

**Minutes**  
**IUPUI Staff Council**  
**Wednesday, January 20, 2016**  
**2:00 – 4:00 p.m. ~ CE 409**

**Members and Guests Present:** Kaitlin Bell, James Bellamy, Denise Brown, Loren Bumbalough, Caitie Deranek Stewart, Dezra Despain, Carol Dill, Carla Ewing, Beth Skiles, Julia Daley Backus, Tony Bernard, Emily Clossin, Lainna Cohen, Susa Corrie-Franklin, Venus Davis-Wallace, Jennifer Dowling Wiley, Jim Klenner, Barb Hanes, Laura Heathers, Joe Hunt, Todd Kirk, Lyndy Kouns, Dan Mathew, Tuan Nguyen, Lans Jameson, Ranna Johnson, Kevin Mouser, Greg Mobley, Lindsey Mosier, Andrew Myers, Jamie Owens, Greg Rathnow, Kati Reeves, Chris Rohl, Liz Rybak, Rachael Urso, Emily Wren, Karen Lee, Juletta Toliver, Bob True

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

Klenner called the meeting to order at 2:00.

**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: Report from the President.**

**Jim Klenner reported.**

Jim Klenner, Lyndy Kouns, and Andrew Myers met with Parking Services as part of an ongoing effort to be proactive on increasing communication, addressing parking changes, and concerns that staff may have regarding those changes. One idea that came out would be to develop a map to determine where parking spaces are available to be purchased and if you are on a waitlist where you are on the waitlist. Also called to attention the existence of a radio station 1610 AM that provides real time updates about parking on campus. Will continue to meet to address any additional concerns as they are received by Staff Council. The Parking Facebook page was discussed as a good way to disseminate information but can't be the sole method as some do not use Facebook or other forms of social media. The group also discussed the survey sent out from the staff affairs committee. Once the results are compiled the group will reconvene to discuss next steps.

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

Emily Wren reported.

Emily Wren invited Chief True discussed the HAWK light on Blake and New York Street. Chief True indicated that three more will be installed as part of the Michigan Street renovation. May result in changes to traffic patterns that would allow Blackford to be a two-way again with a left-hand turn lane. The Pedestrian Safety Committee is very involved with getting the word out about where to cross, how to effectively use the HAWK lights and crosswalks. The HAWK lights are on a cycle so that there can't be a prolonged stop of traffic. True also addressed questions about delayed walk signals, skywalks, bike trails, etc.

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

Juletta Toliver reported.

Policies – Toliver explained the combination of all HRA policies on one website [www.policies.iu.edu](http://www.policies.iu.edu). Toliver explained the site and provided a demonstration of functionality. A group of university human resource staff also worked to consolidate some policies that addresses the same topics which reduced the number of overall HR policies from 169 to 100. Nothing was changed or edited in the combination of those policies. Purpose of consolidation was to create a standard template and to create ease of location. Announcement of new site and meetings with human resource liaisons to make them aware of the new site are ongoing.

Graduate Tax Benefit - It is a top priority. Legal plan to comply with Section 127 is in the works. Commitment is there to make this happen. A question was asked about the timeline for implementation. Currently one is not available but Toliver stressed that it is a priority of University Administration Benefits

PeopleAdmin – New system used for tracking applicants. Piloting of the new system began in September/October. Process of full conversion is underway. Currently both systems (PA and OLA) are in use. Hoping to be fully live by end of January, but that timeline is flexible.

HR Campus Director Search – filling this position will likely not happen until finalization of the HR 2020 survey and the hiring of the Vice Chancellor for Finance and Administration

W2s were available electronically if that option was selected.

A question was raised from the floor about maternity leave policies and short term disability. Toliver responded that she was not aware of the last full discussion of these topics, but she reported that it was a topic on the agenda for the next university HR Directors meeting. She will provide an update at the February or March meeting. Short term disability plans, if they became available, would not be available until the next open enrollment period.

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

Margie Ferguson, Interim Senior Associate Vice Chancellor for Academic Affairs

Ferguson provided a background of herself. Began at IUPUI in 1996 in political science office of academic affairs and then worked in UAA.

Gave updated on adoption of new system of process for promotion and tenure. Conducting workshops around promotion and tenure. Also working on overall campus climate creating welcoming, inclusive space for all).

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

Klenner noted written report from Special Events committee included with agenda.

Special events – 2016 retreat will be July 22.

Bellamy added to his report to update SC on the survey that was sent out. As of the meeting date 228 responses have been received.

Q1: Did you know IUPUI Staff Council has a Diversity, Equity, and Inclusion Sub-Committee?

39.4% responded yes

Q2: If yes [to question 1], did you know that the Committee of Diversity, Equity, and Inclusion held a Staff Diversity Resource Fair in 2013?

75% no

For approval 2-17-16

Q3: Have you attended the Staff Diversity Resource Fair in the past?

97% said no

Q4: If not, would you attend the 2016 Staff Diversity Resource Fair?

60% said yes

Q5: Do you foresee any issues that would preclude you from attending the 2016 Staff Diversity Resource Fair? (i.e., supervisor, daily schedule, etc)

63% said no

The survey also provided space for comments. Bellamy said that some comments were provided on the survey that didn't really relate to the diversity fair. Those comments will be forwarded to the appropriate offices for response.

Klenner asked what plans would be to promote and market the 2016 fair. Bellamy reported that the committee is working on partnering with the mini-conference and sharing opportunities for event promotional.

**Agenda Item VIII: Question/Answer Period**

No questions were submitted.

**Agenda Item IX: Unfinished Business**

Jim Klenner reported there was no unfinished business.

**Agenda Item X: [Information Item] Presentation from Pedestrian Safety Committee**

Chris Mahalek – In place of a presentation, photos and explanation of signals will be available in Staff Council Box account.

**Agenda Item XI: New Business**

Jim Klenner reported there was no new business.

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

Kristi Palmer – no report provided

**Agenda Item XIII: Report from Undergraduate Student Government**

No representative present

**Agenda Item XVI: Final Remarks and Adjournment – Next Meeting: February 17, 2016, CE 405.**

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