

IUPUI Staff Council (SC)
Minutes
August 19, 2015 ~ CE 450A ~ 2:00 – 4:00 p.m.

Members and Guests Present: Julia Backus, Kristy Beach, Kaitlin Bell, James Bellamy, Tony Bernard, Camy Broeker, Aimee Brough, Emily Clossin, Jessica Davis, Venus Davis-Wallace, Caitie Deranek Stewart, Carol Dill, Jen Dowling, Jose Espada, Carla Ewing, Deb Ferguson, Rita Flynn, Margo Foreman (alt: Emily Kempfski), Janet Fulper, Dana Gonzales, Barb Hanes, Laura Heathers, Felicia Jackson, Lans Jameson, Karen Lee, Jim Klenner, Lyndy Kouns, Jacob Mark, Anthony Masseria, Camille Meyer, Greg Mobley, Lindsey Mosier, Kevin Mouser, Deborah Neary, Scott Orr, Jamie Owens, Kristi Palmer, Greg Rathnow, Tim Roach, Veronica Rog, Chris Rohl (alt: Tony Bernard), Pam Ross, Liz Rybak, Mansi Singh, Kurt Snyder, Yolanda Taylor (alt.), Rachael Urso, Etta Ward (alt: Geoff Pollock), Mary Westerbeck, John Whelan, and Emily Wren

Members Absent or Excused: Rose Baker, Michelle Benberry, Greg Brenner, Rob Bullock, Elizabeth Bunge, Susan Corrie, Dezra Despain, Dan Hall, Todd Herring, Ranna Johnson, Todd Kirk, Lodema Lines, Dan Mathew, Matthew McKay, Christen Mumaw, Andrew Myers, Brianne Nickel, Terry Wilson, and Cortnee Yarbrough

Agenda Item I: Welcome and Call to Order

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

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

Agenda Item III: Approval of the Minutes of the April 15, May 20, and June 17, 2015, SC Meetings

The minutes of the April 15, May 20, and June 17, 2015, Staff Council meetings were approved as written.

Agenda Item IV: [Information Item] Domestic Partner Benefits

John Whelan, Associate Vice President for University Human Resources

Whelan reported on a policy change regarding domestic partner benefits at Indiana University. He wanted to communicate the change before it reached the university community. In 2002, the university created a policy to give benefits to same sex partners matching those granted to married couples. Same sex couples signed an affidavit stating they would be married if the state allowed it. With the Supreme Court's decision that same sex couples were allowed to be married in all 50 states, the partner benefits are no longer applicable at IU and the policy viewed as no longer needed. The change in policy needs approval by the Board of Trustees.

Whelan held a conference call with leadership of the Faculty and Staff Councils on the IUPUI and IUB campuses as well as the University Faculty Council. Those on the call discussed the change and felt same sex couples needed to have time to make the change in that they may have a marriage planned, but it had not occurred yet. At the end of 2015, domestic partner benefits will cease, while the approximately 50 IU staff remaining (of the original 250 who had signed affidavits at the time of the Supreme Court ruling) with the benefit would be grandfathered in through calendar year 2016.

He has received questions about allowing domestic partner benefits to couples who are heterosexual. Going in that direction would increase the number of couples requesting it. On the other hand, another statement was given about whether allowing this benefit would benefit the university by attracting more faculty and staff. The timeframe for the change in policy seems to be the issue at this time. Purdue University is considering a policy change as well; however, they have six same sex couples remaining with the benefit. They plan to grandfather those couples as they will eventually dwindle off and will no longer be an issue.

Regardless, IU needs to change the policy as the affidavit is no longer usable in its current form. He welcomed comments/questions.

- Is it our responsibility to ask our constituents to seek their input or is “this the way it is?” Whelan said he would welcome input from others. The next Trustee meeting is in October, so there is still time. He wants to be transparent in taking the changed policy to the trustees; however, everything is still up in the air. He still has several constituencies to get information from.
- There should be a consistent question to be asked to all constituencies. Could there be a mechanism to collect information? Whelan said he would give that question back to the council. Does the IUPUI Staff Council want to do a survey? Doing a survey on a university level is not something he wants to do. He prefers to talk to constituencies in person for feedback. Klenner said he likes the idea of communicating to our constituents with a unified message.
- It seems like there are two issues – stop at the end of the year all domestic partner benefits or allow a small number of employees to continue through 2016. Bellamy suggested asking each of the couples if they plan to be married, and if they are not, go ahead and discontinue the benefit. Whelan said no new people would be added after January 1, 2016. The question could be after that, “do you intend to get married?” Why would we add people to the benefit if marriage definition has changed? People in Indiana know about the benefit.
- Anthony Masseria, chair of the LGBT Faculty and Staff Council, said he was glad to hear there may be resolution to the program. He asked who Whelan had already spoken to so that all people receive the information. Whelan said he has primarily been going to the larger bodies of faculty and staff. The Bloomington Profession Council felt it would be better for him to talk to their Benefits Committee. If there are groups that would be more effected than others, he would be interested in knowing. Masseria said he would like to have a conversation with Whelan. He also questioned the affidavit language. Is there any language to compel the employee to go get married if they have not planned to? If a policy is adopted by a certain date and says the benefit would disappear, employees will need to ask themselves whether they will get married or not. If the affidavit spoke to having a committed loving relationship, it might be different, but it does not. Masseria suggested if a survey was going to be done, it should be the 50 couples that remain to see how they would be impacted. Klenner said the employees will be notified in advance of the change.
- Whelan said adding heterosexual unmarried couples to the policy is not on the table, but something that was suggested in one of the meetings. Besides those on the conference call mentioned earlier, he has spoken to human resources representatives around the university, faculty and staff councils, and other individual conversations. The Board of Trustees will be concerned with cost. If we were to broaden the benefit to heterosexual unmarried couples, there would be a significant cost. This question is being asked all around the country. If it is offered, it is estimated to be a 1 to 2% increase in the cost of benefits. Here, that would be millions of dollars.
- Would sometime in September be enough time for feedback? Whelan said mid-to end of September is fine.
- At this time, people are beginning to think about their health benefits for next year, and some people are talking about whether to move here or not and they know the same sex benefit exists. This needs to be kept in mind. Snyder thanked Whelan for talking about this proposed change in policy with the council and asked for more conversations when other benefits are thought of. Whelan said he is trying to get the policy changed now for the very reason Snyder suggested – people are making plans and they need to know what will or will not happen sooner rather than later.
- Regarding research in expanding the benefits, have there been any institutions that have used the benefit to lure in new employees? Whelan said that has not been a part of the research they have done. They have looked more at the cost benefit to extending it would be, however, that is something to consider. Mosier said she would be in favor of seeing the research as she thinks about how her response would be to the change in benefit.

Whelan welcomed comments from members individually by email. He wants to make sure everyone is able to provide input.

Agenda Item V: Report from the President

Jim Klenner

President Klenner reported on the following:

- IUPUI Regatta: Klenner said over the last few years, interest in participating in the Regatta as a council has dwindled. If a SC member would like to get a crew together, let him know.
- The student government will begin to make reports at our meetings in the future.
- He thanked Ward for her participation on the Office for Women Advisory Council. He is seeking a representative for the Pedestrian Safety Committee. If interested, let him know.
- For those on the IU Health network, Box.com does not always work to be able to access to the Staff Council account. Klenner is trying to find a solution.
- Espada asked if someone would be drafting a message that would go to everyone regarding the change in domestic partner benefits. Klenner asked him to draft the message for consideration by the EC.

Agenda Item VI: [Information Item] Update from the Office of Sustainability

Jessica Davis, Director, Office of Sustainability

Klenner introduced Davis as the chair of the Staff Council [Ad Hoc] Committee on Sustainability. Ad Hoc committee chairs do not have to be members of the council.

Davis spoke to the presentation appended to these minutes. She highlighted the following:

- What is sustainability? Sustainability is meeting the needs of the present without compromising the ability of future generations to meet their own needs. For something to be sustainable, it needs to preserve the environment and have economic viability and social equity.
- The Green Paws Program is a program to encourage sustainability on campus. To become a member of the program, one person in a department/office has to be the Green Office (GO) representative and all office employees subscribed to the Office of Sustainability e-newsletter. Points are awarded on certain criteria based on a 1-5 scale with 5 being the absolute best. She asked for feedback on the Green Paws Program before it is implemented on campus.
- Bellamy suggested having more information about sustainability around campus and on the office's website.

Before moving on to other agenda items, Klenner asked the members to introduce themselves.

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

Barb Hanes, First Vice President

Hanes announced the committees as outlined below and invited those who had not selected a committee to do so. The members then met with their committees at tables.

**Staff Council Committee Assignments
2015-2016**

Ad-Hoc Academic Affairs

Chair

Aimee Brough
Jamie Owens

Bylaws

Kevin Mouser

Emily Clossin
Jen Dowling Wiley
Carla Ewing
Kurt Snyder
Terry Wilson

Communications

Elizabeth Rybak

Janet Fulper
Todd Herring
Matthew McKay
Andrew Myers

Diversity, Equity & Inclusion

Rob Bullock

James Bellamy

Jose Espada
Margo Foreman
Matthew McKay
Camille Meyer
Mansi Singh

Faculty Relations

*Non-SC member

Jim Klenner

Aimee Brough
Karen Lee*
Greg Mobley
Etta Ward
Mary Westerbeck

Membership

Kristy Beach

Cortnee Yarbrough

Rewards & Recognition

Barb Hanes

Elizabeth Bunge
Janet Fulper
Lyndy Kouns
Deb Neary
Mansi Singh
Yolanda Taylor

Special Events

Kaitlin Bell

Carol Dill

Greg Brenner
Aimee Brough
Susan Corrie-Franklin
Laura Heathers
Felicia Jackson
Pam Ross
Mansi Singh
Rachael Urso
Etta Ward

Staff Affairs

Lyndy Kouns

Kurt Snyder

Margo Foreman
Felicia Jackson
Greg Mobley
Christen Mumaw
Greg Rathnow
Jen Dowling Wiley

Ad-Hoc Staff Development

Lindsey Mosier

Caitie Deranek Stewart

Rose Baker
Brianne Nickel
Scott Orr
Pam Ross

Ad-Hoc Sustainability

*Non-SC member

Jessica Davis*

Kurt Snyder
Jen Dowling Wiley

Ad-Hoc Technology

Scott Orr

Dan Hall
Todd Kirk

Agenda Item VIII: Report from IUPUI Faculty Council Liaison

Kristi Palmer, IUPUI Faculty Council Liaison

Palmer said guidelines had been written about the usage of the JD degree by staff. There is still debate on the issue, so the IFC will continue the conversation. (Background: The university has written guidelines on how staff can use the earned JD degree initials so as not to give the interpretation that a staff member is giving advice on behalf of the university.)

Agenda Item IX: Unfinished Business

There was no unfinished business.

Agenda Item X: New Business

- Lindsey Mosier announced the death of Marilyn “Jay” Wright. She served over 40 years at IUPUI and was a long-term employee of the School of Law. She served on the Staff Council for three terms.

Agenda Item XI: Update from the Associate Vice Chancellor for Facilities

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

Wren reported on the following:

- It was discovered there is no handicap access along the new portion of New York Street. However, the supervisor of the construction project came out and made two access areas in time for the Indy Eleven soccer game.
- The New York Street construction progress is not as far along as projected due to the amount of summer rain. Drivers are switching lanes to the north side of the street due to utility work. The zig zagging of the lanes are needed to give access to parking lots. The lanes are narrow; however, they are still within code. The medians are being constructed and when completed will include vegetation.
- Michigan Street construction is in the design stage. A meeting will be held in September to talk about it. She anticipates the construction to be worse than New York Street construction. There will be a great deal of construction at the intersection of West Street and Michigan Street. To make it easier for pedestrians to cross, that intersection will be done first hopefully in May 2016. Roach asked what will be done for students crossing Michigan Street as one staff member has hit a student already. Wren said there will be three hawk lights that are used by pedestrians to control traffic when they need to cross: one near California Street (which will make the cars stop), one near the ET service drive, and one near the dental school/Fesler Hall intersection. She asked members to talk to students who look like they are doing dangerous things as pedestrians. Try to practice safety to be a model for others.
- Will there be assistance for finding parking for the fall semester? Wren said there will be. Parking Services is looking for volunteers to help with traffic congestion and direct parkers to lots with spaces.
- Parkers who have parked off campus have had their catalytic converters stolen. Is there any plan for security at those locations? Wren said she has not heard about this issue. She will talk to police enforcement about help in that area.
- Who is in the vacated AO building? What side of the building will the new dental school be built on? Wren said there is no one in the AO building to her knowledge. The demolition of that building is being bid out and has been funded by university administration. Around 45 parking spaces will be built on that space. Vermont Street will eventually go through that area. The School of Dentistry project has not been projected, but is with a consultant. It can be done without taking Oral Health, she thinks. That building will come down eventually, too, but space is needed for its occupants. The School of Dentistry addition was approved at the last Board of Trustees meeting, but the location for it has not been determined.

Agenda Item XII: Report from Human Resources Administration

Camy Broeker, Associate Vice Chancellor for Finance

Broeker said the search for the executive director of HR is progressing. Applications have been received, and campus visits may happen in September. Regarding a question asked at an earlier meeting on the taxability of graduate courses, she spoke about this to university administration and they are doing research on it now – analysis. The discussion is beginning and she thanked the Executive Committee for bringing it to her attention.

For Approval: 9-23-15

Agenda Item XIII: Final Remarks and Adjournment

With no further business appearing, the meeting was adjourned.

Minutes prepared by Staff Council Coordinator, Karen Lee
AD 5002S / 274-2215 / scouncil@iupui.edu / <http://www.iupui.edu/~scouncil>



The IUPUI Office of Sustainability will create a culture of sustainability and advance sustainability in the administrative, academic, research, and community engagement programs at IUPUI.

What is sustainability anyway?

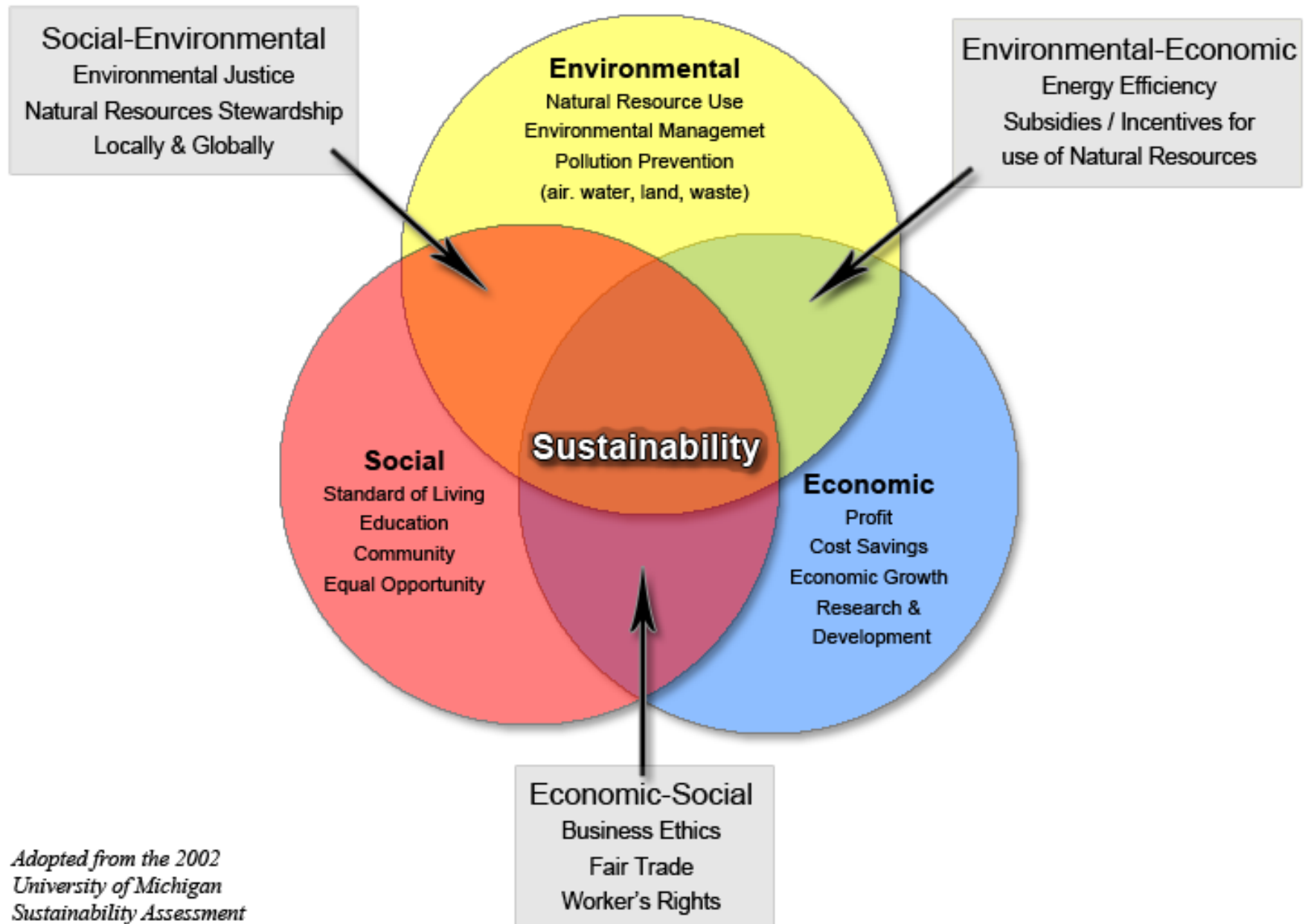


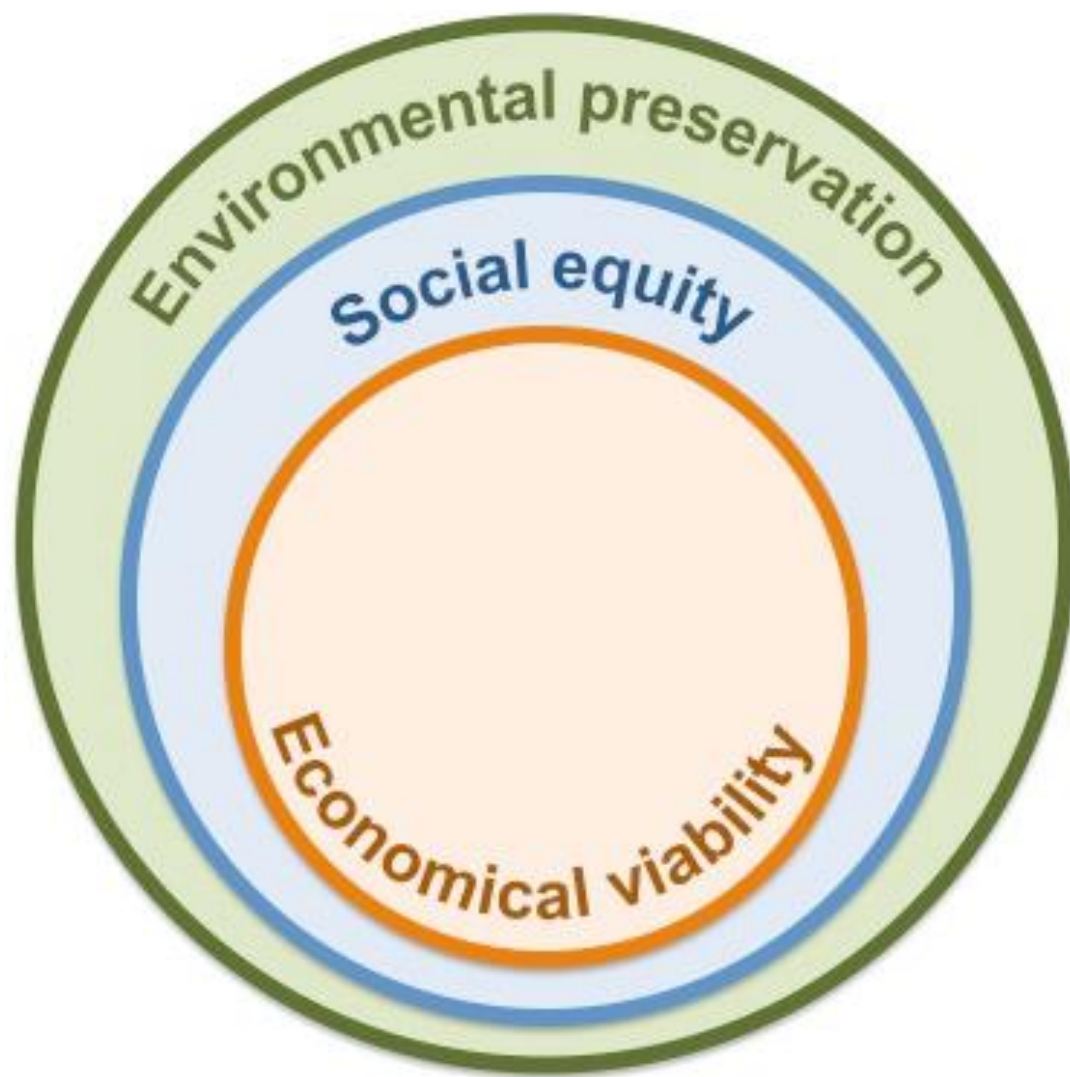
What is sustainability anyway?



Sustainability is meeting the needs of the present without compromising the ability of future generations to meet their own needs.

The Three Spheres of Sustainability





Green Office Certification Program



Take Charge. Go Green.



- **G**etting places
- **R**educe, reuse, recycle
- **E**nergy
- **E**nvironment at work
- **N**ovelty and innovation




- **P**urchasing and procurement
- **A**wareness and auditing
- **W**ater
- **S**olidarity and participation



Pre-requisites

- Green Office (GO) representative
- Office employees are subscribed to the Office of Sustainability e-newsletter





Would you like to stay up to date on the IUPUI Office of Sustainability events & news?

Sign up for our IUPUI Sustain Newsletter today!

Email Address

First Name

Last Name

Preferred format

☒ HTML

☐ Text

Getting Places



🐾 GETTING PLACES	
Activity	Points
Our office employees travel around campus by walking or biking	1
Our office employees travel to lunch by walking or biking	1
Our office employees attend conference/professional development webinars	1
Our office employees have phone or video conference meetings	2
Our office employees take advantage of IUPUI's Flexible Work Arrangement when appropriate	2
Our office employees are educated on alternative transportation options at IUPUI	2
Some of our office employees commute to/from work via walking, biking, public transit, or carpool	3
A majority of our office employees commute to/from work via walking, biking, public transit, or carpool	4

Reduce, Reuse, Recycle



🐾 REDUCE, REUSE, RECYCLE	
Activity	Points
Our office has a dedicated space for battery recycling that office employees are aware of and utilize	2
Our office has a dedicated space for ink cartridge recycling that office employees are aware of and utilize	2
Our office returns all university-owned electronics to IUPUI Surplus for recycling when no longer needed (per IUPUI policy)	1
Our office returns all university-owned office furniture IUPUI Surplus for re-use when no longer needed (per IUPUI policy)	1
All our office printers have been set to print double sided as the default setting	3
All our office printers have been set to print with reduced margins as the default setting	2
All our office printers have print saving software programs installed	3
Our office has eliminated printed handouts from office meetings, and e-copies of agendas and minutes are provided	3
Our office employees use re-usable drinkware at work	2
Our office employees use re-usable silverware and dishes at work	2
Our office has unsubscribed from receiving unwanted junk mailings	3
Our office has common recycling bins available throughout the office	1
All our office employees have a desk-side recycle bin	4
Our office recycles shredded paper	2
Our office has a dedicated space for re-usable office supplies	1

Energy



🐾 ENERGY	
Activity	Points
Our office thermostat(s) is set to 70 in the winter and 76 in the summer (per IUPUI policy)	1
Our office has cleared space near radiators/vents of debris or office furniture for better air flow	2
Space heaters have been completely eliminated from our office	4
During the workday, our office lights are turned off when not in use or when natural light is sufficient	2
All our office lights are turned off at the end of every day	3
Our office has one dedicated printer/copier for our office; individuals do not have their own printing devices in their offices	3
Our office printers/copiers have a sleep mode or auto-off setting that is utilized	1
Our office computers power off after 20 minutes of inactivity (per IUPUI policy)	1
Our office computer monitors are shut down at the end of the day	2
Our common office electrical devices are unplugged when not in use (office toaster, microwave, etc.)	2
Charging cords for phones, laptops, etc. are unplugged when not in use	2
Our office sends emails to all employees before holidays/breaks reminding everyone to power down before departing	1
Personal refrigerators have been completely eliminated from our office	3
Our office closes blinds and shades at the end of the day during the winter heating season	2

Environment at Work



🐾 ENVIRONMENT AT WORK	
Activity	Points
Our common office space has plants	2
All our office employees have a plant in their individual office space	3
Antibacterial soaps have been completely eliminated from our office	2
Harsh cleaners have been completely eliminated from our office and replaced with environmentally-friendly options	2
Our office conducts walking meetings when possible	3
Our office employees are encouraged to have photos of family members, pets, vacations, and other appropriate items on display	1
A majority of our office employees take the stairs rather than the elevator (physically handicap exempt)	1
All our office employees take the stairs rather than the elevator when possible (physically handicapped are exempt)	2

Novelty and Innovation



🐾 NOVELTY AND INNOVATION	
Activity	Points
Our office has a practice that is not listed in the Green Office Certification Program	1-5

Purchasing and Procurement



🐾 PURCHASING AND PROCUREMENT	
Activity	Points
When new office furniture is needed, our office checks IUPUI surplus before purchasing new	2
Our office purchases refillable pens rather than disposable pens	2
Our office purchases paper that is 30% post-consumer waste content and reports this to the Graduate and Professional Student Government for tracking	1
Our office purchases paper that is 50% post-consumer waste content and reports this to the Graduate and Professional Student Government for tracking	2
Our office purchases paper that is 100% post-consumer waste content and reports this to the Graduate and Professional Student Government for tracking	3
Styrofoam products have been completely eliminated from our office	4

Awareness



🐾 AWARENESS	
Activity	Points
Our office conducts assessments of our waste stream one time per semester and submits the results to the Office of Sustainability	3
Our office participated in a tour of Ray's recycling facility	4
Our office assesses our energy usage through the Building Energy Dashboard	2

Water



🐾 WATER	
Activity	Points
Our office has installed sink aerators	2
Bottled water has been completely eliminated from our office	4

Solidarity and Participation



🐾 SOLIDARITY AND PARTICIPATION	
Activity	Points
Our office has a system in place that allows employees to make suggestions on improving office sustainability	1
Our office hosts 1 sustainability-themed event during the year	2
Our office hosts 2+ sustainability-themed events during the year	3
Our office participates in IUPUI Earth Month celebrations	2
Our office displays tips and information on being sustainable in the office	2
Our office participates in a sustainability-themed day of service (Arbor Day/Campus Kitchen)	4
Our office incorporates sustainability into new staff orientation	3
Our office engages with the Office of Sustainability on social media	2
Our office has submitted a GO Tail to be featured in the Office of Sustainability's e-newsletter	3
Our office employees are subscribed to the Office of Sustainability e-newsletter	1
Our office has recruited another office to become involved in the Green Office Certification Program	3

Scoring



Award Level	Score
Bronze Paw	15%
Silver Paw	30%
Gold Paw	60%
Green Paw!	90%



Goals

- Educate
- Engage
- Incentivize
- Reward





Jessica Davis, Director

Deb Ferguson, Assistant Director

sustainability.iupui.edu

Facebook: [Facebook.com/IUPUISustainability](https://www.facebook.com/IUPUISustainability)

Twitter: [@IUPUISustain](https://twitter.com/IUPUISustain)