's Jag Spirit
5pm-6:30pm
(The Tower) 2nd Floor Landing

Men's Basketball
7pm
Coliseum

THURSDAY, FEBRUARY 12

Live at Lunch: Lyle Divinsky
1pm-2pm
Campus Center Edutainment Stage

Jag Net Career Networking Event
4:30pm-6pm
Campus Center TV Lounge

Arvin Mitchell (comedian)
7pm
Campus Center Theater

FRIDAY, FEBRUARY 13

JagJam
7pm
Campus Center 450

Homecoming Dance
10pm
Campus Center 450

SATURDAY, FEBRUARY 14

Service Event
8am-12pm
Campus Center 450

JagGating
12pm-2:30pm
Campus Center 1st Floor

Women's Game
3pm
The Jungle

For more information go to homecoming.iupui.edu

*Jaguars
Dream
Big!*

February 9 - 14

MONDAY, FEBRUARY 9

Homecoming Kick-Off
12pm-2pm
Campus Center Atrium

FSL Obstacle Course
7pm
Campus Center TV Lounge

TUESDAY, FEBRUARY 10

Live at Lunch: Six Appeal
1pm-2pm
Campus Center Atrium

SAPB Event: Rudy Currence
6pm
Campus Center Atrium

WEDNESDAY, FEBRUARY 11

Live at Lunch: Hana Pestle
1pm-2pm
Campus Center Atrium

RHA's Jag Spirit
5pm-6:30pm
(The Tower) 2nd Floor Landing

Men's Basketball
7pm
Coliseum

THURSDAY, FEBRUARY 12

Live at Lunch: Lyle Divinsky
1pm-2pm
Campus Center Edutainment Stage

Jag Net Career Networking Event
4:30pm-6pm
Campus Center TV Lounge

Arvin Mitchell (comedian)
7pm
Campus Center Theater

FRIDAY, FEBRUARY 13

JagJam
7pm
Campus Center 450

Homecoming Dance
10pm
Campus Center 450

SATURDAY, FEBRUARY 14

Service Event
8am-12pm
Campus Center 450

JagGating
12pm-2:30pm
Campus Center 1st Floor

Women's Game
3pm
The Jungle

For more information go to homecoming.iupui.edu

IUPUI Homecoming 2015

IUPUI
HOMECOMING

Deck Out Your Space

Information

Deck Out Your Space will give each academic unit, university department or student organization a chance to show their Jag pride! Students, faculty, and staff from the respective school, department, or organization will be able to decorate the halls of their on- campus space.

Rules & Conditions

1. All schools, departments, and student organizations with designated space on campus may participate in this event.
2. Decorations must be completed by 9:00 a.m. on February 9th, 2015.
3. Judging for the decorations will occur between 9:00am-5:00pm on February 9th, 2015.
4. Judges will consist of a variety of members from the Homecoming Committee, Homecoming Court, and IUPUI Administration.
5. Spaces will be judged in a random pre-determined order.
6. Spaces will be judged on appearance at the time in which the judges arrive. No extra time will be given to complete decorations.
7. The decorations MUST be IUPUI themed. (Hint: Incorporate the 2015 Homecoming Theme for extra points! The theme is Jaguars Dream BIG!)
8. Vandalism or destruction of University property is prohibited.
9. There are two separate categories of winners: student organizations and departments
10. First place and second place winners will receive a prize.
11. Winners will be announced during JagGating on February 14th, 2015.

This form MUST be turned into the Office of Student Involvement or hmcoming@iupui.edu by **5:00PM on 1/30/15**. The Office of Student Involvement is located in CE370.

Scoring

Scoring for this event will consist of four parts:

1. Incorporation of homecoming theme
2. Originality
3. Neatness
4. Use of school colors and pride

To determine a winner, the four scores will be added together to form a final score. The school/unit and student organization with the highest final score will be declared the winner.

IUPUI Homecoming 2015

IUPUI
HOMECOMING

Entry Form

Please Circle One: School/Department/Student Organization	
Name of School, Department, or Org:	
Main Contact Name:	
Phone Number:	E-mail:
Judging Location: <i>Please provide the building name, and room number or floor</i>	

By signing below, I confirm that I represent the school or area listed above. I will ensure that the above rules and conditions are met. I understand that in all cases, the judges' decisions are final. The Homecoming Committee reserves the right to make fair and necessary amendments to the information in this packet at any time.

Signature of Main Contact

Date

For more information, check out our website homecoming.iupui.edu or e-mail us at hmcoming@iupui.edu.

Can The Dean

Information

Does your school or office want to get involved in Homecoming 2014 while also helping a great cause? Then the Can the Dean competition is just for you! Each school or office will collect cans with the goal of trying to encase their dean or staff member into their office! At the end of the week the school or office with the biggest ratio of people who participate to the number of cans collected will be the winner of an awesome IUPUI Prize Pack and all of the cans collected will go to Paws Pantry.

Rules & Conditions

1. All cans must be collected during Homecoming Week (2/09/2015-2/13/2015).
2. All cans must be kept in the office of the Dean and or staff member of the respective school/area.
3. All cans must be transported to the Office of Student Involvement (located on the 3rd floor of the Campus Center) by noon on 2/13/2015.
4. In order to participate in the contest the Dean and/or staff member must sign below to agree to keep the cans in their office.
5. The winner of the contest will be the school or area that has the largest ration of people who participate to the number of cans that that school or area has collected.
6. In order to keep an accurate count of participants and cans, each school or area is required to have participants complete the tally sheet included in this application and turn it in with the cans at the end of the contest.
7. Canned or boxed goods will count towards the contest. Single items not packaged for individual sale will NOT count towards the contest.
8. This form MUST be turned into the Office of Student Involvement or hmcoming@iupui.edu by 5:00PM on 1/30/15. The Office of Student Involvement is located in CE370.

Scoring

Scoring for this event will consist of two parts:

1. Percentage of "affiliated persons" participating in the event
2. Total number of items donated

To determine a winner, the two scores will be added together to form a final score. The school/unit with the highest final score will be declared the winner.

*Affiliated persons will be defined any student whose primary area of study (1st major) is housed within the school/unit and any faculty/staff employed by the school.

IUPUI Homecoming 2015

IUPUI
HOMECOMING

Entry Form

Please Circle One: School/Department/Student Organization	
Name of School, Department, or Org:	
Main Contact Name:	
Phone Number:	E-mail:
Name of Dean:	Building and Room Number:

By signing below, I confirm that I represent the school or area listed above. I will ensure that the above rules and conditions are met. I understand that in all cases, the judges' decisions are final. The Homecoming Committee reserves the right to make fair and necessary amendments to the information in this packet at any time.

Signature of Main Contact

Date

By signing below, I agree to allow the students to keep the cans in my office for the duration of the Can the Dean competition.

Signature of Dean/Staff Member

Date

For more information, check out our website homecoming.iupui.edu or e-mail us at hmcoming@iupui.edu.

	Can the Dean- Tally Sheet		
	Number of Canned Goods	Name	Signature
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			
28			
29			
30			
31			
32			
33			
34			
35			
36			
37			



OFFICE OF THE
STAFF COUNCIL
INDIANA UNIVERSITY - PURDUE UNIVERSITY
Indianapolis

IUPUI STAFF COUNCIL

staff development

Can't afford training or books?

APPLY NOW!!!



A Staff Development Grant

IS THE TICKET!!!

Grants awarded

up to \$400

Advance your career!

Learn more @ <http://go.iu.edu/i4b>

New York Street Two-Way Conversion

DPW Project # ST-25-089

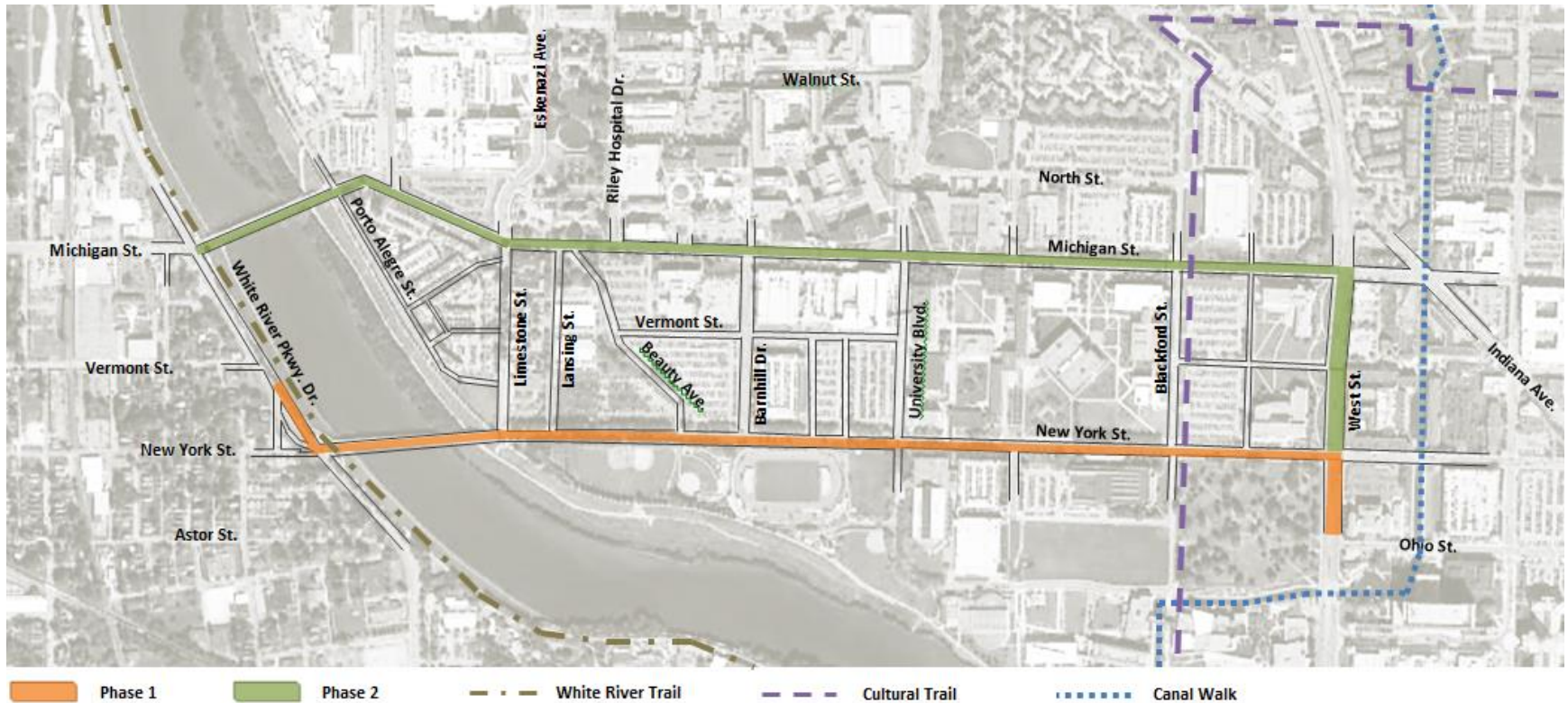
DPW Design Project Manager:
Angela Nicholson

DPW Public Information Officers:
Kelly Janssen & Ben Easley

Beam, Longest & Neff Project Manager:
Brett Walls, P.E.

December 15, 2014

Project Overview



PROPOSED CONSTRUCTION TIMELINE

- Phase 1, New York Street: May 2015 – May 2016
- Phase 2, Michigan Street: July 2016 – November 2017

Project Overview

INFRASTRUCTURE UPGRADES

- Convert New York & Michigan Streets to Two-Way Traffic
- Improve New York Street/White River Parkway Intersection
- Decorative Street Lighting

INCREASED ACCESSIBILITY

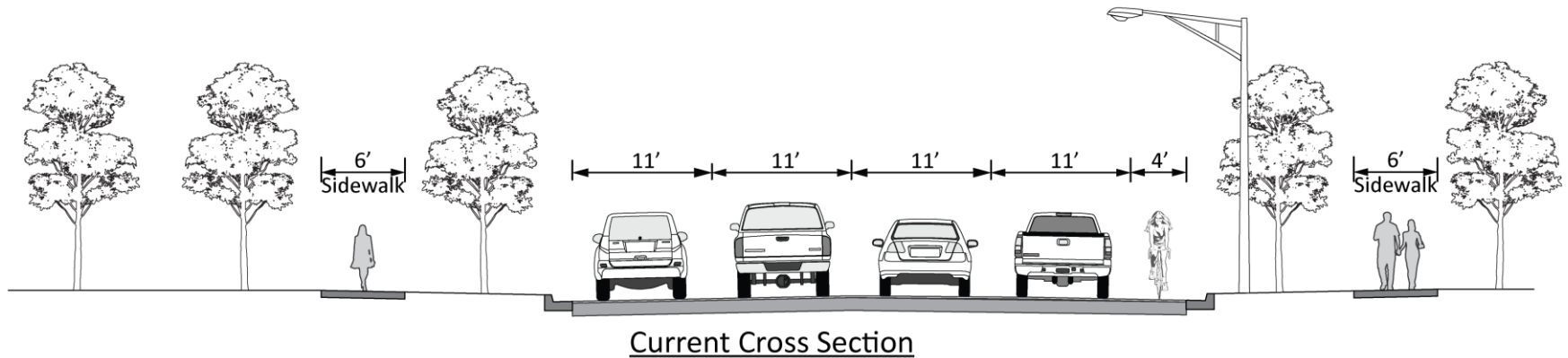
- Upgrade intersection ramps to current ADA standards
- Provide Off-Street Bicycle Paths
- Replace Cracked and Deteriorated Sidewalks (where needed)

INCREASED SAFETY

- Separate Vehicle & Bicycle Facilities
- Install HAWK system at mid-block crossings

Current Cross Section

New York Street

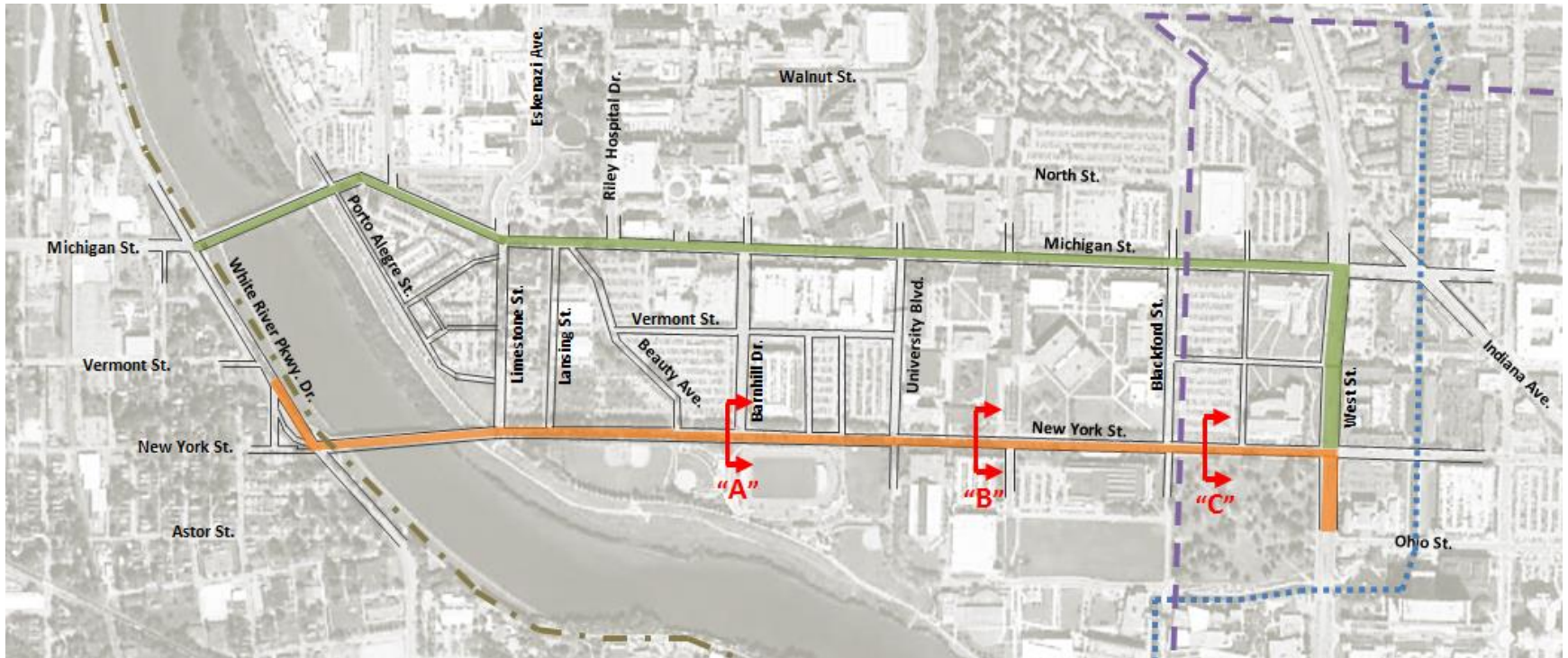


- Four 11-foot eastbound travel lanes
- 4-foot eastbound on-street bike lane
- 6-foot sidewalks on each side of the roadway
- Mature trees on each side of the roadway
- Cobrahead lighting on south side of roadway



Proposed Cross Section Key

New York Street

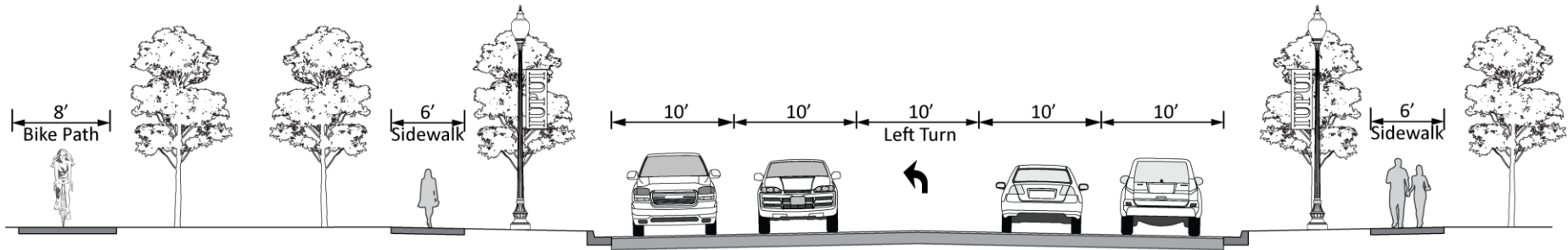


- Section "A" – At Intersections
- Section "B" – Between Intersections
- Section "C" – Between Blackford and West Streets

Proposed Cross Sections

New York Street at Intersections

(Typical Cross Section "A")

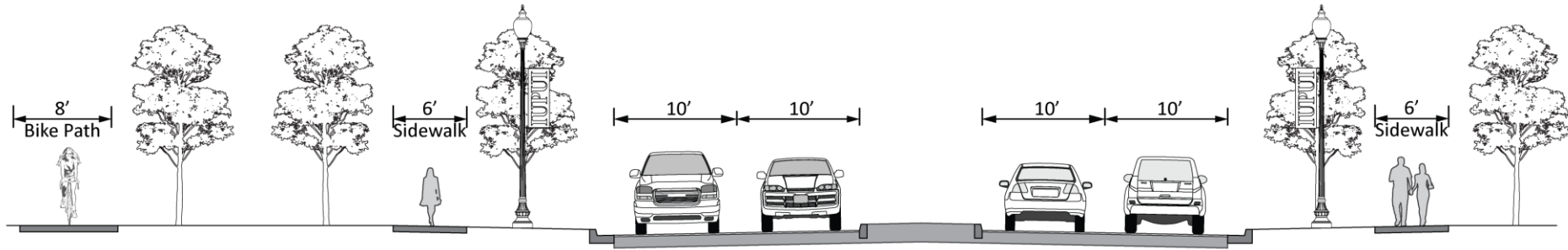


- Existing sidewalks and trees to remain in-place
- Two 10-foot eastbound travel lanes
- Two 10-foot westbound travel lanes
- Left-turn lane at major intersections
- 8-foot dual-directional separated bike path
- Decorative street lighting on both sides of the roadway

Proposed Cross Sections

New York Street between Intersections

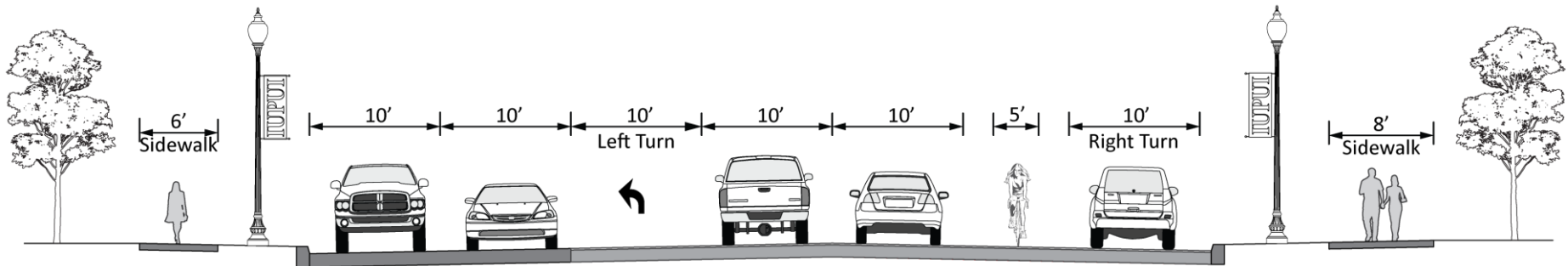
(Typical Cross Section "B")



- Existing sidewalks and trees to remain in-place
- Two 10-foot eastbound travel lanes
- Two 10-foot westbound travel lanes
- Grass median separating the east and west-bound travel lanes
- 8-foot dual-directional separated bike path
- Decorative street lighting on both sides of the roadway

Proposed Cross Sections

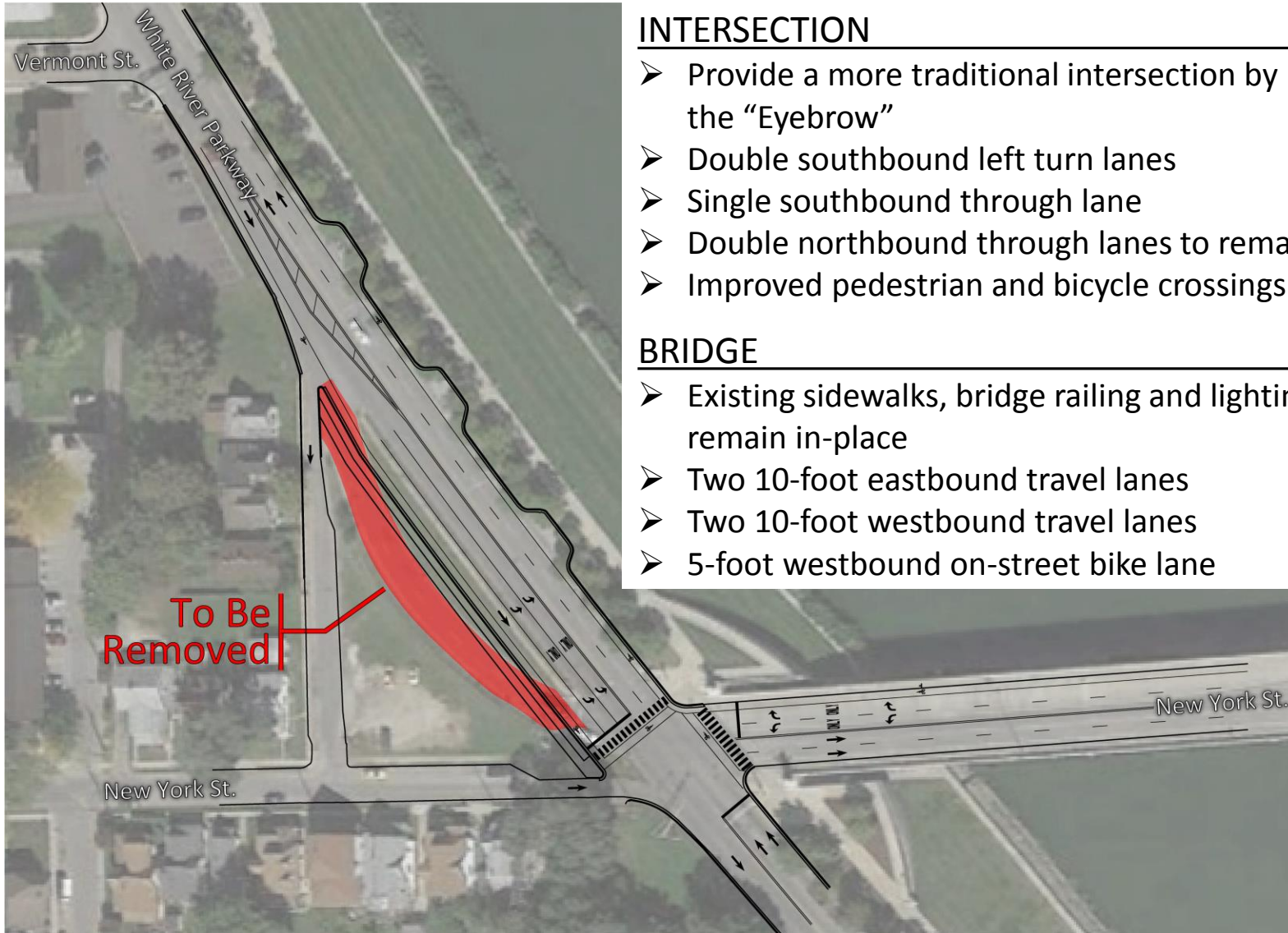
New York Street between Blackford & West Streets
(Typical Cross Section "C")



- Existing sidewalks (south side only) and trees to remain in-place
- New sidewalks on north side of the roadway
- Two 10-foot eastbound travel lanes
- Two 10-foot westbound travel lanes
- Right turn lane at West Street
- Left turn lanes at Blackford and West Streets
- 5-foot eastbound on-street bike lane
- Decorative street lighting on both sides of the roadway

Proposed Bridge & Intersection Improvements

New York Street at White River Parkway



INTERSECTION

- Provide a more traditional intersection by removing the “Eyebrow”
- Double southbound left turn lanes
- Single southbound through lane
- Double northbound through lanes to remain
- Improved pedestrian and bicycle crossings

BRIDGE

- Existing sidewalks, bridge railing and lighting to remain in-place
- Two 10-foot eastbound travel lanes
- Two 10-foot westbound travel lanes
- 5-foot westbound on-street bike lane

Questions???

Coming Soon...

Michigan Street Two-Way Conversion

DPW Project #: ST-25-091