

Minutes

IUPUI Staff Council

Wednesday, May 18, 2016
2:00 – 4:00 p.m. ~ CE 405

Members and Guests Present: Julie Backus, Rose Baker, Kristy Beach, Kaitlin Bell, Theresa Bell, James Bellamy, Tony Bernard, Denise Brown, Emily Clossin, Lianna Cohen, Jessica Davis, Caitie Deranek-Stewart, Carol Dill, Jennifer Dowling Wiley, Jose Espada, Carla Ewing, Janet Fulper, Barb Hanes, Joe Hunt, Lans Jameson, Ranna Johnson, Jim Klenner, Lyndy Kouns, Lodema Lines, Camille Meyer, Greg Mobley, Lindsey Mosier, Kevin Mouser, Andrew Myers, Deborah Neary, Tuan Nguyen, Scott Orr, Jamie Owens, Greg Rathnow, Tim Roach, Chris Rohl, Pam Ross, Liz Rybak, Kurt Snyder, Yolanda Taylor, Rachael urso, Etta Ward, Cortnee Yarbrough, Juletta Toliver, Emily Wren, Charlotte Mahin, Nan BohanPolly Maple, Beth Chaisson, Windi Hornsby, Vanessa Richards, Lisa Christy

Agenda Item I: Welcome and Call to Order

The meeting was called to order by President Jim Klenner at 2:05 p.m. It was requested that all persons speaking please go to a microphone.

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: Report from the President

Jim started by thanking Kristi Beach, 2nd Vice President, for taking care of last month's meeting in his and 1st VP Barb Hanes absence.

Jim then reported that in March he had attended the Asian Staff Council Committee and spoke with one of the doctors there who was excited to know that Staff Council was involved with the affinity groups. This was an annual meeting that had great ethnic music and dancing and Jim was pulled in to do some of that. He was glad nobody was videotaping. ☺ Jim will be reaching out to the infinity groups on campus in the hopes of getting them more involved in our council.

Jim received an e-mail from Valparaiso University and they were interested in starting a staff council on their campus. Jim then spoke to him to let him know how to go about getting things going. Jim invited them to come to our staff retreat to get a feel for themselves on the types of things we are doing.

Jim reached out to Professor Thacker in Bloomington who runs the professional council and invited them to our retreat also. Jim is interested in working on a "University" Staff Council for all of IU.

Jim then received a phone call from Ball State who is interested in a staff council. Jim then invited them to the retreat.

During the retreat, Jim will be meeting with these outside universities and had the idea of having a statewide staff council conference and they will be discussing that during the retreat.

Someone then ask the question on communications among staff members. They had received an e-mail asking them to go to the Staff Council portal for important information. It was realized that this was a phishing scheme and that if you receive something along those lines, please delete it and do not open it. Staff Council has not changed the way it communicates with its constituents and we use e-mail distribution or the "Box" system for communications.

Agenda Item IV: Report from Human Resources Administration

Juletta Toliver reported that the Department of Labor ruling was released late last night. At IU when we are looking at positions, we will be looking to see if they are working overtime or not. If they are exempt, they do not get overtime. If they are not exempt, they get overtime. The current rules were put into effect in the 1930's. One of the current administration's goals was to get that updated. The threshold will be \$47,326 for overtime, instead of the current \$23,000. We will be looking at all of our exempt position that do not make the proper amount of salary and see if they need to be adjusted. There are some exemptions – teachers, coaches, etc. We do not know all of the answers yet and will be looking further at our workforce. University administration will be looking at that and departments will not need to do that on their own. What kind of numbers are we looking at? We think it is from 900-1400 employees that may be affected. In the new law, the threshold will be updated automatically every three years. As we get more specific information, we will be sending it out to Deans, Department heads, fiscal officers, ect. This does not take effect until December of this year.

Last month Juletta talked about the increase in hourly rate for our hourly (part time) employees to \$10.15 per hour. If your staff is already making more than that, it will not affect them, unless the department chooses to raise their rates. Starting July 1, 2016, all temporary staff will be at that minimum wage. Between now and June 3, we will ask departments to look at their positions and either terminate them if they are empty or if they are active to increase their wages to \$10.15 per hour. We will do a June 9th batch to get them all updated within payroll. Work study students also fall under that category. It will show on their June 19th paycheck.

Graduate tax credit and the benefits director meeting said they are moving forward in a positive way to make that happen for employees. Currently it can be done but is a manual process. It needs to be automated to make it happen for everyone.

Paid maternity leave, specifically for staff. Juletta spoke with John Whelan and the other IU HR offices to see if it was possible, how others do it, if it was a good thing or not. They are still working through all of that. More to come.

The launch for the position for Vice Chancellor of FIAD, where Camy Broeker is currently serving, will be soon.

Agenda Item V: Update from Associate Vice Chancellor for Facilities

Emily Wren said there was lots of things going on and if you have questions to please ask as she goes along.

Space on campus seems to be an issue of interest these days. Counseling and Psychology Services is located in Walker Plaza and we are negotiating for them to expand in that space. The Physicians Assistance program has been a successful program and they are in rented space and will be moving on campus by the end of the calendar year. Wishard area has lots going on but you will not notice anything except seeding of the grass. It is going to be a green space on campus. The new Regenstrief building put landscaping in during the worst time of the year. It looks bad and we know it. However, Regenstrief is not an IU building so we have no control over when it gets fixes and/or updated.

Michigan Street project – they are hoping to get this out to bid soon. The city is a public entity like the university and they have an elaborate system they have to follow. It will always take longer than most of us feel like it should. They are planning to start at the far west end of Michigan in order to not interrupt move in of students any more than necessary. We will see some digging and burying of lines first. We have already moved 45 trees along Michigan and we are looking at moving more. Again, we need a special permit even if we are the ones who planted them. We didn't get permission in time and if we try to move them with leaves on them, it could permanently hurt them. We will finish that project in the fall. The most dramatic change is that we will use more roan on the south side of the road. Dental school, for example, will have a much smaller front yard when Michigan is done. We will have curbs, sidewalk, and bike paths for the whole street.

Campus lighting will be upgraded since there are some areas that do not meet IU standards. There are 40 signs in the path of the new Michigan Street that will need to be relocated during the Michigan street upgrade. We will also upgrade all those signs at the same time we are moving them.

Ball gardens is now done. It is beautiful and you should take a walk over there and check it out. The fountain is also running and it is now a beautiful area. It is going to have an official dedication on June 21st with the President of IU there to help.

The flower program that the chancellor ask us to do is underway. It is looking better around campus with all the flowers being planted. We have had frost since Mother's Day but so far we are not losing many plants. Some of the areas are currently in grass and we are going to keep adding flowers to some of them.

Parking Lot 83 is block off and they are digging away. Lot 53 is in the works but nothing has started yet. The Vermont street garage slats will be removed in July and continue until November. That is to accommodate those who are losing their parking lots. Schedules are not completely clear on all the parking areas as it is just now kicking off.

We are starting a major work in the Tower garage. It is in bad shape and there needs to be lighting upgrades but first we need to fix water leaks. The fire alarm, sprinkler alarm, lights, will all need to be upgraded. The bad part is that the Hine Hall courtyard is above it so it will have to be torn up in order to fix the garage properly. The total cost of that one project alone is between \$6-7 million.

Wilson Street garage needs new handrails because they are unsafe. Keep checking the website for updates. Indy Eleven games will get parking per their agreement with us. Some of those games will be during the week and even during the day.

North Hall is on schedule to be opened this fall. That is exciting.

The Dental school is not going to start their addition until November 1st. There is no bid and/or not enough bidders that is in line with the scope of the project. We are hoping to reopen that bidding process in August when companies are looking for fall projects.

The Natatorium is looking great. It was crumbling and now is looking might fine. Olympic diving will be in June and we will stop for that. After those trials, we will finish the project completely and at that time will have an almost new building. It is a great facility.

HVAC work is going on this summer in several building. Lots of offices are temporarily moved so you may have to look for them as they may be in a different spot for awhile.

Cavanaugh Hall is getting new restrooms this summer – which are really needed.

Taylor Hall common areas are getting new carpet. This area has tons of traffic and that carpet gets beat to death. This will be completed this summer and ready for student in the fall.

Classroom upgrades are happening in several buildings also. North Hall (new residence hall) will have a couple of classrooms in it. This will help relieve some pressure in other areas.

Jim Klenner mentioned that all of the flowers have been pulled from in front of Lockefield Village. He was unsure if it was vandalism or a relocation project. Emily was unaware of this and thinks it is probably vandalism. However Arbor Day planting was very successful in that same area.

If you have been wondering about the old AO building and what is going on there, it currently looks like a gravel lot. It was supposed to become a legitimate parking lot. Storm management costs kept raising the cost so it was finally decided to stop putting money into it because it will likely be a building site in the future. They are going to plant grass at this time and just wait and see what is going to happen to that area in the future.

Someone ask about bricks at the library and what that was about. Emily said there were pavers that were not level and had become trip hazards, along with various other difficulties. The bad ones are being taken up and new ones are going down currently to make that area safer.

Lastly, Taylor Hall has lots of work going on this summer while the students are gone.

Agenda Item VI: Standing and Ad Hoc Committee Reports (Other University Committee Reports)

Mini Staff Development Conference

Lindsey Mosier reported that we currently have 218 RSVP's. We can hold 300 in the venue. This is being done by Staff Council, Staff Council Committee on Diversity, Equity and Inclusion, Staff Council Staff Development Committee, Human Resources, Academic Affairs, IU Members Credit Union and will be help on June 7th in Hine Hall Auditorium and Ballroom. This will be an all day event with a panel from across IUPUI, diversity speaker, key note speaker, and motivational speakers throughout the day. All the information in in box or you can contact Lindsey and she will get you what you need. The theme is Oz and we are going to "Follow the Yellow Brick Road to Success". If you have any "Oz" things that Lindsey can use for decorations, please let her know. Bonnie Marcus will be the keynote speaker. Please get the word out as there is still room for more.

Awards

Barb Hanes mentioned that we are in the midst of the nomination period for staff Council Awards that will be given out at retreat. Do date we have 1 nomination for Council Member of the Year, 6 for Outstanding New Member, and 4 for Outstanding Committee Chair. The nominations are open until May 31st. We will keep reminding you every week until they close to submit nominations.

Senior Academy

Nan Bohan has been retired from IUPUI for 5 years after working for 27 years in the AO building. She got involved with Senior Academy while she was still working. It is a wonderful organization. If you know there are folks in your area who are retiring from IU, or leaving IU, they are more than welcome to join us. We do trips, work with service organizations and generally just have lots of fun. It is not a "known" organization even through all retirees get a letter of invitation to join. We do not always meet on campus but it is still open to all. Please pass the work along to your constituents about us.

If there is an area who would like to use Senior Academy for mentoring, who do we contact? Sherri Queener is the President currently. Davis Chism is also a good contact. Nan is a believer in Staff Council and would like to see lots more staff join as currently there are many more faculty.

Agenda Item VII – Report for IUPUI Faculty Council Liaison

Kristi Palmer was not in attendance. She is rotating off the Faculty Council and the new representative will not be appointed until fall.

Agenda Item VIII – Meet the Candidates for Staff Council Executive Committee

Kristy brought to attention the 2nd and 3rd pages of the agenda that the yellow highlighted folks are new or newly elected to staff council who will be joining us starting at retreat. Please look at the green highlights as we are still looking for folks who are willing to serve in those areas.

Introducing the candidates for 1st Vice President

Damon Spight – School of Dentistry – is President of the Dentistry Staff Council and is all about growth and wanting to equip folks, then empower them and then elevate them. At dentistry we have grown from 0-8 committees, do Zumba and yoga classes and there is lots of excitement. I would bring that same type of excitement to IUPUI Staff Council. I believe in collaboration, and am working on a mentoring program

Barb Hanes – VP Information Technology – has been on Staff Council for 7 years and the amount of involvement of staff who want to make a difference has grown. This has been a good year for her because of all the high level meetings that she has been involved in. She feels like the campus is listening and wanting to change and she would like to continue to be our voice.

Lindsay Mosier – School of Medicine – She believe in the capabilities of the council. She is a advocate for people and lets them know their value. She didn't have that before she was a member of Staff Council. As 1st Vice President, she is looking forward to working with every committee and utilizing all of the capabilities of each person. It doesn't entitle you to certain things, but her message is that no matter what your position, know your value.

Beth Chaisson – School of Medicine – She has been with IUPUI for 20 years and has been on Staff Council 4 years. She misses her involvement with the Staff Council and sometimes misses the connection with the rest of the school. Her goal is to bring the School of Medicine more into the integrated part of campus.

Tim Roach – School of Medicine – as he looks at the strategic plan, he feels like Staff Council needs a strategic plan also. We need a vision to elevate itself and the membership. Lots of innovation, creativity and advancement are all parts of what he sees accomplishing. 3 things primarily: Nationally recognized staff; IUPUI staff to lead in their own professional areas; Combined faculty/staff working together on strategic goals that are no longer classified by rank, but all of us working together.

At Large Nominees

Lyndy Kouns – Fairbanks School of Public Health – has been on campus 20 years and currently chairs the Staff Council Survey committee, has been on the rewards and recognition committee and the parking advisory committee. She enjoys using the Staff Council as a voice across campus.

Lisa Christy – School of Medicine – works with medical students to work on community engagement opportunities. Staff Council is also a part of the team and she would like to see all silos brought down so that we can all work together.

Windi Hornsby – School of Medicine – she is excited to work at IUPUI and just had her first 90 day review. She loves the school and all that it has to offer. She wants to spread excitement and enthusiasm across campus and bring great things to others. She loves spreading information and bringing people together. She would love to be a part of Staff Council

Andrew Myers – Law – has been at IUPUI 5 years and on Staff Council 4 years. He has served on the Diversity, Equite and Inclusion committee and is currently an At Large member of Staff Council Executive Committee. Communication is a theme here and there has been growth in bridging the gap between faculty and staff on campus. There have been strides but he would like to see the gap get smaller still. Staff development, grants and mini conference are great things that he would like to see continue. Silos are also one of the things that he would like to see brought down.

Tim Roach – School of Medicine – as he looks at the strategic plan, he feels like Staff Council needs a strategic plan also. We need a vision to elevate itself and the membership. Lots of innovation, creativity and advancement are all parts of what he sees accomplishing. 3 things primarily: Nationally recognized staff; IUPUI staff to lead in their own professional areas; Combined faculty/staff working together on strategic goals that are no longer classified by rank, but all of us working together.

Scott Orr – Science – has been on campus long enough that he supported the 28th street campus. We have been so siloed that he didn't even know about staff council until he received an e-mail about it. He wants to continue to see this campus grow.

Alicia Gahimer – VP Research – was on Staff Council for several years and took a break last year. She now finds that she misses being part of Staff Council and being engaged. Staff Council helps keep people engaged. Things are happening because of the good work that Staff Council has been doing. We can still do more in building the staff mentoring to another level. She can bring a ton of experience to the council and hopes you can see that also.

Polly Maple – VP Research – started at IU in the Bursar office as an hourly and then to a full time CL 06. She has gotten her bachelors and master's degrees and has worked her way up to a professional position. With her background and going through staff development herself, she wants to help mentor others who are on their career path and she would like to carry on that tradition to others.

Aimee Brough – Engineering & Technology – came to IUPUI in 2012 and knew from the beginning she wanted to be more involved. Between committees in Engineering & Technology, as well as Staff Council, she has tried to find ways to improve faculty, staff and student life on campus. Her areas of focus are: increasing career development and continuing education; working with the university to offer competitive and cost effective benefit packages; open lines of communication among staff, faculty and administration; promoting partnerships with communities and corporation. She would be honored to represent Staff Council while being collaborative, transparent and inclusive.

Agenda Item IX: Question and Answer Period

Question was posed - Our unit is planning an event in the Campus Center on a shoestring budget that requires catering be provided by Chartwells. We have encountered expenses not identified in their 2016-17 Catering Menu & Event Planning Guide or anywhere online. Since we are locked into using their services, shouldn't there be a point of reference explaining policies and all related charges prior to booking the event?

Catertrax is a good place to go for cost estimate for anyone who wants to get a good idea before they book an event. The Office of Events and Conference Services also is willing to help you.

Agenda Item X: Unfinished Business

Nothing was brought forward

Agenda Item XI: New Business

Nothing was brought forward

Agenda Item XII: Final Remarks and Adjournment

Motion to adjourn and 2nd was made at 3:45 p.m. The next meeting will take place on June 15, 2016 at University Library Lilly Auditorium

Committee Reports:

Special Events Committee Meeting Minutes

- Spring Service Project – Thank you to everyone who participated in the clothing drive for Dress for Success. As a result, an entire rack was filled with suits and other business appropriate attire. A thank you note from DFS reads in part, “On behalf of the thousands of women who will benefit from your generosity, thank you for participating in Send One Suit Week by hosting a drive to collect suits, blouses, and financial donations! We are proud to partner with you as we empower women in our community!”

- 2016 Retreat – Finalized agenda, keynote speakers and breakout sessions. An RSVP is ready to go out to SC reps & new members (after elections). Discussed giveaway items from Bright Ideas and campus connections.
- Blood Drive – The date for the summer Blood Drive has been changed from July 20th to July 21st per request by Dotti Laas, Indiana Blood Center. One bloodmobile will be parked on Vermont Street outside the Campus Center from 10am to 3pm.

Slate of Executive Council Officers for 2016-2017

1st Vice President

Damon Spight – School of Dentistry
 Barb Hanes – VP Information Technology
 Lindsey Mosier – School of Medicine
 Beth Chaisson – School of Medicine
 Tim Roach – School of Medicine

Member-at-Large (3 open positions)

Lindy Kouns – Fairbanks Public Health
 Lisa Christy – School of Medicine
 Windi Hornsby – School of Medicine
 Andrew Myers – McKinney Law
 Tim Roach – School of Medicine
 Scott Orr – School of Science
 Alicia Gahimer – VP Research
 Polly Maple – VP Research
 Aimee Brough – School of Engineering & Technology
 Barb Hanes – VP Information Technology

Unit Election Results

Election Results ~ Academic Units

Dentistry

Carol Dill (2018)
 Ina McBean (2018)

Education

Marjorie Hopper (2018)

Engineering & Technology

Aimee Brough (2018)

Fairbanks Public Health

Kathryn (Katie) Gray (2018)

Health & Rehabilitation Sciences

Alicia (Ali) Cotton (2018)

Herron Art & Design

Vacant (2017)

Honors College

Emily Clossin (2018)

newly elected/re-elected

Informatics and Computing

Steven Thompson (2018)

Kelley Business

Vacant (2017)

Liberal Arts

Jamie Owens (2017)

Lilly Family Philanthropy

Mary Westerbeck (2017)

McKinney Law

Elizabeth (Beth) Young (2018)

Medicine #1 (5 reps)

Tony Bernard (2017)
 Linda Bratcher (2018)
 Carla Ewing (2018)
 Roxanne Kovacs (2018)
 Chris Rohl (2017)

need representation

Medicine #2 (3 reps)

Mary Cox (2018)
 Venus Davis-Wallace (2017)
 Julia Rodgers (2018)

Medicine #3 (3 reps)

Sally Atcheson (2018)
 Jennifer Deppen (2018)
 Jennifer Dowling Wiley (2017)

Medicine #4 (4 reps)*

Nancy Dailey (2018)
 Erin Gladstone (2018)
 Lans Jameson (2018)
 Ronda Smith (2018)

Medicine #5 (4 reps)

Brittany Booram (2018)
 Patricia Holt (2018)

Kurt Snyder (2018)
Rachael Urso (2018)

Nursing
Pam Ross (2017)

Physical Ed/Tourism Management
Cassandra Craft (2018)

Public & Environmental Affairs
Ranna Johnson (2018)

Science
Scott Orr (2018)

Social Work
Susan Corrie-Franklin (2018)

Div. of Undergraduate Education
Adam Siurek (2018)

University Graduate School
Dezra Despain (2017)

University Library
Shelanda Graham (2018)

Unit Representatives ~ Administrative Units

Academic Support
James Fiddler (2018)
Gregory Rathnow (2018)

Administrative Other
Tuan Nguyen (2017)

Community Engagement
Theresa Bell (2017)

Executive Management
Wayne Hilson (2017)

Finance & Administration
Janet Fulper (2017)
Joe Goins (2018)
Heather Staggs (2018)

Student Life
Allison Wheeler (2018)

VP Engagement
Vacant (2016)

VP Information Tech
Gary Cummins (2018)
Gary Curto (2018)
Cathy Zappia (2018)

VP Research
Lainna Cohen (2017)

