

IUPUI Staff Council (SC)

Minutes

October 19th, 2016 ~ University Library Auditorium ~ 2:00-4:00 p.m.

Members and Guests Present: Lisa Elko, Sally Atcheson, Jodie Bailey, Kristy Beach, Kaitlin Bell, Tony Bernard, Susan Bradley, Amanda Briggs, Aimee Brough, Loren Bumbalough, Emily Clossin, Lainna Cohen, Susan Corrie-Franklin, Ali Cotton, Marlene Cox, Mary Cox, Laura Klaum, Gary Curto, Jessica Davis, Caitie Deranek Stewart, Dana Gonzales, Carla Ewing, Mindy Rasdall, Alicia Gahimer, Shelanda Graham, Wayne Hilson, Patti Holt, Marj Hopper, Lans Jameson, Jim Klenner, Ina McBean, Andrew Myers, Tuan Nguyen, Scott Orr, Jamie Owens, Chris Rohl, Pam Ross, Adam Siurek, Kurt Snyder, Heather Staggs, Steven Thompson, Rachel Urso, Etta Ward, Louise Watkins, Mary Westerbeck, Quinyahna Leagre, Liz Whitaker, Cathy Zappia, Cathy Lusch, Camy Broeker, Miriam Murphy, and Juletta Toliver.

Members Absent or Excused: Barb Hanes, Kevin Mouser, Erin Gladstone, David Adams, Theresa Bell, Michelle Benberry, Denise Brown, Cassie Craft, Venus Davis-Wallace, Jennifer Deppen, Dezra Despain, Carol Dill, Jennifer Dowling-Wiley, James Fiddler, Janet Fulper, Joe Goins, Ranna Johnson, Greg Rathnow, Tim Roach, Julia Rodgers, Mansi Singh, Lee Stone, Allison Wheeler, and Beth Young.

Agenda Item I: Welcome and Call to Order

Jim Klenner

IUPUI Staff Council President Jim Klenner called the meeting to order at 2:00 p.m.

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

Jim Klenner

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

Agenda Item III: [Action Item] Approval of Minutes of the September 28th, 2016, SC Meeting
Jim stated that the September 28th minutes had been sent out and placed in the box account. He then asked if anyone had any clarifications or any requests for revisions, changes, misspellings or, punctuation errors. Lisa stated that there were two corrections noted by Emily Wren and those changes had been made and uploaded to the Staff Council Box account. With that the September 28th minutes were approved as written and entered into record.

Agenda Item IV: Report from the President
Jim Klenner

Jim reported the following:

Jim met with Pete Hunter from the IU foundation. Pete is seeking a staff member that would be willing to serve as the Staff Co-Chair for the 2017 Campus Campaign. Pete asked Jim for a few names of anyone he might suggest. Jim had a few names that came to mind but wanted to give anyone interested an opportunity. If interested please let Jim know within the next few weeks. Otherwise, he will contact those individuals he initially thought of.

Jim also made an announcement regarding the United Way. IUPUI's Day of Caring is on Saturday, October 29th. There will also be a United Way Silent Auction and Dessert Showcase on Monday, October 31st at the Campus Center.

Jim reminded everyone about the Chancellors State of the Campus Address that is coming up on November 1st. Lisa advised that this information is also listed on the back of the agenda as well for reference.

Agenda Item V: Report from Human Resources Administration
Juletta Toliver, Interim Assistant Vice Chancellor for Human Resources, jtoliver@iupui.edu

Ritha Ridgeway was present and advised the following regarding benefits:

- Reminder that the Health and Benefits Fair is on Friday, October 21st.
- Open enrollment for benefits is Oct. 31 - Nov. 11.
- Everyone should have received their enrollment packages last week.
- There are some changes to the benefits plans:
 - 12/31/16 will end the domestic partner benefit
 - 2 of the lower bracket packages were increased by \$5000 each (not by class but by salary) so that more people can fall within the range and not be impacted as much in premiums.
 - Eliminating 1 Plan-Anthem high deductible. There will be direct communication with individuals that are on this plan.

Ritha advised that she would stick around for a little bit in case anyone had any questions regarding benefits.

Juletta reported the following:

FSLA update. Supervisors should already have had conversations with those individuals who will be impacted. The individuals impacted will be converted beginning on 11/20 to keep in line with the bi-weekly pay period and for anyone whose threshold was increased those individuals will see that increase beginning 11/1.

Agenda Item VI: Report from Faculty Council Liaison

Miriam Murphy, Director, Ruth Lilly Law Library, mimurphy@iupui.edu

Miriam reported the following:

Miriam gave an update about the IFC's Campus Conversations with the Academic Deans. The following are the six topics that were discussed:

1. Faculty and Staff protections and Concerns
 - What kind of pre-grievance communication opportunities do you offer?
 - Which set(s) of faculty grievance procedures does your school follow
 - Are there emerging faculty/staff concerns we need to be mindful of?
2. Budget Issues
 - How do you see the current RCM model affecting your schools/units ability to plan and respond to changing circumstances?
 - How would you improve communication with the campus budgetary authorities?
 - What impact on your school/unit do you see resulting from:
 - Campus investment in diversity recruitment initiatives?
 - Changes in Chancellors Reallocation?
 - Banded tuition?
3. IU Online
 - What impact on your school do you see in the implementation of IU Online, and what are your plans to accommodate this impact?
4. Financial Concerns
 - What are the most pressing financial concerns related to your school at this time?
 - What are the most compelling opportunities for fundraising or external grants/contracts?
5. Financial Planning
 - What are the implications of the Grand Challenge initiative (in the first and subsequent rounds) on your school?
 - What are your strategies for increasing enrollment/tuition income while maintaining and improving quality?
6. General Question
 - What is (everyone's) perception of the purpose of the campus conversations? What changes have been implemented in the past as a result of previous campus conversations? How might he be improved going forward?

Miriam said that they hope to continue to have more conversations like this in the future.

Agenda Item VII: Update from the Director of Athletics
Dr. Roderick Perry, *Director of Athletics*, perryrd@iupui.edu

Dr. Perry reported the following:

- Strategic Plan-Mission Statement
 - IUPUI Athletics prepares student-athletes for leadership and success through competition at the highest level of intercollegiate athletics.
- Strategic Plan-Vision Statement
 - To be recognized as the standard for academic excellence, student-athlete welfare, competitive greatness, outstanding service, and community involvement with the highest levels of integrity.
- Core Areas of Focus (Academic Success, Athletic Success, Community Involvement, Integrity, Social Responsibility, Student-Athlete Welfare, University Involvement)
 - Academic Success
 - GPA
 - Department has had 15 consecutive terms of 3.0 or higher.
 - In Spring 2016, IUPUI Athletics reported an all-time high 3.36 departmental GPA with more than 70% of all student-athletes finishing better than a 3.0 individually.
 - APR
 - IUPUI had four programs earn public commendation from the NCAA for APR success - men's golf, men's track & field, women's soccer, and women's volleyball.
 - IUPUI had 11 programs outperform national averages in the APR.
 - Jags had 121 student-athletes on the Spring 2016 Academic Honor Roll. 3.00 GPA during the semester in which the student-athlete competed.
 - Athletic Success
 - Men's Cross Country captured a second straight Summit League title and the program's first-ever Indiana Intercollegiate championship.
 - Senior Women's Volleyball standout Kaitlyn Hickey earned the 2015 Summit League Player of the Year honors and became the first player in Summit League history with 1,500 career kills and 1,500 career digs. She was nominated for the 2016 NCAA Woman of the Year Award.
 - Women's Basketball earned a third WNIT berth in a four-year span.
 - Men's Track & Field standout Robert Murphy earned The Summit League Championship MVP and became the program's first-ever NCAA East Regional qualifier.

- Krisztian Somhegyi earned The Summit League Diver of the Year and became the first-ever IUPUI men's diver to compete at the NCAA Championships.
- Head Men's Tennis Coach, Brandon Currie, was voted The Summit League Coach of the Year.
- Strategic Plan-Goals
 - Enhance self-generated (external) revenue and maximize current campus funding to provide first-class services to IUPUI student-athletes that are required to remain competitive against conference and peer institutions.
 - Identify and Implement cost-saving model to maximize the annual operating budget.
 - Increase ticket revenue across all revenue-generating sports by implementing a strategic marketing plan that focuses on certain demographics based on research.
 - Establish an Advisory Board that serves to inform and advance strategic priorities of the department.
 - Collaborate with the IU Foundation to implement a 5-year strategic fundraising plan to enhance annual fund support.
 - Create an intercollegiate athletics facilities plan to ensure a competitive advantage and an optimal academic and athletic experience for IUPUI student-athletes.
 - Collaborate with campus administration to identify and formalize an Athletics Facilities Task Force to complete a Needs Assessment for the department.
 - Work with university and campus administration to identify current space on campus that can be repurposed to meet the needs of intercollegiate athletics.
 - Develop a facilities plan in coordination with university and campus administration for fundraising initiatives.
 - Ensure that intercollegiate athletics is viewed as an integral and valued asset within the IUPUI community and an environment that furthers the recruitment and retention of students.
 - Grow a departmental presence that builds relationships with the campus community to strengthen the department's visibility and furthers the connection between athletics and the academic mission.
 - Actively partner with civic organizations in an effort to strengthen the department's visibility in the greater Indianapolis community.
 - Partner with IUAA to enhance the J-Club and get former Jaguars involved in the department and engage with current student-athletes
 - Implement a unified image and an innovative marketing strategy that advances the unique brand of Jaguars Athletics.
 - Implement the Jaguars Style Guide and a branding approval process that will ensure a consistent look across all platforms.
 - Implement a campus and city advertising strategy in partnership with IU Communications.

- Implement a marketing and fan engagement strategy that Increases the department's social media presence to advance the Jaguars brand.
- Enhance the student-athlete experience by strengthening programming and support that prepares well-rounded graduates for successful lives.
 - Enhance student-athlete welfare by increasing access to health and wellness services.
 - Enhance the student-athlete experience through community service.
 - Implement new traditions to recognize the retention and graduation of student-athletes.
 - Grow the academic support services provided to IUPUI student-athletes to meet the evolving landscape of college athletics.
- Achieve competitive excellence by consistently placing in the top three of The Summit League Commissioner's Cup.
 - Finish 4th or higher in each sport's regular season conference standings, or conference championship for sports that do not have regular season standings.
 - Improve the professional development of personnel to recruit and retain quality coaches and staff.
 - Expand the Men's and Women's Track & Field programs beyond distance events.
- On the Horizon for 2016-2017
 - February 2017 - Hosting the Summit League Men's and Women's Swimming and Diving Championships
 - March 2017 - Hosting the NCAA Division I Men's Basketball First and Second Round
 - March 2017 - Hosting the NCAA Division I Men's and Women's Swimming and Diving Championships
 - April 2017 - Hosting the Summit League Men's and Women's Tennis Championships

To purchase season tickets, go to IUPUIJAGS.COM or email John Rasmussen (jrrasmus@iupui.edu). Men's Basketball single game tickets can be purchased on Ticketmaster or at the Indiana Farmers Coliseum box office during regular business hours. Game day ticket purchases at the Indiana Farmers Coliseum box office may be made beginning one hour before tipoff when admission doors open. Women's Basketball single game tickets can be purchased on game day beginning one hour prior to tipoff when doors to the gym open.

How can you Help?

- Purchase Men's and Women's Basketball Season Tickets or Individual Game Tickets
- Attend IUPUI Sporting Events
- Invite Friends to Accompany You to the Sporting Events
- Invite an Athletics Department Staff Member to Speak at Your Local Civic Club/Event
- Share the Story of IUPUI Athletics!!!

Agenda Item VIII: Update from the Director of Survey Research and Evaluation
Anne Mitchell, *Director of Survey Research and Evaluation*, amitch29@iupui.edu

Anne reported the following:

Anne presented and discussed the results of a staff survey that was taken earlier this year:

Methodology

- In conjunction with Finance and Administration and Human Resources
- Purpose: to measure indicators of job satisfaction and to better understand how prevalent mentoring and performance evaluations are at IUPUI
- Invitations sent to every...
 - Full-time staff member
 - Part-time staff member
- Voluntary and confidential

Participant Characteristics & Response Rates

- CL (Clerical Support Staff) 58%
- HP (Temporary with Retirement) 33%
- HR (Regular Temporary) 21%
- PAE (Prof Staff - Exempt) 52%
- PAO (Prof Staff - OT Eligible) 56%
- SM (Service Staff) 20%
- TE (Technical Support Staff) 37%
- LE (Law Enforcement Staff), NU (Nurse), PN (Practical Nurse) & RS (Research Staff) 43%

Overall Job Satisfaction

- Overall Job Satisfaction
 - Very Dissatisfied/Dissatisfied - 11.3%
 - Neutral - 13.8%
 - Satisfied/Very Satisfied - 75%
- Overall Autonomy and Independence
 - Very Dissatisfied/Dissatisfied - 8.4%
 - Neutral - 11.5%
 - Satisfied/Very Satisfied - 80.1%

Staff Satisfaction

- Professional staff including PAE (68%) and PAO (65%) report higher satisfaction levels with availability of professional service opportunities compared to clerical employees (58%) and other full-time staff (52%).

Training & Prof. Development by Job Type (% being satisfied/very satisfied with the following):

- The amount of training and professional development available to you.
 - PAE Staff - 69.4%
 - PAO Staff - 68.2%

- Clerical Staff - 61.6%
 - Other Full-Time Staff (Technical, Service Maintenance, Research, Law Enforcement, and Nursing Staff) - 59.7%
- The quality of training and professional development available to you.
 - PAE Staff - 70.8%
 - PAO Staff - 69.1%
 - Clerical Staff - 60%
 - Other Full-Time Staff (Technical, Service Maintenance, Research, Law Enforcement, and Nursing Staff) - 60.8%
- Flexibility in your work schedule to allow for training and prof. development activities.
 - PAE Staff - 79.1%
 - PAO Staff - 75.7%
 - Clerical Staff - 66.7%
 - Other Full-Time Staff (Technical, Service Maintenance, Research, Law Enforcement, and Nursing Staff) - 63.2%

Satisfaction with IUPUI Services

- Human Resources Administration
 - Poor (7.7%), Fair (20.7%), Good (50.7%), Excellent (20.9%), Don't Use (7.9%)
- Office of Equal Opportunity
 - Poor (4.7%), Fair (14.7%), Good (56.8%), Excellent (23.8%), Don't Use (41.8%)
- Phone Services
 - Poor (3%), Fair (17%), Good (56.1%), Excellent (24%), Don't Use (13.4%)
- Facilities Services
 - Poor (4%), Fair (16.7%), Good (53.6%), Excellent (25.7%), Don't Use (8.4%)
- Parking Services
 - Poor (25.8%), Fair (32.5%), Good (34.2%), Excellent (7.5%), Don't Use (5%)
- Food Service on Campus
 - Poor (14.1%), Fair (35.9%), Good (41.4%), Excellent (8.6%), Don't Use (13%)
- Technology Services (UITs)
 - Poor (2.9%), Fair (13.7%), Good (49.1%), Excellent (34.3%), Don't Use (4%)
- Police Services (IUPD)
 - Poor (1.4%), Fair (7.5%), Good (53.5%), Excellent (37.7%), Don't Use (23%)
- IUPUI Staff Council
 - Poor (3.2%), Fair (13.3%), Good (60%), Excellent (23.5%), Don't Use (35.1%)
- University Library
 - Poor (.5%), Fair (4.1%), Good (53.5%), Excellent (42%), Don't Use (37%)
- Paws Pantry
 - Poor (1%), Fair (7%), Good (53%), Excellent (29%), Don't Use (66.6%)
- Jag Perks
 - Poor (1.9%), Fair (10.8%), Good (55.7%), Excellent (31.6%), Don't Use (39.1%)

Satisfaction with IUPUI Services (Parking Services, Food Services, and Human Resources):

- Almost all Parking Services comments address dissatisfaction with prices, availability, and service.
- Food Services comments concern a lack of healthy options, frustration with campus policies, and quality of service.
- HR comments primarily discuss dissatisfaction with policies, clear communication in responding to inquiries, and recent staffing changes that impact the overall quality.

Do you have someone at IUPUI you consider to be a mentor/coach for professional development?

- Yes - 32.7%
- No - 67.3%
 - Professional staff members including PAE (36%) and PAO (33%) are more likely to have someone at IUPUI that they consider to be a mentor/coach for professional development compared to clerical (24%) employees.
 - Slightly more than half (51%) of IUPUI staff who do not have a mentor/coach at IUPUI want someone who could fill that role.
 - Professional staff, including PAE (57%) and PAO (57%) are significantly more likely to want someone who can serve as a mentor/coach for their professional development, compared to clerical (42%) respondents or other salaried staff (42%).

Have you received a performance evaluation in the past year?

- Yes - 66.6%
- No - 33.4%
 - PAE (71%) and clerical (71%) staff are most likely to have had received a performance evaluation in the past year. Slightly less than two thirds of PAO (64%) staff have had their performance evaluated, while this is the case for a bit more than half of other full-time staff (53%).

Overall Retention

- I often think of quitting this job.
 - Strongly Disagree/Disagree (56.6%), Neutral (20.9%), Agree/Strongly Agree (22.4%)
- I have considered looking for another job in the past year.
 - Strongly Disagree/Disagree (41.9%), Neutral (11.7%), Agree/Strongly Agree (46.4%)

Conclusions:

- Overall, IUPUI staff rate their job, colleagues, and supervisors positively
- One-third of staff currently have a mentor/coach for professional development. 51% that do not have a mentor would like to have one
- Schools/units are unique
- Some differences across job type exist

Agenda Item IX: Update from the Vice Chancellor for Enrollment Management

Dr. Boyd Bradshaw, *Associate Vice Chancellor for Enrollment Management*, bobradsh@iupui.edu

Dr. Bradshaw reported the following:

After a brief introduction about himself, Dr. Bradshaw shared the following Fall 2016 Enrollment Highlights:

- IUPUI's headcount is below 30,000 for the first time since 2008.
 - The decline this year is roughly half that of 2015
- With the move to Banded Tuition where students pay the same amount for 12-18 credits, full-time undergraduates increased their average credit hour load, leading to an overall increase in credits despite a decline in heads
- Almost 10% more students enrolled in 15 or more credit hours compared to Fall 2015
- New Undergraduate Students
 - Indianapolis set a record for beginning freshmen with 3,761, up 139 (+3.8%) over last year's previous record
 - External transfers (1,266) are down 2.4%
 - Intercampus transfers (247) are up 12.8%
 - Returning students (352) are down 4.9%
- Midwest Student Exchange Program (MSEP)
 - IUPUI joined the MSEP effective Fall 2016
 - Participating colleges and universities agree to charge students from the nine MSEP states of no more than 150% of in-state tuition
 - These students remain non-Resident in the IU system with a special code attached
 - Our standard undergrad non-resident rate is 353% of the in-state rate.
 - With little lead time for promotion, enrollment by new undergraduates from MSEP states more than doubled to 157 this fall (+86, +121.1%)
 - Just over half of the increase is from budget-strapped Illinois
 - We anticipate enrollment will continue to grow as we establish and expand recruiting efforts in these states
 - Some IUPUI graduate programs are participating in MSEP. Due to the lead time for the graduate application process and the timing of the decision to participate, we saw no changes in graduate enrollments from MSEP states this semester.
- Enrollment by Class Standings 2016
 - Freshman- 4,791 (61 less than 2015)
 - Sophomore- 4,288 (280 less than 2015)
 - Junior- 4,291 (28 more than 2015)
 - Senior- 6,210 (190 more than 2015)
 - UG Non-Degree- 710 (53 more than 2015)
 - Graduate- 4,875 (45 less than 2015)
 - Professional- 2,838 (21 less than 2015)

- Grad Non-Degree-298 (7 more than 2015)
- Due to efforts of colleges and universities everywhere to improve their retention and graduation rates, fewer students have transferred to IUPUI in recent years
- Though the rate of decline in transfers was reduced significantly this year (-31, -2.4%), the drop was more precipitous in the Fall of 2014, down 269 heads (-17.2%)
- The cumulative shortfall is now working its way through the class standing pipeline, affecting primarily sophomores this year
- Diversity
 - Campus record international enrollment at 2,010 students (+29 heads/+1.5%)
 - Including IUPUC, IUPUI's total international enrollment is 2,047
 - International students =
 - 7.1% of the total campus population
 - 3.2% of the beginner student population
- Beginning Undergraduate Students
 - The number of beginners with SATs of 1300 and above is up 5%, while those of 1100-1290 increased 9%.
 - 68.6% of all Indiana Beginners have Academic Honors Diplomas, down slightly from last year's record of 69.7%.
 - 21st Century Scholars increased from 26.3% of all Indiana beginners last year to 27.9% in 2016.
- First-Time Full-Time Beginner Retention
 - 75.4% of all 2015 First-Time, Full-Time Beginners enrolled for Fall 2016 (preliminary data)
 - This compares to 74.9% of 2014 First-Time, Full-Time Beginners enrolled for Fall 2015
 - 72.7% of the 2015 21st Century Scholars cohort enrolled for Fall 2016 (preliminary data)
 - This compares to 72.0% of 2014 First-Time, Full-Time 21st Century Scholar Beginners enrolled for Fall 2015
- New Graduate Students
 - Newly enrolled Masters students (1,282) are up 44 heads (+3.6%)
 - New Professional students (618) are flat (-1)
 - New Doctoral students (103) are up slightly (+7, +7.3%)

Agenda Item X: Update from the Executive Vice Chancellor and Chief Academic Officer for Academic Affairs

Kathy Johnson, *Executive Vice Chancellor and Chief Academic Officer for Academic Affairs*,
kjohnso@iupui.edu

Kathy reported the following:

Kathy has been on campus for many years but she wanted to introduce herself and share a little bit about her personal life and describe her role as Executive Vice Chancellor and Chief Academic Officer for Academic Affairs (for which she first served as the interim).

Kathy went on to discuss her desire to reduce the number of interim positions in administration and increase the overall stability of campus administration by filling those positions.

Agenda Item XI: Update from the Interim Vice Chancellor for Finance and Administration
Camy Broker, Interim Vice Chancellor for Finance and Administration, cbroeker@iupui.edu

Camy reported the following:

Camy thanked everyone for all the messages that she had received over the last few days. These messages were in response to the email that was received regarding the Great Central U.S. Shakeout drill that was taking place at 10:20 am on October 20th. Camy asked everyone to do their best to participate.

The purpose of a drill is to discover information gaps - what you do not know - so that corrective steps can be taken. You will be able to share feedback about the drill in a survey that will be available in the email delivery of the IU Notify Drill alert. Read more about the IU ShakeOut and IU's earthquake preparations here: <http://news.iu.edu/releases/iu/2016/10/iu-shakeout.shtml>. Read more about the Great Central U.S. Shakeout here: <http://www.shakeout.org/centralus/>.

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

Special Events Committee:

The Special Events committee met October 17th and discussed the following:

- Blood Drives
 - Wednesday, Oct. 12, 2016 Results: **96 participants; 20 deferred; 76 donated**
 - Wednesday, Apr 5, 2017, 10-2, MedSci, 10-3, Taylor Courtyard
 - Wednesday, July 19, 2017, 10-2, MedSci, 9-2, Taylor Courtyard
- Health & Benefits Fair
 - Sign-up coverage for the staff council booth has been filled
- Holiday Party
 - Theme -- it was decided there would not be a theme, music was discussed as an alternative

For Approval: 10-19-16

- Winter Service Project - A flyer was selected, will be sent out to SC reps on 10/25
- Community Outreach
 - Spring Partner - Committee members in attendance decided the animal shelter would be a good spring project
- 2017 Retreat
 - Venues - no new information was presented

Next meeting: Monday, November 14th, 3-4pm, DS S421

Agenda Item XIII: Question and Answer Period:

Jim Klenner

Questions:

1. According to the Parking and Transportation website and general patrolling by their staff, anyone with a valid IUPUI permit can park in EM spots until 9am. When most of the IUPUI faculty and staff begin their day at 8am or earlier, why is the time not 8am instead of 9am?

The 9am timeframe supports 3rd shift permit holders who may be asked to work past their normal end time as well as provide Campus Housing residents who have a North Campus permit time to move their vehicles in the morning.

Agenda Item XIV: Unfinished Business

Jim Klenner

There was no unfinished business.

Agenda Item XV: New Business

Jim Klenner

[Information Item] IUPUI 50th Anniversary Steering Committee

Kristy Beach, Second Vice President, beachka@iu.edu

Kristy sits on the IUPUI 50th Anniversary Steering Committee and reported the following from their initial meeting:

This is a committee comprised of current faculty, staff, students, alumni, retirees and community members. They are charged with coming up with the plans for the 50th Anniversary celebration (not necessarily how they are going to implement every idea). Several Town Hall Meetings have been scheduled with the various groups in hopes to get more ideas. The committee will meet again in November and December.

For Approval: 10-19-16

Agenda Item XVI: Final Remarks and Adjournment
Jim Klenner

With no further business appearing the meeting was adjourned at 4:00 p.m. The next Staff Council meeting will be November 16th at University Library Auditorium.

Minutes prepared by Lisa Elko, Staff Council Coordinator
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