

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

**April 15, 2015 ~ Campus Center, Room 405 ~ 2:00 – 4:00 p.m.**

**Members and Guests Present:** Rose Baker, Kristy Beach, Kaitlin Bell, James Bellamy, Camy Broeker, Greg Brenner, Aimee Brough, Denise Brown, Rob Bullock, Elizabeth Bunge, Emily Clossin, Julia Daley-Backus, Venus Davis-Wallace, Carol Dill, Jose Espada, Carla Ewing, Rita Flynn, Margo Foreman, Alicia Gahimer, Dana Gonzales, Dan Hall, Barb Hanes, Laura Heathers, Todd Herring, Patti Holt, Felicia Jackson, Lans Jameson, Ranna Johnson, Melissa Lavitt, Karen Lee, Todd Kirk, Jim Klenner, Lyndy Kouns, Matthew McKay, Camille Meyer, Greg Mobley (alt: Taylor Bennett), Lindsey Mosier, Kevin Mouser, Andrew Myers, Deborah Neary, Scott Orr, Kara Peterson, Greg Rathnow, Dawn Rhodes, Kathy Risacher, Tim Roach, Veronica Rog, Tanika Scott, Kurt Snyder, Lee Stone, Yolanda Taylor, Louise Watkins, and Emily Wren

**Members Absent or Excused:** Michelle Benberry, Gary Brackett, Pam Clinton, Nicole Collins, Susan Corrie, Leslie House, Summer Layton, Rachael Limbach, Lodema Lines, Dan Mathew, Christen Mumaw, Brianne Nickel, Dawn Rodney, Liz Rybak, Caitie Deranek Stewart, Rachael Urso, Terry Wilson, and Cortnee Yarbrough

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

IUPUI Staff Council President Lee Stone 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: [Action Item] Approval of the Minutes of the March 18, 2015, Meeting**

The minutes of the March 18, 2015, Staff Council meeting were approved and entered into record.

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

Lee Stone

President Stone reported on the following:

- The council had a successful blood drive on April 8. 66 people donated in total. A more complete report is listed under committee reports from the Special Events Committee.
- The School of Dentistry collected 26 pounds of bottle caps for the student drive to secure a bench.
- The Staff Development Committee was able to secure funds from the campus conference fund for the June 2 mini-conference.
- The Staff Development Committee is sponsoring three internal awards: Outstanding Committee Chair, Outstanding New Member, and Member of the Year. The award deadline is May 31, and they will be given at the summer retreat in July.
- The Health and Wellness Committee that Stone participate on would like feedback on the recently released report by May 15. Karen Lee was asked to send the report to the council for their response. The responses will be summarized and sent back to Silvia Bigatti, committee chair.

### **Agenda Item V: Report from Human Resources Administration**

Camy Broeker, Associate Vice Chancellor for Finance

Broeker reported on the following:

- The search for the executive director of human resources has chosen a search firm. The goal is to have the position filled during the summer.
- Kerri Dabbs, director of occupational development and training, has the next round of courses ready. The catalog should be published shortly.
- The HR website is being revised.

- Question: When there is a vacancy of top level management, how critical is that? Rhodes said positions need to be filled and Broecker is doing her best to work on this as she also works in her finance role. Broecker said administration sometimes takes the time to think about the position and whether it can be done differently or in better way before the advertising and search begins.

#### **Agenda Item VI: [Information Item] Indiana Members Credit Union**

Tara Lambert, Business Development Officer

Lambert distributed promotional items and a flyer about the credit union (flyer attached to the minutes). Her job focus has been to reestablish the relationship with IUPUI the credit union once had. The credit union started on this campus in 1956, and they have been able to move to a \$1.25 billion entity. She can assist you with events by providing information or giveaways, popcorn, t-shirts, etc. The credit union offers all the services big banks do. If you are a faculty or staff member, the credit union is offering \$50 off opening an account.

#### Questions:

- Foreman asked if it is possible to request an ATM for a building. Lambert said there are nine ATMs currently on campus, but she is not sure how to get one placed in a building. Broecker said the campus manages the ATMs on campus. She is willing to work with Foreman on getting an ATM in the LV building if the numbers needed make it possible.
- Is the IMCU partners with other credit unions? Lambert said the credit union does not participate in shared branching, but the ATMs are usable by other institutions.
- As many of the branches are out of town, could there be a mid-town branch perhaps in Broad Ripple? Lambert said they are looking at other branches, but for now they are focusing on technology to make services better.

#### **Agenda Item VII: [Information Item] Office of Equal Opportunity Annual Report**

Kim Kirkland, Director, Office of Equal Opportunity

Kirkland presented the report attached to the minutes and highlighted the following:

- The Office of Equal Opportunity (OEO) has two staff members who hear complaints. Of 206 complaints, it is hard for them to address everything. The complaints include complaints by students, staff, faculty, and visitors. Sexual harassment is still the largest issue and will be as sexual assault, sexual harassment, and Title IX incidents need to be counted by law. If a student complains about sexual harassment, the Office of Student Affairs handles it. If a faculty or staff member complains about sexual harassment, OEO handles it.
- Kirkland is the Title IX deputy coordinator for this campus.
- Staff raises issues of retaliation more than any other group.
- The campus is required to provide training on Title IX for new employees.

#### Questions:

- On the first chart, how is LGBT data counted? Kirkland said the government does not require the university to track that data. As of this October 2014, the university is required to track veterans and those with disabilities. The campus asked if we could recode to self-identify; however, most people did not want to identify. Only four people self-identified with a disability. We cannot do much about those who will not self-identify. Foreman said the affinity groups are broken and are trying to regroup to help in that regard. On the recruitment side, the way we recruit is not family oriented. Hispanics have family issues that are important to them. They believe the university should “put your money where your mouth is.” They believe we do not really say anything that

says we want them. Kirkland said if we do not do outreach to get Hispanics to apply, they are not going to. We need to do more outreach and recruiting to attract people to our jobs.

- Has OEO seen an increase in Title IX complaints? Kirkland said until the “Dear Colleague” letter was issued in 2011, most student complaints came from athletics. The Violence Against Women Act has changed that. Emily Springston is the university Title IX coordinator. Each campus’s Title IX coordinator meets to talk about various issues including measures for students who have title IX concerns. Title IX now has a lot of “teeth” with the “Dear Colleague” initiative.
- With students living on campus, will we expect to see more issues arise with sexual assault? Kirkland said yes. Complaints have come from The Tower already. Rhodes said it has happened in prior years, but off campus. With Title IX reporting requirement, it has to be reported.
- Are there definitions of some of the wording, such as “hostile work environment?” Kirkland said you can look up these definitions, but the definition is in the eye of the beholder. What you think is offensive, others may not. Her office has to look at it as a policy violation.
- When people are asked to identify themselves as disabled, are they to put their name on it or is it anonymous? Kirkland said that since the process is in Onestart, you have to list your name. However, it is confidential. We do not report names; just statistics. Foreman said the federal guidelines that say you have to present information in a certain way, so we do not have a lot of room to change things.
- If the university is serious about LGBT, we should be tracking it. Kirkland said she understands and she has asked that this be part of the survey for people to self-identify; however, university administration did not agree. She will keep pushing.

#### **Agenda Item VIII: [Information Item] Parking / Indy Eleven**

Dawn Rhodes, Vice Chancellor for Finance and Administration

Sheri Eggleton, Director, Parking Services

Emily Wren, Associate Vice Chancellor for Facilities

Rhodes spoke to the presentation appended to the minutes and reminded the members of the assignment by the Board of Trustees saying if the university was going to manage parking in-house, we needed to show a profit and standardize parking across IU. She began to outline the changes made over the last year including creating a lower rate for current employees making less than \$30,000 (effective only for the 2013-2014 year; employees hired after July 1, 2014, pay the same rate as other employees), adding more employee spots to the sports garage on the east side of campus, adding 111 spaces to the Blackford Street garage for employees, expanding shuttle hours, and creating North Campus parking permits at a lower rate. Salary is not taken into consideration when determining parking rates. She said it is hard to do the “apples-to-apples comparison” with the corporate world when benefits are considered.

Wren said proposed uses of the strategic reserves were listed in the presentation. The campus will repair some facades of parking garages that are in need of repair. Rhodes added that it is important to have attractive facades to help attract people to the campus.

#### Questions:

- Who can buy a reserved spot? Anyone can buy them.
- Does the target goal for four years include inflation? We are using 2% as our peers do this year. Next year we’ll do another calculation to compare to peers and then what we will pay.
- As trees die, is there a plan to replace them? Wren said we have a certain amount of money we spend each year to replace trees.
- If parking is a premium, why put trees in the parking lot? Wren said campuses deemed as attractive has a more humanized experience. Places that are desert-like do not provide a pleasant place to live

and work. Trees also add oxygen to the environment. President McRobbie's Bicentennial Strategic Plan talks about campus look as being a priority. The goal is to provide beauty to the campus.

- What is the timeframe for when the parking lot outside the Campus Center will be finished? Wren said not until after New York Street has changed to a two-way street.
- Is the bike share temporary? It was relocated. Wren said it had to be relocated due to concrete work in front of Cavanaugh Hall. They will be moved back at the end of next week.
- Can you talk about 10<sup>th</sup> Street parking? Wren said it could be May before spaces there are eliminated. The project is in the bidding stage. Talk to Sheri Eggleton about it.
- Every year, snow removal destroys the parking blocks. Are you going to continue to replace them each year to destroy them again? Wren will let Eggleton address that in her remarks.
- Herron gets a lot of visitors looking at the exhibits. Signage isn't good in the sports garage as that is the biggest complaint by visitors. It's hard to figure out what side is for the visitors. Eggleton said that is on their list to improve.

Rhodes concluded by thanking the parking services staff who stayed in their positions when others jumped ship when they didn't know what would happen with parking. Many of the things we are currently doing, they already had on their radar screen and she felt they are doing a good job.

### **Agenda Item IX: Update from the Associate Vice Chancellor for Facilities**

Emily Wren, Associate Vice Chancellor for Facilities

Wren reported on the following:

- Demolition of the sloped Natatorium roof began this week.
- The School of Physical Education and Tourism is adding another floor to the auxiliary gym.
- The three-phased project with the Program in Intensive English (PIE) commences the beginning of May in Cavanaugh Hall. Enrollment Services will switch spaces with this project.
- Exterior work includes new roofs on Long Hall and the Science Building. Fesler Hall has porch problems and improvements will be made to its exterior.
- Business/SPEA is getting new flooring.
- Cavanaugh Hall is moving to the next phase of restroom renovations.
- Classroom work is being done in ES, BS, and IT building. Work ranges from either large renovation to furniture replacement.
- Sidewalk replacement is being done outside University Library with paver replacement. She asked if you see a problem with a sidewalk, send her, Donna Kent, or Steve Stringer an email.
- Parking garage projects are happening.
- A stop light will be added to Riley Hospital Drive in front of the Outpatient Garage. The yellow light there now has been deemed a treacherous area with children present and will be changed to red.
- The Gatch Hall connector will be repaired this summer.
- University Hall is on schedule. Substantial completion will be by the end of the month. Most inhabitants will be moved in June. Furniture will be delivered in May.
- It is hoped the demolition of the AO building will happen during the summer.
- Parking spaces have been taken out of service for the new campus housing project. EM parkers were given more surface lot parking with students shifted to garage parking in the interim.
- A huge chunk of Wishard buildings will be demolished this summer beginning in May. The campus is moving forward with demolition without the decision being made by IU Health on whether they will build a new hospital or relocate. The property is being leased to IU Health if they decide to build on it. We still own the property.

- A bicycle registration policy is in the final comment stage. There will be a small registration fee so that your bike can be tracked in case it is stolen. The new policy would take place on July 1, but we may start it before then. There is no penalty if you do not register your bike.
- Regarding the movement of New York Street to a two-way street, there is a comprehensive article in the *Indianapolis Star*. Question: When the construction starts and the streets are down to two lanes, it causes a huge traffic problem. People block the cross streets, so no movement happens. Wren said we all have to work together on this. If the design team from DPW has not thought of everything, we will rethink the way the traffic flows to help while the change is made.
- Is there a timeline or announcement for the new hospital? Wren said she has not heard and has no information to share.
- When will the new parking rates be shared? Eggleton said they would be posted in the next few weeks.
- Where are the funds going that is made from Indy Eleven? Wren said it is earned income that is being used to help offset the parking permit costs. Income is only received from people who choose to park in the garages. The surface lots were part of the contract signed with the league.

### **Agenda Item X: [Information Item] Chancellor's Search**

Emily Wren, Staff Representative on the Search Committee

Wren serves as the staff representative on the search committee for the IUPUI chancellor. She wanted to introduce herself as she wanted everyone to know she is a staff member with staff member concerns – not just an administrator. She began at IUPUI in 1981 in the School of Business and was in charge of the MBA program administratively. She then moved into space work on the campus. For the past 25 years, she has been in the area she serves now. She has 118 staff members in the Campus Facility Services area – not counting service maintenance employees.

The search committee has been charged by the president to bring qualified applicants for chancellor. The search is internal with a deadline for applications by April 10. The position will be open until it is filled. The job is not to hire or make a decision, but to screen and make a recommendation to the president. Campus visits will be tentatively May 10. Stakeholders will be notified to attend a forum to meet the candidates. There will be one for staff, one for faculty, and another for students. There will be a forum for each candidate. People can ask questions and feedback will be welcomed electronically. She welcomes thoughts now. Questions will be scripted so that each candidate will be asked the same thing. She could not share the number of candidates that have applied at this time. It is a confidential search. If a candidate is not found, an interim would be appointed and an external search conducted.

Stone thanked her for acting for the staff during the process.

### **Agenda Item XI: Standing and Ad Hoc Committee Reports and Other Standing or University Committee Reports**

The following reports were given orally:

- Membership Committee (Alicia Gahimer, Chair): Gahimer said unit representative voting closes on April 30. The nominations for the Executive Committee positions are open now. You are encouraged to nominate yourself for the open positions of second vice president, corresponding secretary, and at-large. The nomination forms are due at midnight on May 6.
- Committee on Diversity, Equity, and Inclusion: Bellamy reported on the Cesar Chavez dinner held on March 29. The event was well attended and diversely. His table included a same-sex couple and a student of Middle Eastern descent. The atmosphere was great; the dinner was delicious. The Hispanic community was well represented. He spoke briefly about the guest speaker. He thanked

the SC purchasing tickets for the dinner and placement of an advertisement in the programs for diversity events.

The following reports were submitted as written reports and are included here unedited:

- Special Events Committee (Kristy Beach and Cortnee Yarbrough, Co-Chairs): We had another successful blood drive on April 8. Medical Science: **22 donated**; Taylor Hall Mobile Units: **44 donated**. Each donation translates into three transfusions that can help a patient. That could mean all three transfusions go to one person or three to three patients – so the donation translates into transfusions – 198 transfusions; that is amazing! Thanks to those of you who donated, helped with the SC items or just spread the word about the drive. The Annual Retreat is coming up and we are finalizing the morning speaker and afternoon breakout sessions. Don't forget to mark your calendar – Friday, July 24, at the Indianapolis Museum of Art! We hope to see you there!
- Staff Development Committee (Lindsey Mosier and Caitie Deranek Stewart, Co-Chairs): The Staff Development Committee has been working hard! We received 13 applications (compared to 3 for our first round of funds) for the Staff Council Professional Development Grant ending April 1. The selection committee provided scoring for the grant applicants and recipients will be notified of their award as soon as possible. We are excited to announce that we received grant funding through the Office of Academic Affairs Conference Fund, to cover half the cost of this conferences associated fees. The Staff Council's Communication Committee is working to finalize the flyer to share campuswide. Please be sure to register for this Mini-Conference and encourage your constituents to attend too! Save the date, June 2, 2015! Register at: <https://www.surveymonkey.com/r/minicon>.

#### **Agenda Item XII: Unfinished Business**

There was no Unfinished Business.

#### **Agenda Item XIII: New Business**

Barb Hanes, first vice president, said that 1,284 Duo tokens were activated of the more than 4,800 distributed. She asked the members to tell their constituents that if they have a Duo token, they need to get it activated by April 21. The Duo tokens are taking over the OTP tokens. If the token is not activated by April 21, you will not be able to do your work. A question was asked about what to do with old tokens. Hanes said it is up to your department to determine how to dispose of them. There is a collection point.

#### **Agenda Item XIV: Report from the Chancellor's Academic Liaison**

Melissa Lavitt, Senior Associate Vice Chancellor for Academic Affairs

Lavitt reported on the following:

- Applications have been receive for the Leadership 2.0 program. The applications will be reviewed to narrow down the applicants to 20.
- The e-dossier system is being rolled out. This is the system that will handle the promotion and tenure documents electronically. Three dossiers were piloted in the School of Education last year. The School of Medicine has already started uploading dossiers. Training workshops will be held. A question was asked if there was a place to do letters in the program. Lavitt said the FAQs, etc., have yet to be received from IUB, so that's why they have developed the work-around for now. You will have full access until someone hits the "submit" button.
- Lavitt is in search of a robust communication plan. They are concluding the Blue online evaluation system and need a communication plan to roll out the information about it. If there are opportunities where she can give an update on it in the schools, let her know.

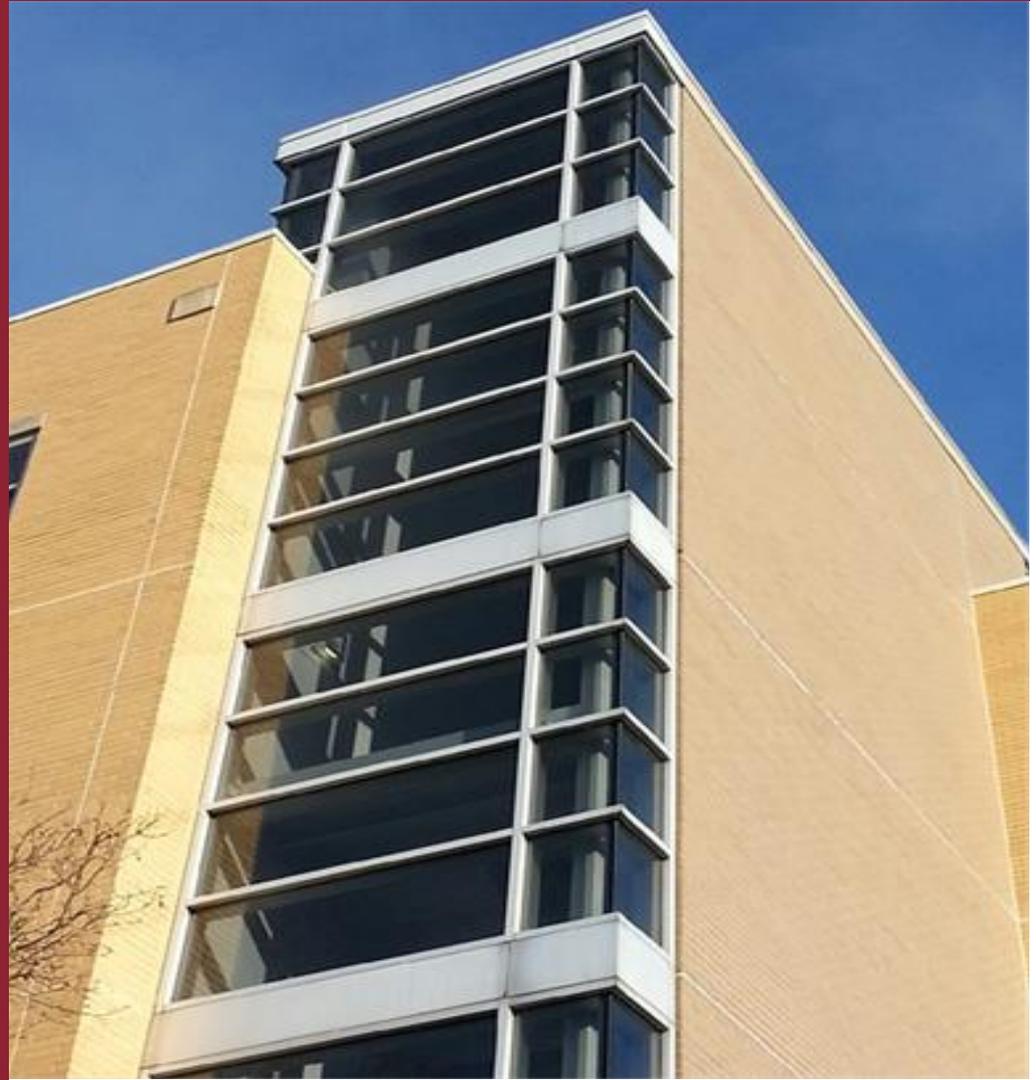
For Approval: 8-19-15

**Agenda Item XV: Final Remarks and Adjournment**

With no further business appearing, the meeting was adjourned.

Minutes prepared by Staff Council Coordinator, Karen Lee  
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Indiana University Purdue University Indianapolis  
Office of Equal Opportunity  
**ANNUAL REPORT 2015**



## 2014-15 Annual Placement Goals Women & Minorities

Annual Placement Goals by Percentage								
Job Group	Fem.	Min.	Black	Hisp.	Asian	Nat. Am.	NHOP I	Two+
Tenure/TT Faculty & Library	<b>44.00</b>	20.00	5.00	<b>4.00</b>	11.00	0.00	0.00	0.00
Clinical & FT Non-T Faculty	43.00	23.00	5.00	<b>4.00</b>	14.00	0.00	0.00	0.00
Other Academic: Visitors & PT	45.00	20.00	6.00	<b>4.00</b>	9.00	0.00	0.00	1.00
Executive Management	42.31	19.95	5.05	<b>4.17</b>	<b>10.67</b>	0.04	0.01	0.02
Professional Staff	58.69	12.66	6.80	<b>2.64</b>	2.57	<b>0.32</b>	0.03	0.30
Clerical Staff	85.36	19.17	14.89	<b>2.23</b>	1.26	0.34	0.00	0.45
Technical Staff	53.23	20.42	11.89	<b>3.51</b>	3.67	<b>1.08</b>	0.00	0.28
Skilled Craft	6.24	12.40	8.10	<b>3.01</b>	<b>0.95</b>	0.21	0.00	0.13
Service Maintenance	30.22	35.86	22.96	<b>11.04</b>	0.90	<b>0.63</b>	0.13	0.21

**Percentages marked in red indicate campus goals where underutilization exists.**

## Incumbency vs. Availability Analysis Veterans (7.2% Availability)

Job Group	Category	Incumbency No.	Incumbency %	National Benchmark (7.2%)	Less than 80%
Tenure/Tenure-Track Faculty and Librarian	Veteran	32	2.3	31.7%	Yes
	Non-Veteran	1,372	97.7		
Total – 1404					
Clinical and Full Time Non-Tenure Faculty	Veteran	33	2.4	34.0%	Yes
	Non-Veteran	1,370	97.6		
Total – 1350					
Other Academic: Visitors and Part Time	Veteran	47	2.6	36.3%	Yes
	Non-Veteran	1,749	97.4		
Total – 1796					
Executive Management	Veteran	4	3.1	43.1%	Yes
Total - 129	Non-Veteran	125	96.9		
Professional Staff	Veteran	71	3.1	42.8%	Yes
Total -2304	Non-Veteran	2,233	96.9		
Clerical Staff	Veteran	16	1.8	24.4%	Yes
Total – 910	Non-Veteran	894	98.2		
Technical Staff	Veteran	23	3.9	53.6%	Yes
Total – 596	Non-Veteran	573	96.1		
<b>Skilled Crafts</b>	Veteran	15	12.9	179.6%	<b>No</b>
Total - 116	Non-Veteran	101	87.1		
Service Maintenance	Veteran	18	5.3	74.2%	Yes
Total – 337	Non-Veteran	319	94.7		
Total	Veteran	259	2.9	40.2%	Yes
	Non-Veteran	8,683	97.1		

## Incumbency vs. Availability Analysis Individuals with a Disability (7% Availability)

Job Group	Category	Incumbency No.	Incumbency %	National Benchmark (7%)	Less than 80%
Tenure/TT Faculty and Librarian	Disability	17	1.2	17.3	Yes
	No Disability	1,387	98.8		
<b>Total – 1404</b>					
Clinical and F.T. Non Tenure	Disability	5	0.4	5.3	Yes
	No Disability	1,345	99.6		
<b>Total – 1350</b>					
Other Academic: Visitors and P.T.	Disability	0	0	0.0	Yes
	No Disability	1,796	100		
<b>Total – 1796</b>					
Executive Management	Disability	0	0	0.0	Yes
	No Disability	129	100		
<b>Total - 129</b>					
Professional Staff	Disability	7	0.3	4.3	Yes
	No Disability	2,304	100		
<b>Total -2304</b>					
Clerical Staff	Disability	11	1.2	17.3	Yes
	No Disability	899	98.8		
<b>Total – 910</b>					
Technical Staff	Disability	6	1.0	14.4	Yes
	No Disability	590	99		
<b>Total – 596</b>					
Skilled Crafts	Disability	0	0	0.0	Yes
	No Disability	116	100		
<b>Total - 116</b>					
Service Maintenance	Disability	7	2.1	29.7	Yes
	No Disability	330	97.9		
<b>Total – 337</b>					
<b>Total</b>	Disability	53	0.06	8.5	Yes
	No Disability	8,889	99.4		

## Summary of Faculty & Professional Staff Recruitment, Appointments, and Separations

	Faculty					Professional Staff			
	2014	2013	2012	2011		2014	2013	2012	2011
<b>Total Applicants</b>	3,660	3,134	3,411	4,713	Applicants	21,895	21,637	21,990	22,785
<b>Total Appointments</b>	283	306	294	249	Appointments	435	410	434	359
<b>Total Exceptions Approved</b>	12	8	8	8	Total Exceptions Approved	9	7	8	7
<b>Total Exceptions Denied</b>	0	3	2	0	Total Exceptions Denied	0	2	2	1
<b>Total Separations</b>	248	223	195	209	Total Separations	293	260	272	339
<b>Pending Appointments</b>	15	9	10	34	Reclassifications	132	148	142	99
<b><u>Search Exception Justifications:</u></b>					<u>Search Exception Justifications:</u>				
<b>Programmatic Need</b>	7	4	4	6	Programmatic Need	8	3	4	4
<b>Target of Opportunity</b>	2	2	2	0	Target of Opportunity	1	2	1	3
<b>Transfer</b>	1	0	0	0	Transfer	0	1	3	0
<b>Spousal Accommodation</b>	2	2	2	2	Spousal Accommodation	0	1	0	0

# Employment Monitoring Activity By Constituent Group

## Faculty

	Fem	Male	Unks	Total	Asian	Black	Hisp.	N.Am.	NHOPI	Two+	White	Unk	Total
Applicant	555	862	2,243	<b>3,660</b>	393	107	60	2	0	18	836	2,244	<b>3,660</b>
Appointment	149	134	0	<b>283</b>	53	15	3	0	0	9	203	0	<b>283</b>
Pending Appt.	5	4	6	<b>15</b>	1	1	0	0	0	0	6	7	<b>15</b>
Exceptions	8	4	0	<b>12</b>	2	3	1	0	0	0	6	0	<b>12</b>
Separations	101	147	0	<b>248</b>	51	9	3	1	2	3	179	0	<b>248</b>

## Professional Staff

	Female	Male	Unks	Total	Asian	Black	Hisp.	N.Am.	NHOPI	Two+	White	Unk	Total
Applicant	12,555	7,802	1,538	<b>21,895</b>	1,184	4342	573	44	9	409	13757	1,577	<b>21,895</b>
Appointment	309	126	0	<b>435</b>	17	48	2	1	0	11	356	0	<b>435</b>
Exceptions	8	1	0	<b>9</b>	0	4	0	0	0	0	5	0	<b>9</b>
Reclass.	75	57	0	<b>132</b>	4	13	1	0	0	2	112	0	<b>132</b>
Separations	201	92	0	<b>293</b>	15	36	1	0	0	4	237	0	<b>293</b>

**\*Excludes Adjunct, Part-time, Postdoctoral, Visiting & Volunteer**

**Legend: Unks: Unknown Gender, Wht: White, Blk: Black, Asn: Asian, Hsp: Hispanic, Ami: American Indian, Unk: Unknown Ethnicity**

## Four-Year Snap-Shot Separations

Faculty	2014	2013	2012	2011
18/20 Retirement	17	20	25	30
Cancellation of Hire	1	1	0	5
Death	10	7	9	5
Emeritus Retirement	7	9	5	2
End Appointment	18	6	22	20
ERIP - Retiree Status	19	31	10	6
IU Retiree Status	18	8	7	6
Multiple Jobs Situation	0	4	1	2
Other	2	2	1	3
Resignation	156	135	115	130
<b>Total</b>	248	223	195	209
Professional Staff	2014	2013	2012	2011
18/20 Retirement	0	0	2	2
Cancellation of Hire	6	4	0	2
Death	1	0	1	0
End Appointment/Expired Contract	2	2	1	1
ERIP - Retiree Status	34	0	0	49
Indiana Clinic Employment	9	19	16	65
Ineligible to work in the U.S.	1	0	1	0
IU Retiree Status (RTD)	17	18	11	19
Medical	1	2	5	2
Performance/Misconduct	14	14	13	12
Reduction in Force	22	18	16	22
Resignation	181	177	203	164
Staff Term/Hire to Hourly	5	6	3	1
<b>Total</b>	293	260	272	339

## Top-cited Reasons for Separations 3-Year Snapshot

2014	2013	2011/12
<ul style="list-style-type: none"><li>• Retirement</li><li>• Accepted new position</li><li>• Dissatisfaction with job</li><li>• Interpersonal work environment</li><li>• Relocation other than for new position</li></ul>	<ul style="list-style-type: none"><li>• Accepted new position</li><li>• Retirement</li><li>• Interpersonal work environment</li><li>• Relocation other than for new position</li><li>• Dissatisfaction with job</li></ul>	<ul style="list-style-type: none"><li>• Dissatisfaction with pay</li><li>• Dissatisfaction with job</li><li>• Retirement</li><li>• Conflict with supervisor</li><li>• Limited opportunity for advancement</li></ul>

# Areas of Concern...

## Key Issues

Work Environment (34)	Job Related (31)	Health & Family (14)	Other (39)
<ul style="list-style-type: none"> <li>• Interpersonal work environment</li> </ul>	<ul style="list-style-type: none"> <li>• Limited growth or career opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Primary care responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Return to school</li> </ul>
<ul style="list-style-type: none"> <li>• Conflict with supervisor               <ul style="list-style-type: none"> <li>○ Bad management style</li> <li>○ “Micro-manager”</li> <li>○ Unable to handle conflict</li> <li>○ Disengaged</li> <li>○ Lacked professionalism</li> <li>○ Lacked direction</li> <li>○ Not fair/inflexible</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Dissatisfied with job or pay               <ul style="list-style-type: none"> <li>○ Lack of training</li> <li>○ Heavy workload</li> <li>○ Dissatisfied with type of work</li> <li>○ Slow decision-making process</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Personal health issues</li> </ul>	<ul style="list-style-type: none"> <li>• Retirement</li> </ul>
<ul style="list-style-type: none"> <li>• Conflict with co-workers or colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Workload too much or too little</li> </ul>	<ul style="list-style-type: none"> <li>• Work/life balance and scheduling</li> </ul>	<ul style="list-style-type: none"> <li>• Involuntary separation</li> </ul>
<ul style="list-style-type: none"> <li>• University challenges               <ul style="list-style-type: none"> <li>▪ Politics</li> <li>▪ Budget</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• No regular evaluations</li> <li>• One performance evaluation in 7 years</li> </ul>	<ul style="list-style-type: none"> <li>• Relocation – spouse</li> </ul>	<ul style="list-style-type: none"> <li>• Downsize</li> </ul>
<ul style="list-style-type: none"> <li>• Lack of recognition</li> </ul>	<ul style="list-style-type: none"> <li>• Position temporary and/or visiting</li> </ul>		<ul style="list-style-type: none"> <li>• Gender/Sexual Harassment</li> </ul>
<ul style="list-style-type: none"> <li>▪ Stressful work environment</li> </ul>	<ul style="list-style-type: none"> <li>• Work schedule               <ul style="list-style-type: none"> <li>○ More time off</li> <li>○ Ability to take earned time off in increments of more than one week at a time</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li>• Discrimination               <ul style="list-style-type: none"> <li>▪ Age</li> <li>▪ Race</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Low morale</li> </ul>	<ul style="list-style-type: none"> <li>• Not allowed to make mistakes</li> </ul>		<ul style="list-style-type: none"> <li>• Long commute</li> </ul>
<ul style="list-style-type: none"> <li>• Unprofessional behavior</li> </ul>			<ul style="list-style-type: none"> <li>• Parking</li> </ul>

## 2014 Complaint Data by Approach All Complaints

<b>Female</b>		Consult	Mediate	Investigate	Agency	Total	%
	Faculty	13	2	4	0	19	14%
	Staff*	29	1	5	4	39	28%
	Student*	48	0	26	1	75	54%
	Other**	2	0	0	3	5	4%
	<b>Total</b>	<b>92</b>	3	35	8	<b>138</b>	100%

<b>Male</b>		Consult	Mediate	Investigate	Agency	Total	%
	Faculty	10	0	2	1	13	20%
	Staff*	20	0	7	1	28	44%
	Student*	11	0	2	0	13	20%
	Other**	8	0	0	2	10	16%
	<b>Total</b>	<b>49</b>	0	11	4	<b>64</b>	100%

<b>Total</b>		Consult	Mediate	Investigate	Agency	Total	Percent
	Faculty	23	2	6	1	32	16%
	Staff	52	1	12	5	70	34%
	Student	60	0	28	1	89	43%
	Other*	10	0	0	5	15	7%
	<b>Total</b>	<b>145</b>	3	46	12	<b>206</b>	100%

## 2014 Complaint Data by Basis All Complainants

Complaint Sub-Categories	Consult	Mediate	Investigate	Agency	Total
Academic Environment	10	1	1	0	12
Age	4	1	2	3	10
Communication	5	0	0	0	5
Compensation	2	0	1	0	3
<b>Disability</b>	30	0	0	1	<b>31</b>
Equity Review	0	0	4	0	4
Gender	5	1	2	1	9
Hostile Work Environment	14	0	6	1	21
Human Resources	6	0	2	0	8
Marital Status/Pregnancy	1	0	1	0	2
National Origin	3	0	0	2	5
Other	2	0	0	0	2
Performance	4	1	0	0	5
<b>Race/color</b>	19	0	3	4	<b>26</b>
Religion/creed	3	0	1	1	5
Retaliation	4	0	4	4	12
Sexual Assault	7	0	<b>13</b>	0	20
<b>Sexual Harassment</b>	25	0	<b>14</b>	0	<b>39</b>
Sexual Orientation	2	0	0	0	2
Title IX (relationship violence, stalking)	10	0	<b>5</b>	0	15
Veteran's Status	2	0	0	2	4
Violence in Workplace	1	0	0	0	1
Work Environment	7	0	2	0	9
<b>Total*</b>	166	4	61	19	250

\*There are more bases than complainants because a complainant will often raise multiple issues (i.e. a complainant may allege discrimination based on race, religion and gender, thus three bases).

## 2014 Complaint Data by Approach Female

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	5	1	1	0	7
Age	2	1	1	1	5
Communication	3	0	0	0	3
Compensation	2	0	0	0	2
<b>Disability</b>	15	0	0	1	<b>16</b>
Equity Review	0	0	2	0	2
Gender	3	1	0	1	5
Hostile Work Environment	7	0	3	0	10
Human Resources-Related	3	0	0	0	3
Marital Status/Pregnancy	1	0	1	0	2
National Origin	1	0	0	0	1
Other	1	0	0	0	1
Performance	2	1	0	0	3
<b>Race/Color</b>	12	0	3	3	<b>18</b>
Religion/Creed	1	0	0	0	1
Retaliation	4	0	1	2	7
<b>Sexual Assault</b>	7	0	12	0	<b>19</b>
<b>Sexual Harassment</b>	20	0	11	0	<b>31</b>
Sexual Orientation	1	0	0	0	1
<b>Title IX (relationship violence, stalk)</b>	9	0	5	0	<b>14</b>
Violence in the Workplace	1	0	0	0	1
Work Environment	3	0	0	0	3
<b>Total</b>	<b>103</b>	<b>4</b>	<b>40</b>	<b>8</b>	<b>155</b>

## 2014 Complaint Data by Approach Male

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	4	0	0	0	4
Age	3	0	1	1	5
Communication	2	0	0	0	2
Compensation	0	0	1	0	1
<b>Disability</b>	15	0	0	0	<b>15</b>
Equity Review	0	0	2	0	2
Gender	2	0	2	0	4
<b>Hostile Work Environment</b>	6	0	3	1	<b>10</b>
Human Resources-Related	3	0	2	0	5
National Origin	1	0	0	2	3
Other	1	0	0	0	1
Performance	2	0	0	0	2
Race/color	6	0	1	0	7
Religion/creed	2	0	1	1	4
Retaliation	0	0	3	2	5
Sexual Assault	0	0	1	0	<b>1</b>
<b>Sexual Harassment</b>	5	0	3	0	<b>8</b>
Sexual Orientation	1	0	0	0	1
Title IX (relationship violence, stalk)	1	0	0	0	<b>1</b>
Veteran Status	2	0	1	1	4
Work Environment	3	0	2	0	5
<b>Total</b>	<b>59</b>	<b>0</b>	<b>23</b>	<b>8</b>	<b>90</b>

## 2014 Complaint Data by Basis Students

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	8	0	1	0	9
Age	1	0	0	0	1
Communication	1	0	0	0	1
Disability	5	0	0	1	6
Gender	1	0	0	0	1
Hostile Work Environment	2	0	0	0	2
Race/color	6	0	1	0	7
Religion/creed	1	0	0	0	1
<b>Sexual Assault</b>	8	0	11	0	<b>19</b>
<b>Sexual Harassment</b>	21	0	12	0	<b>33</b>
Sexual Orientation	1	0	0	0	1
<b>Title IX*</b>	10	0	5	0	<b>15</b>
<b>Total</b>	65	0	30	1	96

**\*Pursuant to federal requirements, the above Title IX complaints include relationship and dating violence – assault and battery incidents between people who are married, dating, family or friends. See all Title IX complaints below.**

## 2014 Complaint Data by Basis Faculty

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	0	1	0	0	1
Age	1	1	0	0	2
Communication	2	0	0	0	2
<b>Disability</b>	7	0	0	0	<b>7</b>
Employment	1	0	0	0	1
Equity Review	0	0	2	0	2
Gender	1	1	1	0	3
<b>Hostile Work Environment</b>	6	0	6	1	<b>13</b>
National Origin	1	0	0	1	2
Other	1	0	0	0	1
<b>Race/color</b>	3	0	1	0	<b>4</b>
Religion/creed	1	0	0	1	2
Retaliation	0	0	1	1	2
Sexual Harassment	1	0	2	0	3
Veteran Status	1	0	0	0	1
<b>Total</b>	<b>26</b>	<b>3</b>	<b>13</b>	<b>4</b>	<b>46</b>

## 2014 Complaint Data by Basis Staff

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	1	0	2	2	5
Communication	2	0	0	0	2
Compensation	2	0	1	0	3
<b>Disability</b>	15	0	0	0	<b>15</b>
Equity Review	0	0	2	0	2
Gender	1	0	1	1	3
<b>Hostile Work Environment</b>	8	0	2	0	<b>10</b>
Human Resources-Related	6	0	2	0	8
Marital Status/Pregnancy	1	0	1	0	2
National Origin	1	0	0	0	1
Other	1	0	0	0	1
Performance	4	1	0	0	5
Race/color	6	0	0	2	8
Religion/creed	0	0	1	0	1
<b>Retaliation</b>	4	0	3	2	<b>9</b>
Sexual Assault	0	0	1	0	1
Sexual Harassment	2	0	1	0	3
Sexual Orientation	1	0	0	0	1
Veteran Status	0	0	1	0	1
Violence in Workplace	1	0	0	0	1
Work Environment	4	0	0	0	4
<b>Total</b>	<b>61</b>	<b>1</b>	<b>18</b>	<b>7</b>	<b>87</b>

## 2014 Complaint Data by Basis Visitor/Other

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	1	0	0	1	2
<b>Disability</b>	3	0	0	0	<b>3</b>
Gender	2	0	0	0	2
National Origin	1	0	0	1	2
<b>Race/color</b>	4	0	0	3	<b>7</b>
Religion/creed	1	0	0	0	1
Retaliation	0	0	0	1	1
Veteran Status	1	0	0	1	2
<b>Total</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>21</b>

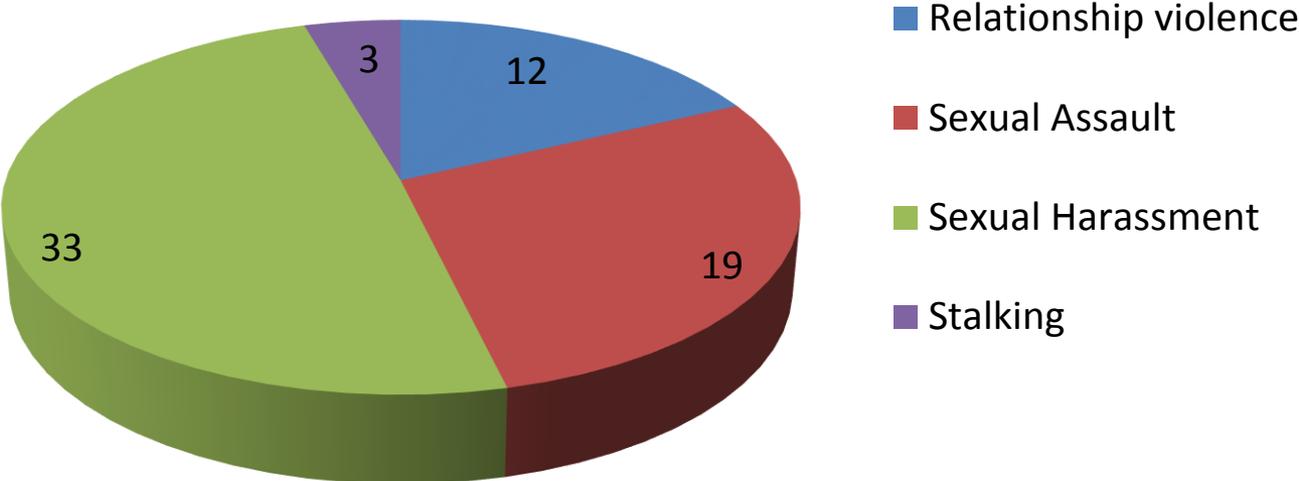
## Five-Year Snap Shot Sexual Assault/Sexual Harassment

	2014*	2013	2012	2011	2010
Consult	32	8	15	24	16
Mediate	0	0	0	0	0
Investigate	27	8	6	5	1
Agency	0	1	0	0	0
<b>Total</b>	<b>59</b>	<b>17</b>	<b>21</b>	<b>29</b>	<b>17</b>

**\*Pursuant to federal requirements, the Title IX complaints above only include sexual assault and sexual harassment. Of the 59 cases of sexual assault and sexual harassment, three were faculty related complaints, four complaints were from staff, and 52 involved students.**

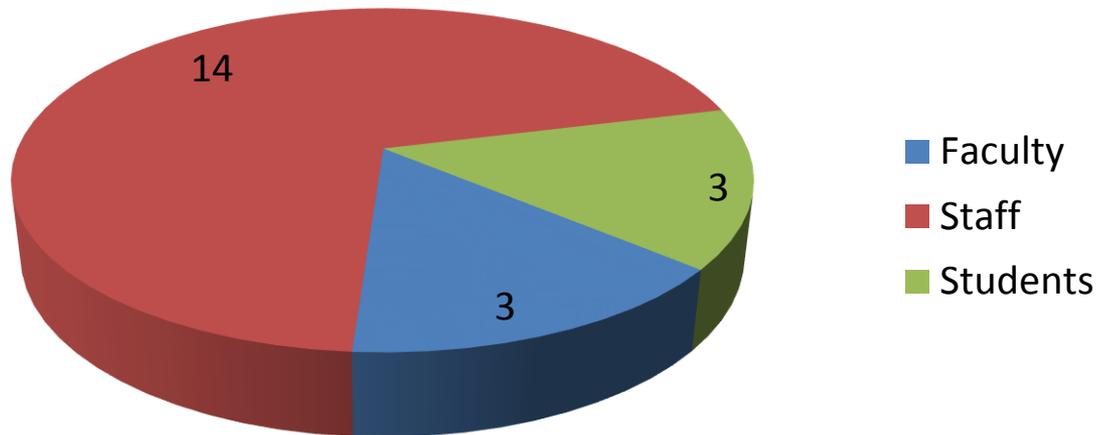
# 2014 Title IX Complaints

Title IX Complaints



# 2014 Accommodation Requests

## Accommodation/Accessibility



## 2014 Participant Data by Training and/or Presentations

	Faculty	Staff	Student	Community	Total
Americans with Disabilities Act	32	96	0	0	128
Culture and Community	11	49	185	75	320
EEO/AA	32	75	0	190	297
FAM	0	12	0	0	12
Intergroup Dialogue	110	190	0	0	300
LGBT at IUPUI	35	125	0	0	160
Mediation Training	8	51	0	6	65
OEO Introduction	6	52	0	0	58
<b>Preventing Sexual Harassment</b>	1,278	1,651	965	0	<b>3,894</b>
Health and Benefits Resource Fair	18	882	0	0	900*
Search and Screen	69	71	0	0	140
<b>Title IX/Clery/VAWA</b>	64	661	0	0	<b>725</b>
<b>Total</b>	<b>1,663</b>	<b>3,915</b>	<b>1,150</b>	<b>271</b>	<b>6,999</b>

\* HRA Health and Benefits Fair attendance is estimated at approximately 900.



# IUPUI's PARKING SYSTEM



# ***You Spoke; We Listened***

- Created a lower rate for <\$30K Salary
- Added more EM spots on the East Side of Campus
- Added 111 spaces to Blackford Garage for employees
- Expanded Shuttle Hours-Operating from 5:30am-12:30am
- NC permits “special time parking” on main campus – back to 2:30 pm

# ***Parking Rates 2015-16 Transparency***



# Walker Consultant – Benchmarks

Permit Type	Monthly 2015 IUPUI	Target Monthly Peer Median	IUPUI Deviation from the Median	
			Monthly	Annual
EM	\$ 40.00	\$ 62.50	-\$22.50	-\$270
ST	\$ 28.00	\$ 35.83	-\$ 7.83	-\$94
Garage	\$ 66.00	\$ 79.08	-\$13.08	-\$157
Reserved	\$ 132.00	\$ 120.50	+\$11.50	+\$138
N. Campus	\$ 25.00	\$ 41.33	-\$16.33	-\$196

# ***Parking Rates Effective July 1, 2015***

<b>Permit Type</b>	<b>Monthly 2016 Rates</b>	<b>Monthly Increase</b>	<b>Annual Increase</b>
<b>EM</b>	\$ 47	\$ 7	\$ 84
<b>ST</b>	\$ 31	\$ 3	\$ 36
<b>Garage</b>	\$ 69	\$ 3	\$ 36
<b>Reserved</b>	\$132	\$ 0	\$ 0
<b>N. Campus</b>	\$ 30	\$ 5	\$ 60

# *Parking Rates Effective July 1, 2015*

<b>Permit Type</b>	<b>Monthly 2015 Rates</b>	<b>Monthly 2016 Rates</b>	<b>Monthly Increase</b>
<b>“LEM” &lt; \$30K</b>	\$ 35	\$ 45	\$10
<b>EM</b>	\$ 40	\$ 47	\$ 7

\$17.50 per month less than peer median

\$210 per year less than peer median

# Compared to Downtown Indy

## GARAGE RATES

	IUPUI	DT	\$ Variance	% Variance
	Monthly	Monthly	Monthly	Monthly
Mean	\$69.00	\$125	-\$56.09	-81.3%
Median	\$69.00	\$130	-\$61.00	-88.4%

## SURFACE RATES

	IUPUI	DT	\$ Variance	% Variance
	Monthly	Monthly	Monthly	Monthly
Mean	\$47.00	\$70.08	-\$23.08	-49.1%
Median	\$47.00	\$67.50	-\$20.50	-43.6%

# *Proposed Uses of the Strategic Funds*

- Replace Slats on Facade of Garages



# *Proposed Uses of the Strategic Funds*

- Replace AO building and Oral Health with a Parking lot - \$570,000





# *Proposed Uses of the Strategic Funds*

- Allowance for additional landscaping and upgrades to lot at Blackford/Vermont/Michigan - \$200,000

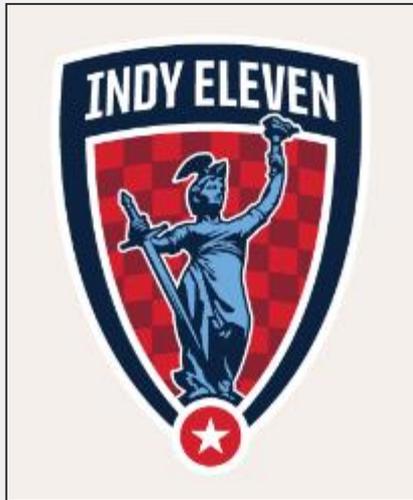


## ***University-Wide Benefits***

- Standardized Schedules (Citations; Rules and Regulations)
- One Purchase of Parking Management Software
- Permit Reciprocity
- Shared Services Distribution of Duties
- Enhanced Garage Lighting Projects
- New Parking Meters

# Michael A Carroll Stadium

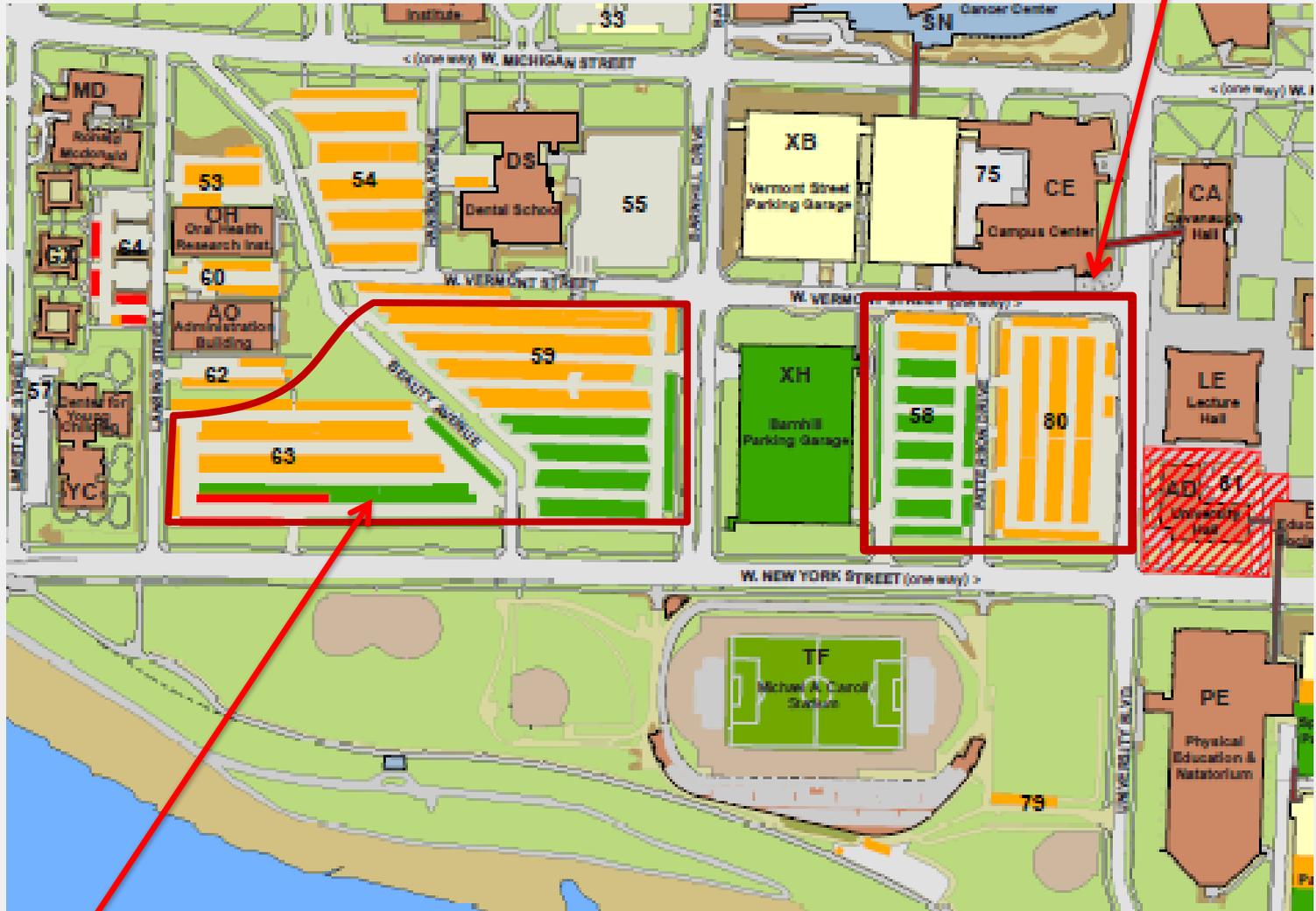
Indy Eleven - 1<sup>st</sup> Home Match April 11th



- **Friday Night before Match** – parking lots close at 7pm.
  - (lots 58, 59, 63, and 80)
- **Only Wednesday Match** is 8/19
- **EM** can park in Vermont St or Barnhill Garage during the event.
  - must exit garage by 8am day after game

# Parking Lots designated for Indy 11

Lots 58 and 80



Lot 59 and 63

INDIANA UNIVERSITY-PURDUE  
UNIVERSITY INDIANAPOLIS

# *IUPUI's Parking System*

## Questions?

### **Contact Information:**

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Director of Parking Services

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Phone: 278-6023