

From the Desk of Lee Stone, Staff Council President

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Dear IUPUI Staff,

Strategic planning continues to progress at a rapid pace so I would like to update our staff on our progress and future plans. I was pleased at the turnout of our recent Town Hall, which can be viewed [here](#) as well as the number of views of the live stream of the event. We had over 1,200 hits on the live stream site which is a positive reflection of the interest our staff have in the planning of our future.

The Task Force on Staff Talent was 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. The task force has reviewed all the input collected from our IdeaShare.com site, e-mails, tweets, town hall and other avenues and has found five common themes emerging that can encompass the majority of ideas collected from your feedback.

The five common themes are 1) Retention and Promotion of Staff, 2) Development of Staff Talent, 3) Environment of Inclusion and Engagement for Staff, 4) Benefits for Staff, and 5) Work/Life Balance for Staff.

The Task Force on Staff Talent has three team members assigned to each of these themes and were asked to come up with a vision of where IUPUI will be in 2025 if we make advancements in these areas and the result is an exciting vision of the future of IUPUI. Below are the vision statements from each of the working groups above:

- 1. IUPUI will become an employer of choice by 2025 if staff are recognized as a valued investment, are evaluated and awarded for their performance and are given priority in promotion and transfer thereby allowing them to reach their fullest potential.*
- 2. IUPUI will become an employer of choice by 2025 through its staff development office programs such as processional and career development, mentoring, and continuing education.*
- 3. In 2025, IUPUI will be a campus with an established tradition of communication between Staff, Administration, and Faculty. Members of the campus community will engage in dialogue about relevant policies, practices, and procedures at IUPUI; fostering advocacy with administration and communication across all campuses in a diverse and inclusive environment.*

4. *By 2025, the benefit program the university offers will be adaptable to individual needs and must recognize the evolution of the family.*
5. *By 2025, IUPUI will be an employer of choice by making strategic investments in programs and personnel to establish a workplace which respects the value and importance of work life balance for all employees.*

Our next step is to create recommendations on how we achieve our vision, likely resources associated with the recommendations, people/departments responsible for implementing the recommendations and metrics/performance indicators for evaluating the implementation. This is where we need your valuable input. IdeaShare.com now has these five visions and we would like you to submit your thoughts, ideas, comments, suggestions, etc... on your recommendations on how we can achieve our vision, what would it cost or what resources do you think would be needed to accomplish your recommendations, who or what department would be responsible for implementing your recommendation, and what metrics/performance indicators can we use to verify that your recommendation has been implemented.

To do so first click on the following link: <http://stafftalent.ideascale.com/>
Click on any of the five ideas listed in the left hand column shown highlighted below (**Please do not click on the All Ideas tab**):

Active Campaigns [\[Hide \]](#)

[All Ideas](#)

[Retention and Promotion of Staff](#)

[Development of Staff Talent](#)


[Environment of Inclusion and Engagement for Staff](#)

[Benefits for Staff](#)

[Work/Life Balance for Staff](#)

Click on the comments tab for any of the campaigns in which you would like to comment.

Recent (5) Popular (5) Hot (5) In Review (0) In Progress (0) Complete (0)

 I agree

[RETENTION AND PROMOTION OF STAFF](#) »


14
votes

What must be done to achieve this vision?

How can we retain and promote our staff?

"IUPUI will become an employer of choice by 2025 if staff are recognized as a valued investment, are evaluated and awarded for their performance and are given priority in promotion and transfer thereby allowing them to reach their fullest potential."

 I disagree

 7 comments

Submitted by [Community Member](#) 8 days ago

Finally add your comment by clicking on the new comment tab circled below:

I agree RETENTION AND PROMOTION OF STAFF »

14 votes

Tweet 0 Like 0

I disagree

Rank 20

Idea# 60

How can we retain and promote our staff?

"IUPUI will become an employer of choice by 2025 if staff are recognized as a valued investment, are evaluated and awarded for their performance and are given priority in promotion and transfer thereby allowing them to reach their fullest potential."

Comment

Submitted by [Community Member](#) 8 days ago

The Task Force on Staff Talent has been given the deadline of March 1 to compile the recommendations with the cost, responsibilities for implementation and performance indicators so time is of the essence.

Please visit the following IdeaShare.com link today and submit your input today or contact me at leestone@iupui.edu if you have any questions.

Together we can make IUPUI the employer of choice in Indiana.



For Your Information

Big Brothers Big Sisters of Central Indiana presented the Corporate Partner Award to IUPUI's faculty, staff, and students who volunteer for the organization at the Staff Council Meeting on January 16, 2013. The plaque will be displayed in the Administration Building.



Staff Member Feature: Katherine Risacher

Diversity? Equity? Inclusion? Staff? IUPUI?

Yup, all these words go together. Come find out how at the first Staff Diversity Resource Fair on Tuesday, April 9, from 11 - 1 in Taylor Hall, Room 104. Informal networking, information about groups addressing these concerns on campus, light snacks...what more could you want? All are welcome. Drop in anytime between 11 and 1. No registration is required. Contact Aron DiBacco at adibacco@iupui.edu with any questions.

Hosted by the Staff Council Committee on Diversity, Equity and Inclusion (SCDEI). The charge of SCDEI is to identify formal and informal efforts supporting staff diversity, equity and inclusion at IUPUI, to contribute to relevant IUPUI policies, practices, and procedures, and to make the resources of Staff Council available for this work. This includes providing access to staff, advocacy with administration, communication across campus, and opportunities for those creating a diverse and inclusive campus to meet and work together.

St. Baldrick's Foundation

Are you as brave as a Colt's cheerleader? Now is your chance to prove it.

Join us at our head shaving event to benefit St. Baldrick's Foundation. We are looking for shavees, volunteers and of course people wanting to donate. St. Baldrick's is a volunteer-driven charity that funds childhood cancer research grants. To learn more about St. Baldrick's Foundation please go their website: <http://www.stbaldricks.org/>.

Our event will be held on Saturday, April 6th starting at 4pm. Thank you to Sahn's Café, 433 North Capitol, for donating space for this event. If you would like to participate please go to <http://www.stbaldricks.org/events/indygoesbald> and click **JOIN US** to sign up.

Event Organizer - Lori Pollock (loaking@iupui.edu)