

## From the Desk of Lee Stone, Staff Council President

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Dear IUPUI Staff,

Happy New Year! This is a common greeting heard this time of year, but have you ever asked yourself what would it take to make 2013 happy? Although this new year has started off with a smaller paycheck due to increases in taxes and health care premiums, I truly believe we can make 2013 a great year. A year that when we look back on December 31<sup>st</sup>, we will be able to call it a happy one. Here are a few reasons why:

**The Future Looks Bright:** We are beginning an intense month of meetings for strategic planning. The Staff Talent Task Force is part of the umbrella strategic initiative: Develop Faculty and Staff. This task force has been given the following charge from EVC Nasser Paydar:

IUPUI's dedicated staff is chief among its assets and strengths. As IUPUI embarks upon a new vision and strategic plan, we must plan to invest in and develop our staff in order for individuals to realize their fullest potential, contribute to institutional excellence, and succeed in this rapidly changing higher education environment. As part of this, IUPUI will revisit its policies, approaches, and resources related to staff to ensure that the campus is well-positioned to attract, develop, retain, support, reward, and advance its staff talent.

The Task Force on Staff Talent is charged with: (1) identifying current initiatives, best practices, and future trends related to staff development; and (2) making specific recommendations that can foster IUPUI's ability to find, retain, and develop its staff talent. In conducting its work, the Task Force might consider the following as suggested questions for framing its discussions:

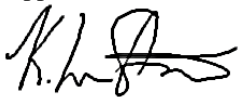
- What can IUPUI do to become the employer of choice in Central Indiana?
- What roles do IUPUI staff members play in support of the campus mission?
- What can IUPUI do to provide enhanced opportunities for professional growth and development for its staff?
- What improvements can we make in our processes and policies with respect to staff at IUPUI?
- What can we do to promote work-life balance for staff?
- What additional support do current administrators need to provide best practice leadership and support for our staff?
- How can we use mentoring and other approaches to provide an inclusive, supportive environment for staff?
- What do we need to do to better identify and develop future administrative leadership talent from within our staff workforce?
- How can we assure that staff maximize their potential for professional development and advancement at IUPUI?

Having an opportunity to hold the discussions above with the IUPUI leadership planning our future will allow us to create an atmosphere that promotes development of our staff which will give our staff the opportunity to realize their fullest potential, contribute to institutional excellence, and succeed in this rapidly changing higher education environment.

**You are Part of the IUPUI Family:** I can think of several instances in the past year where our staff came together to help each other out in difficult situations. It is truly a blessing to be part of an organization where you see people offer a helping hand to others in need. Many in the IUPUI family have gone out of their way to help others in need which is refreshing to see in a world where we are often surrounded by individuals who only look after themselves. I am sure some of our task force teams are in search of ways to continue to help our IUPUI family members out as well as give back to our community.

**Our Voice is Growing Stronger:** The IUPUI Staff Council has more members on university committees as well as members participating in more Staff Council committees than ever before. We are being given a seat at the table in planning discussions and policy development that impacts the university. As we work to improve communication with our Affinity Councils, councils on our sister campuses, and our union employees, I look for even more growth as 2013 advances.

I look forward to working with the Staff Council and our constituents in 2013, and I am wishing all our staff a "Happy New Day" because a year is made up of 365 days and each day brings a new opportunity for happiness. So here's wishing that each new day brings you Happiness, Prosperity, and Success in 2013.



K. Lee Stone, President

### For Your Information

- [Volunteer Activities](#) from the SC Community Outreach Committee (Indianapolis Humane Society and Joy's House)
- [SC Member Feature](#): Patrice Roulette Landis (School of Social Work)
- [Greening IUPUI Grant](#)
- ["My Healthy Habits" App Helps Get Rid of Excuses](#)
- [Free Chinese Mandarin Classes to IUPUI Faculty and Staff](#)
- [Happy Data Privacy Month!](#)
- [Call for Faculty and Staff Nominations: Susan Buck Sutton Award for Study Abroad](#)
- [Single-Stream Recycling](#)



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