

## **IUPUI Staff Council (SC) Minutes**

**November 28, 2012 ~ Campus Center, Theatre ~ 2:00 – 4:00 p.m.**

**Members and Guests Present:** Melissa Ade, Charles Akerland, Joshua Aldoriso, Amber Allen, Marjorie Aprile, Rose Baker, Bobby Bell, Kaitlin Bell, Victoria Bills, Virginia Blevins, Vicki Bonds, Benita Book, Britt Booram, Matt Borden, Landon Brothers, Denise Brown, Tina Carmichael, Beth Chaisson, Kristy Chapman, Wade Chatmon, Ben Cockrum, George Davis, Caitie Deranek, Aron DiBacco, Teri Duell, Natalie Edwards, Connie Ely, Pinkie Evans, Joann Farris, Christine Fitzpatrick, Avis Frieson, Alicia Gahimer, Jane Goergen, Jim Graber, Barbara Hanes, Deanna Hart, Sharon Henson, Linda Henson, Sue Herrell, Todd Herring, Margaret Hughes, Phyllis Humphrey-Sarver, Pam King, Betty Klein, Jim Klenner, Lyndy Kouns, Karen Lee, Tammy Leone, Mary Lindop, Lodema Lines, Cortnee Martin, Anthony Masseria, Laura Masterson, Helen McKuras, Charlie Miller, Greg Mobley, Matthew Moody, Lindsey Mosier, Kevin Mouser, Andrew Myers, Kitty O'Doherty, Scott Orr, Jennifer Pease, Melanie Pride, Tim Roach, Patriece Roulette Landis, Meagan Senesac, Damon Spight, Heather Staggs, Bill Stuckey, Yolanda Taylor, Carleen Thompson, Lindsay True, Sherrie Tucker, Jack Waggoner, Maya Wagle, Etta Ward, Terry Wilson, and Debbie Wyeth

**Members Absent or Excused:** Michelle Benberry, Lee Bernard, Russell Black, Bwana Brooks, Chris Brown, Nathan Byrer, Cathie Carrigan, Becky Cass, Shannon Cooper, Rita Flynn, Cindy Gilbert, Edgar Holdaway, Patti Holt, Rochelle Hudson, Deborah Jenkins, Barbara Lerner, Pamela Lovejoy, Christophe Marchal, Catherine Matthews, Teresa McCurry, Brady McManama, Amelia Miller, Christen Mumaw, Kasey Myers, Kristi Palmer, Jennifer Paton, Jillian Patterson, Lori Pollock, Mary Pat Poskon, Kibi Pryor, Carol Robinson, Casey Roell, Liz Rybak, Meagan Sabatino, Candice Smith, Michael Sprinkle, Susan Steele-Moore, Lee Stone, and Melody Warman

### **Agenda Item I: Welcome and Call to Order**

IUPUI Staff Council First Vice President Jim Klenner called the meeting to order at 2:00 p.m. President Lee Stone was out sick.

### **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: [Action Item] Approval of the Minutes of the October 17, 2012, Meeting**

Hearing no objections, the minutes of the October 17, 2012, SC meeting stood as written and were entered into the record.

[http://www.iupui.edu/~scouncil/documents/minutes/2012-2013/minutes\\_SC\\_10-17-12.pdf](http://www.iupui.edu/~scouncil/documents/minutes/2012-2013/minutes_SC_10-17-12.pdf)

### **Agenda Item IV: [Information Item] Report from Human Resources Administration (HRA)**

Carleen McElroy Thompson, Assistant Vice Chancellor for Human Resources

Thompson reported on the following:

- She has reviewed the questions received from the Staff Council as discussed at the October meeting. Some of the questions received were individualized, and she will need to answer them generally (big picture issues), being careful not to point out a specific person.
- She will be meeting with Lee and Stone about the questions in a meeting later in the week.
- HR representatives from all campuses met three weeks ago at IUB called by Associate Vice President for Human Resources Dan Rives. She explained that most HR initiatives come from IUB while most HR administration comes from IUPUI. This is a different type of system than she is familiar with, and she is learning to understand it. Each area of IUB HR gave a report, and she would like to discuss them at another meeting. The effect of Obamacare on the university was discussed at the meeting. Changes will need to be made to be in compliance. Part-time employees

will be given the right to insurance. Currently at IUPUI, part-time is defined at 30 hours. This will have to change under Obamacare. Insurance and policies will need to change as well.

- New initiatives in staff leadership development programs and staff management development will be rolled out across campuses, and she would like to discuss these programs at a future meeting as well.
- She will discuss with Rives and the HR group the need for uniform in grading classification. She mentioned liking a career ladder mode of classification. A staff member would need to develop certain goals in order to move to a higher ladder position.
- Klenner asked about part-time employees with Obamacare. If part-time staff are given this benefit, will they be given other full-time benefits? This move will affect the health insurance cost in a major way. She does not know about other full-time benefits.
- Senesac asked about the status of loaning PTO time. She said she heard IUB was able to do it. Thompson said she needed more time to get good information.

#### **Agenda Item V: Report from the President**

Klenner reported that Staff Council President Lee Stone was out sick. Stone will submit a written report when he returns to work.

#### **Agenda Item VI: [Discussion Item] Strategic Planning: Attracting and Retaining High Quality Staff at IUPUI**

Klenner asked the council members to consider the following questions in response to the request by the Strategic Planning Committee. The responses are appended to these minutes and will also be submitted to the committee for their use.

1. By 2025, how would you like IUPUI to be known? What will distinguish us from other institutions?
2. What are the assets we can leverage to accomplish this?
3. What are the challenges we face?

#### **Agenda Item VII: Standing and Ad Hoc Committee Reports**

Reports were given in written format and included on the reverse side of the agenda to allow for more time for Agenda Item VI. As time allowed, other reports were added orally. The reports are listed below.

- [Ad Hoc] Academic Affairs Committee: Hart said the committee has met twice and is working on academic advising reports and better classroom furniture to accommodate all students.
- Communications: No report. Chaisson has stepped down as chair due to a job change. A new chair will be appointed by President Stone.
- [Ad Hoc] Community Outreach Committee: The committee is moving forward with several projects based on the results of the survey taken at the Staff Council meeting in October. In December, the council will partner with the Special Events Committee supporting Riley Children's Hospital. Next, they will partner with the community during 2013 with projects involving Habitat for Humanity, the Humane Society (MuttStrut in April), and Dress for Success/Danny's Closet of Hope (in the fall).
- Diversity: DiBacco said the committee is continuing to meet and working on several initiatives.
- Membership: Gahimer thanked Wyeth for her work on the Health and Benefit Fair. She reported that a staff member approached the booth and said that she was discouraged from attending the fair as she was an IUPUI employee working among IU Health employees. Klenner said the issue of IUPUI employees being supervised by IU Health employees should be reviewed for fairness.
- Rewards and Recognitions Committee: Klenner said the committee is working on the Bohan and Bepko awards. The Diversity Award winner has been determined, and will be announced later.

- Special Events Committee Report: Blood drive update: 58 total donations = 170 patients. They are continuing to work on the holiday/service project and planning the retreat for next summer.
- Staff Affairs: Pease said the group is working on donating PTO times, clarification on lateral moves, and utilization of tuition benefits. They have received complaints that employees on the IU Health side have been discouraged from taking courses. Feedback has been received regarding tuition reimbursement and the lower ranked staff find the course fees cost prohibitive. The committee is looking at ways to make this better for those staff members. Maybe a scholarship of some type. A member noted that to just take a class for interest and not progressing toward a degree is difficult when dealing with the procedures surrounding it and makes it undesirable to take the class. Can't we just take a class without having to become a non-degree student? They are looking at making IU Ware available to staff members after retirement. The faculty gets access to this, but the staff does not.
- [Ad Hoc] Staff Development Committee: The committee has set a regular monthly meeting time. They are considering the Employee Assistance Program and developing recommendations for HR to make this a more effective program for all staff. They have written their first staff feature for the Staff Council newsletter. They are considering the most appropriate way to raise money for staff development opportunities. HR does not offer scholarships for staff development, and they would like to start providing a chance for those staff members who do not have funding in their unit budget to still pursue their interests. They have requested permission to host leadership development during a Staff Council meeting, perhaps late next spring.
- [Ad Hoc] Sustainability Committee: The committee has met once. They discussed what each member would like to see happen. Some ideas given were more water bottle filling stations, bike paths and getting these on the master plan, and the use of shared printers/copiers in different units around campus, etc. The next meeting will focus on what topic or initiative they want to focus on foremost.
- Website: No report.

#### **Agenda Item VIII: Other Standing or University Committee Reports**

- Parking Advisory Committee: An alleged robbery at 1200 Indiana Avenue revealed that the robbery did not occur and it was a false crime report. Barnhill and Blackford garages have new gates. They were the oldest/slowest on campus. Parking is taking over the University Place Garage on December 1. It has 40-50 visitor spaces, 200 for student residents, and no non-resident student of faculty/staff parking.
- Parking Appeals Committee: The number of appeals has increased. There were 600 last month.
- Resource Planning Committee: Evans said the committee is still considering student scholarship.
- Strategic Directions Planning Committee: Pease and Spight will be sending a reminder to staff to give feedback for the three questions. The administration is very good at including all stakeholders in the discussion.

#### **Agenda Item IX: Old Business**

No Old Business.

#### **Agenda Item X: New Business**

- Klenner asked the council how they liked meeting in the theatre by taking a hand count. There were many hands indicating the room was desirable. More microphones are needed in the room as well as better working Wi-Fi access. Another member said there may be access, but the campus is going through changes in Wi-Fi. Lee will check to see if there is access in the room or plans to upgrade it.

**Agenda Item XI. Update from the Vice Chancellor for Finance and Administration**

Dawn Rhodes

No report.

**Agenda Item XII: Report from the IUPUI Faculty Council Liaison**

Kristi Palmer, IFC-EC Liaison

No report.

**Agenda Item XVI: Adjournment**

With no further business appearing, First Vice President Klenner adjourned the meeting at 3:50 p.m.

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

**Appendix**

**Staff Council Responses to Questions  
Posed by the Strategic Planning Committee  
November 28, 2012**

**By 2025, how would you like IUPUI to be known? What will distinguish us from other institutions?**

- Community Involvement
- Raise support and visibility of sports programs.
- Make it a place to develop a career (staff development and retention)
- Considered a thought leader nationally. We have faculty and staff with expertise.
- I would like IUPUI to be a stand-alone state university, unaffiliated with IU or Purdue. Only then can this campus carve out its own identity. Then what distinguishes us is that we'd be Indiana's only public university in a city, and the capital city at that. The number of students at IUPUI is what justifies this change. Challenges would be all the administrative changes necessary—but let's face it, we already operate like a separate university in many respects, and I think we look that way to the public. People are always surprised when I tell them that you get an IU or Purdue degree here—not an IUPUI degree.
- Place where high ability students can come into a dynamic campus.
- Meet the needs of the student population we historically serve.
- Be a “cool” place to work and develop a career. Staff development and retention is to play a big part.
- More NCAA events on campus. More promotion of these events. Develop better athletic facilities to bring these events to campus.
- Make downtown familiar with the campus. Do they know us?
- What is an IUPUI? Better promotion and branding. Promote both schools and rely less on the acronym.
- Be a vibrant community of diversity. Initiatives need to be leveraged better. Diverse recruitment for faculty and staff. Safe place to grow and succeed no matter who you are.
- Campus to go green. Use local resources. [www.goinglocal-info.com](http://www.goinglocal-info.com) Larger recycling initiative. Involve the community in this.
- Better mass transit system as the campus grows. Make it easy to get here and get around.
- Remain a campus that is known for inclusiveness.
- Go to place for ongoing, cutting-edge training.
- Focus on what we have to offer to adult learners.
- Would like to see IU embrace online technology and courses.
- I would like for IUPUI to have the same notoriety as MIT does for Engineering, Harvard has for Law, or Alabama has for football. That kind of notoriety does not come by wanting but by achieving. IUPUI must think much larger about its vision.

- I would like to see IUPUI make a name for itself with unparalleled achievements of innovation in learning. After all, isn't learning, the conveyance of knowledge, what we are here for? Why should we be trying to catch up with others in the innovations that the internet and other mediums have brought to the educational forefront?
- I envision a university known for its accomplishments of being able to deliver a learning product anywhere anytime at the convenience of the learner. What if I could take a class while traveling on a flight to Dallas, TX? What if I could talk about the MBA cruise I just completed where we got 10 days of intensified learning with 200 other classmates and instructors while island hopping and being able to do share the experience with our families? What if I could take a class from my home or dorm room without ever traveling to campus? What if I signed up for a class through my local cable company who billed me for the fees and I could watch or record as I needed? Why can I not start a class on the day I choose and finish when I need to rather than wait on an institutions timeline? What about making sure that each student graduates at a guaranteed cost for a set degree regardless of the timeline? That would sure make us accountable for the proper planning and guidance of each student.
- The future holds one thing for sure, change. We can be out there known for changing and leading or we can take the course IUPUI is now known for and lag behind keeping a reputation of a second tier learning institution struggling to avoid the overshadow of the IU branding. We should step out and lead whether a part of IU or a brand of our own choosing. If we do, the legacy will follow.

#### **What are the assets we can leverage to accomplish this?**

- Beautiful urban campus – campus layout and connectivity to buildings
- Civic engagement and service learning
- Non-traditional students
- If we are a thought leader, we will grow.
- Alumni – Share their experience at IUPUI with others. Get the word out.
- Develop more high school students with college credits.
- School of Philanthropy – Can we turn the expertise and fundraising toward IUPUI? Have the fundraising go toward items that make it a desirable place to work – better daycare, fitness center, etc.
- The people on this campus make the campus what it is. Do we want it to be better? Then we need to do a better job to make it better as a campus.

#### **What are the challenges we face?**

- Housing
- Parking
- Relationship between IUPUI and Purdue University – transfer of credits from PU (some aren't accepted)
- Do a better job of looking at emerging needs in E&T. What is being offered?
- No dental materials program.
- Graduate programs.
- When horizontal growth stops, where do we go from there? Better mass transit system.
- Until we grow our own brand, it will be difficult to be known as IUPUI.
- How can we get a better diverse faculty and staff?
- How do we get ahead with shrinking staff and faculty numbers? Smaller student numbers?
- Jobs similarity, but classifications are different across the schools.
- Figure out HR processes. Make it easier to advance and develop. Better opportunity for promotion. Cut down on some of the bureaucracy.
- RCM makes it difficult to send staff to training and conferences. Some areas have more funds than others.
- Challenge of silo issue. Who is doing what? What are other schools doing in regard to diversity?
- Staff does not have the opportunity to take part in diversity issues as easy as faculty do.
- With new branding and centralization, we may lose identity of IUPUI; we begin to lose our voice.
- Impact of dual credit. Students with many credit hours, but not ready to face a 300 or 400 level class.
- We are not fully utilizing grants within departments.
- Lack in availability of internships in the community. There are a few schools on campus that has connectivity to the state/city government. Could the state government do a fact-finding trip to campus to see what we are about and want?

For Approval: 12-19-12

- There is worry that pushing graduating on time will hurt students in this economy. It would be good to be a school that promotes time to get a degree and not push to get it sooner rather than later.
- Staff Development in schools is not as developed as others. For example, some schools view retreats differently and treat the factions (faculty and staff) differently.
- Our urban setting near a downtown area provides opportunities and also obstacles but IUPUI is about the people that make up the organization and their ability to achieve beyond the limitations of facilities, parking, geography, etc.