

IUPUI Staff Council (SC)

Minutes

June 17, 2015 ~ University Library, Lilly Auditorium ~ 2:00 – 4:00 p.m.

Members and Guests Present: Rose Baker, Kristy Beach, Kaitlin Bell (alt: Courtney Henderson), James Bellamy, Greg Brenner, Camy Broeker, Denise Brown, Rob Bullock, Elizabeth Bunge, Susan Corrie, Julia Daley-Backus, Carol Dill, Jose Espada, Carla Ewing, Alicia Gahimer, Dana Gonzales, Dan Hall (alt: Joe Bieschke), Barb Hanes, Todd Herring, Patti Holt, Leslie House, Ranna Johnson, Todd Kirk, Karen Lee, Jim Klenner, Lyndy Kouns, Dan Mathew, Greg Mobley, Lindsey Mosier, Christen Mumaw, Deborah Neary, Scott Orr, Kristi Palmer, Kara Peterson, Dawn Rhodes, Greg Rathnow, Liz Rybak, Kurt Snyder, Lee Stone, Yolanda Taylor, Etta Ward, Louise Watkins, Terry Wilson, and Cortnee Yarbrough

Members Absent or Excused: Michelle Benberry, Gary Brackett, Aimee Brough, Pam Clinton, Emily Clossin, Nicole Collins, Venus Davis-Wallace, Rita Flynn, Laura Heathers, Felicia Jackson, Lans Jameson, Summer Layton, Rachael Limbach, Lodema Lines, Matthew McKay, Camille Meyer, Kevin Mouser, Andrew Myers, Brianne Nickel, Tim Roach, Dawn Rodney, Veronica Rog, Tanika Scott, Caitie Deranek Stewart, and, Rachael Urso

Agenda Item I: Welcome and Call to Order

IUPUI Staff Council President Lee Stone 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: Staff Remembrance

A moment of silence was held for staff who had passed away during the past seven months. The following staff were remembered:

| Name | Age | Date of Death | School/Department |
|-------------------|------------|----------------------|--------------------------|
| Judith Betancourt | 64 | March 2, 2015 | Medicine |
| Phillip Hardwick | 79 | January 18, 2015 | IU Foundation |
| George Hart | 87 | March 6, 2015 | Food Services |
| Raymond Phillips | 87 | February 14, 2015 | Printing Services |
| Adeline Wilson | 87 | December 31, 2014 | Medicine - Genetics |

Agenda Item IV: Election of the President, Second Vice President, Corresponding Secretary, and At-Large Members

Alicia Gahimer, Election Chair and Second Vice President

Gahimer announced the following slate for election:

Second Vice President (1 open position):

- Kristy Beach
- Veronica Rog

Corresponding Secretary (1 open position):

- Felicia Jackson
- Veronica Rog
- Louise Watkins

Member at Large (3 open positions):

- Kaitlin Bell
- Carol Dill
- Phyllis Humphrey-Sarver
- Veronica Rog
- Caitie Deranek-Stewart
- Etta Ward
- Louise Watkins

The election was announced under Committee Reports.

Agenda Item V: Report from the President

Lee Stone

President Stone reported on the following:

- Thanked Klenner for leading the SC meeting in May while he was at a conference.
- Thanked Mosier for her excellent work on the Staff Development Mini Conference held on June 2. Attendance was at almost 200 staff. He hopes a program will be held again. He also reminded the members to nominate other SC members for the three internal awards. The deadline is June 30.
- He asked the members to RSVP for the July 24 SC Retreat at the Indianapolis Museum of Art.
- Intergroup Dialogue programming takes place in June, July, and August. He encouraged participation.

Agenda Item VI: Report from Human Resources Administration

Camy Broeker, Associate Vice Chancellor for Finance

Broeker reported on the following:

- Thanked the SC for their part in helping to determine parking payroll deduction timing. With the feedback from the council, payroll deduction will be kept at biweekly.
- After the SC Mini Conference, Kerri Dabbs reported that her programming through HR was full. She is appreciative of her time on the agenda to discuss them.

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

Dawn Rhodes, Vice Chancellor for Finance and Administration

Rhodes reported on the following:

- She encouraged the members to attend the Intergroup Dialogue series this summer on faculty and staff relations.
- Academic Keys, a search firm, has been contracted to help with the search for the executive director of human resources. The firm was on campus last week to meet with deans, HR staff, and other key constituents. They have not had the debriefing meeting, but the consultants did say the desire and needs of the campus was uniform across the groups met with. She will meet with them next week to discuss what they found out and to form the job description. It will be a two month process after the description is posted to complete the search. She will involve the Staff Council in the interview process to provide feedback.
- She welcomed the members to ask questions:
 - How do you like the new building? Rhodes “loves it.” She encouraged staff to come visit.
 - With LEED certification for buildings, the campus gets points if you tell others what was done in the building that is sustainable. Rhodes will talk with the new sustainability director about this.
 - New York Street construction is starting with the north side first. Will the city come out and look at the traffic pattern? Yesterday’s traffic was not good. Rhodes said she does not know if they will. Bullock said streets are blocked by motorists and it does not help with traffic flow. Rhodes will talk to Bob True about this.
 - Will there be an open house for University Hall? Rhodes said she can discuss this.
 - Months ago, it was brought up that there are issues with inequities with wages for people that are being hired in from the outside versus those inside? Staff are asking about this again. Broeker said the campus tries not to hire from outside unless they have to. If that happens, then they look at the inequities. They try not to hire from outside that would cause an inequity unless there is a plan in place to address it. For those who feel there is an inequity, Broeker asked that

they contact her. Klenner said he met with the Academic Keys group and talked about this. They had heard of this before and said it wasn't a singular event, but more widespread and they will discuss it with Rhodes.

- Has there been any discussion of the smoking ban including vaping. It was said that people are doing it inside buildings and outside as well. Stone said he thought the current policy included e-cigarettes. Another member said her dean said the policy included e-cigarettes and to remind students they are not to do that. Stone said he saw a student vape outside a laboratory and he looked up the policy. It says e-cigarettes, not vaping, so the policy might need to be changed to include the new terminology.
- Can you give an update on the chancellor search? Rhodes said she has no facts, but has heard the dentistry dean has withdrawn his candidacy and the chancellor may be announced at the Board of Trustees meeting this week. Again, only what she has heard.

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

The following reports were given orally:

- Special Events Committee (Kristy Beach, Co-Chair): Thanked everyone for their donation to Paws Pantry. Donations can be taken all year round. The SC retreat will be on July 24 at the Indianapolis Museum of Art. The RSVP link was sent on May 16. Please RSVP whether you are planning to attend or not. A question was asked if bottle cap collection will continue. Backus contacted John Michael Montoya about this and is awaiting word. She will notify Karen Lee when she finds out.
- [Ad Hoc] Staff Development Committee (Lindsey Mosier and Caitie Deranek Stewart, Co-Chairs): Mosier thanked the members who were able to come to the Mini Conference or was able to attend virtually. She recognized there were problems with the audio, but said the conference was a success. It is archived for those who want to see it. She encouraged people to nominate SC members for the three internal SC awards. She reminded the members of the Staff Development grant deadline of August 1. This past year, all \$6,000 was awarded.
- Membership Committee (Alicia Gahimer, Chair): Gahimer announced the elections as follows:

President: Jim Klenner

Second Vice President: Kristy Beach

Corresponding Secretary: Felicia Jackson

Member at Large: Kaitlin Bell, Caitie Deranek-Stewart, Etta Ward

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

Melissa Lavitt, Senior Associate Vice Chancellor for Academic Affairs

No report.

Agenda Item X: Report from IUPUI Faculty Council Liaison

Kristi Palmer, IUPUI Faculty Council Liaison

Palmer thanked Lee Stone for his work as president of the Staff Council. She recognized the difference between the work of the Faculty Council and the Staff Council, how the SC is organized, and how much work gets done.

Agenda Item XI: Unfinished Business

There was no unfinished business.

Agenda Item XII: New Business

There was no new business.

Agenda Item XIII: Final Remarks and Adjournment

Klenner thanked Alicia Gahimer for her work as second vice president and for streamlining the membership to its current form. He also thanked Lee Stone on his term as president. Stone was able to open communication with campus administration, initiated talks with Chancellor Bantz and EVC/CAO Paydar, began discussion of a University Staff Council with counterparts at IUB so business can be discussed on a more university-wide basis, and was able to obtain \$6000 each year for the Professional Development Grants. Stone thanked everyone for their applause. He recalled it was three years ago he was in Klenner's shoes and wondered how he would make an impact. In 2005, he was in a horse riding accident with a broken arm and wrists. His recovery took a long time. He thought he had short-term disability, but did not, so had to go without pay. He came back to work early so he could get paid. As a result, he wanted to change some things and had heard about the SC. He joined the council and chaired the Staff Affairs Committee who championed the short-term disability cause. Although the plan was not adopted by the staff and university after the pilot phase, he found he could make an impact through the campus. He encouraged the members to stay involved, continue working on a University Staff Council, work hard on implementation of the campus plan, and stay involved with administration. He plans to stay involved with the council. He said he thinks Jim Klenner will do a fine job as the new president, and wished everyone the best.

With no further business appearing, the meeting was adjourned.

Minutes prepared by Staff Council Coordinator, Karen Lee
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