

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

**February 19, 2014 ~ Campus Center, Room 450A ~ 2:00 – 4:00 p.m.**

**Members and Guests Present:** Charles Akerland, Rose Baker, Margo Barton, Kaitlin Bell, Michelle Benberry, Victoria Bills, Russell Black, Landon Brothers, Denise Brown, Troy Brown, Rob Bullock, Wade Chatmon, Ben Cockrum, Nicole Collins, Venus Davis-Wallace, Caitie Deranek, Teri Duell, Myron Duff, Natalie Edwards, Rita Flynn, Alicia Gahimer, John Gosney, Barbara Hanes, Sue Herrell, Todd Herring (alt: Nick Von Ogden), Leslie House, Rochelle Hudson, Phyllis Humphrey-Sarver, Felicia Jackson, Betty Klein, Jim Klenner, Lyndy Kouns, Karen Lee, Rachel Limbach, Mary Lindop, Lodema Lines, Cortnee Martin (Alt: Ranna Johnson), Laura Masterson, Brady McManama, Greg Mobley, Matthew Moody (alt: Greg Rathnow), Kevin Mouser, Andrew Myers, Kasey Myers, Kitty O’Doherty, Kristi Palmer, Mary Pat Poskon, Carol Riley, Kathy Risacher, Tim Roach, Liz Rybak, Tanika Scott, Damon Spight, Lee Stone, Yolanda Taylor, Jack Waggoner, Louise Watkins, and Emily Wren

**Members Absent or Excused:** Matt Borden, Tina Carmichael, Kristy Chapman, Pam Clinton, Kendra Hein, Susan Hill, Patti Holt, Summer Layton, Margie Martinez, Teresa McCurry, Christen Mumaw, Larra Overton, Jenny Perrino, Melanie Pride, Michael Sprinkle, Susan Steele-Moore, Carleen Thompson, Lindsay True, Samantha Walters, and Etta Ward

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

IUPUI Staff Council President Lee Stone called the meeting to order at 2:04 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 January 15, 2014, Meeting**

The minutes of the January 15, 2014, Staff Council meeting were approved and entered into record.

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

Lee Stone

Stone reported on the following:

- Stone received an email from Steven Graunke, Office of Student Data, Analysis and Evaluation, regarding the results of the 2013 Staff Survey. The survey is being edited and will be released by the end of the month. Graunke would like to present the results to the SC. The SCEC will discuss the appropriate month for the presentation.
- Stone will serve on the Campus Administrative Policy Advisory Committee that is charged with reviewing new campus policies and procedures before final approval by the chancellor. The review “includes consideration of the policy’s practicability, clarity, and consistency with other campus policies and university policies and documents” (Charge to the Campus Administrative Policy Advisory Committee). He will funnel the new policies through the SC for review as well.
- The strategic planning process continues and items are added to the website as things progress. He encouraged comments from the council on the changes.
- Conversations for a Civil Community: The Significance of Sexual Orientation and Gender Identity at IUPUI was held on Tuesday, February 13, 2014. Stone felt the event was well received and very civil. Attendees were able to talk about their feelings. The event was sponsored by the Staff Council, LGBT Faculty and Staff Council, Faculty Council, Office of Diversity, Equity, and Inclusion, Office of the Executive Vice Chancellor and Chief Academic Officer, and the Division of Student Affairs. The session was moderated by Nancy Robertson (School of Liberal Arts), Dan Griffith (Office for Intergroup Dialogue and Civil Community) and Margo Foreman (Office of

Equal Opportunity). As a next step, the conversation may move forward in the Intergroup Dialogue format.

**Agenda Item V: Report from Human Resources Administration (HRA)**

There was no report.

**Agenda Item VI: Report from the IUPUI Faculty Council Liaison**

Kristi Palmer, Faculty Council Executive Committee Member

Palmer said IU will be syncing the academic calendars for all campuses. At the last IFC Executive Committee meeting, the members reviewed the proposed calendar. IUB's and IUPUI's calendars are very similar, and there should not be a lot of adjusting for either calendar. Changes are due to the involvement of IU Online and making sure students who are involved across campuses share the same deadlines and events.

**Agenda Item VII: 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:

- The Board of Trustees approved a strategic plan to keep parking in house versus going with monetization. Changes will be coming and a communications campaign will begin soon about them.
- The Wishard land swap officially took place as of February 3, 2014. Campus Facility Services is maintaining the buildings as space planning occurs. Some buildings will be torn down in the next six months to a year. One building has been identified for the School of Medicine and another for the School of Dentistry. The Fairbanks School of Public Health may move back onto campus in one of the buildings and leave rented space.
- University Hall groundbreaking was last week. The new building will be on the northeast corner of University Boulevard and New York Streets and will contain occupants of the AO building as well as the Lilly Family School of Philanthropy, and the School of Social Work. The AO building will be torn down afterwards.
- As weather permits, plantings will be done at the renovated Ball Gardens and the recreational space across from University Tower and Hine Hall.
- Fesler Hall façade repairs will be done in the spring.
- The Neuroscience Building will be complete in a few weeks. Psychiatric Research building staff will move to that facility in April, 2014.
- Gatch Hall will have windows replaced when weather permits.
- Lecture Hall 104 is being changed into a collaborative space. Seating and technology will be added to it.
- Hine Hall Rooms 134-138 will be renovated by the School of Business and used by the Business MPA program. It will be ready for bid in late February/early March with expected completion to be done this summer.
- The Rotary Building renovation will be completed in March and occupied in April.
- The parking spaces where the new University Hall will be located will be taken away and not replaced. Those spaces are largely handicapped spaces and not well used. The campus has more handicapped spaces than are required.
- Will lane closures happen on University and New York when construction begins? Wren said she didn't know at this time. There will be some resurfacing done on New York where utility work was done.

- Indy 11 will use Carroll Stadium until they have a stadium of their own. Their games are on Saturday evenings, so it is not expected to disrupt the flow of traffic during the week.
- BS 2010 is being renovated for the relocation of JagConnections. It is a School of Business project funded by the school. It is not classroom space, but office space that is badly needed by the school. President McRobbie does not want the campus to continue to rent space off campus, and this project will allow renters to come back onto campus.
- What is the space east of the hospital and north of University Tower? Wren said it is recreational space for students. There are some basketball courts, sand volleyball courts, as well as benches for resting.
- Will the trees be replaced in the University Tower courtyard? Wren said there is a parking garage under the courtyard and plantings will need to be shallow rooted. A request for services has been submitted to the architect's office. Is there consideration to do something with planting that will help with heat coming into the building that would have remained cool with the shade of the trees? Wren suggested making the request to the zone manager for consideration.
- Stone asked Wren to thank the facilities group for their hard work in keeping snow and ice removed from parking lots and sidewalks during the recent snow events.

**Agenda Item VIII: [Information Item] eText Update**

John Gosney, Faculty Liaison, Learning Technologies, UITS

Website: <http://etext.iu.edu>

Handout appended to these minutes.

Gosney said courses are beginning to move more rapidly to using eTexts. Data show that students are not purchasing textbooks because they cannot afford them. The initiative is in its second year on this campus. About 14,000 students are using an eText in at least one course. This spring has the highest number of courses using them. An eText can still be purchased in paper-bound format if a student wants to have a printed copy, or they can print the book individually per page. The website shows what eTexts are, how to order them, training in using them, and other resources for both student and faculty member. Courseload is the tool utilized through Oncourse that displays the textbook. There are currently 11 publishers participating. The cost savings is 65% off retail price. The benefit is being able to have the book across multiple devices. The book can be accessed as long as the purchaser is a student and currently enrolled (active status). The pedagogical advantage is great. If you have a question while using the text, the student can type a question directly into the text for the instructor to see and respond to. The student can highlight their texts as well. Is it good to order the text sooner rather than later. There are two fees associated with an eTexts – (1) Courseload fee (usually \$6) and (2) eText fee. The students are billed through the bursar for the cost. Using an eText allows each student to have the same book and edition on the first day of class. Reading offline is possible and Google Chrome is the suggested browser. What is the response from the students? The students really like it if the instructor actively uses it.

**Agenda Item IX: [Information Item] IUPUI Branding**

Troy Brown, Director, Campus and University Branding

Presentation appended to these minutes.

Brown said his job is to keep the brand consistent across campuses. Since the last time Brown met with the council, the university community is getting used to the brand, and acceptance is getting better. The IUPUI website will be revised with a finish date of August 2014. Refer to the presentation appended to these minutes for information given and shown.

**Agenda Item X: [Information Item] Continuing Education Opportunities for Staff**

Myron Duff, Director of Continuing Education, Community Learning Network

Website: <http://cln.iupui.edu>

Duff said the Community Learning Network provides leadership and support for adults returning to college for degree completion or lifelong learning. The department consists of General Studies (ability to construct an individual degree program designed to meet the needs of the working adult), continuing education (non-credit options for individuals that want to continuing their education through various topics and fields), and Center for Adult and Lifelong Learning (a virtual program that helps people make contact with departments on campus to get started in a degree program). He encouraged the members to spread the word about the programs to help better themselves and their constituents. The latest [brochure of classes](#) was distributed.

Are the classes covered by employee tuition assistance? Duff said they are not, but faculty and staff can receive 20% off on classes at this time. Beginning summer 2014, the rate raises to 30%. You have to call in to get the discount.

Duff said the division is always looking for instructors. If you have an expertise that you feel the campus and community can benefit from, he encouraged the members to contact him. The teaching positions are paid positions.

This summer a new course will be on executive leadership. The 30% discount will apply for this course.

They are looking to have more online courses and are open to suggestions.

Most classes are taught at Park 100 or the Greenwood facility. There are some courses taught in high schools and adult community centers.

Who certifies the certificates? Duff said IU gives the certificates. Only the pharmacy tech program is an Indiana State certificate. The certificate classes are designed to give an overview of the field and a taste for what a full degree could bring the student.

Are the non-credit courses tax deductible? Duff said he did not think so since it is not a credit bearing program.

Duff said he would be glad to attend any departmental meetings to talk about continuing education.

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

The following committee report was given orally:

- Staff Affairs Committee (Barb Hanes and Kevin Mouser, Co-Chairs): Mouser and Hanes presented the data appended to the end of the minutes showing what council members felt were the issues the committee should focus on. There was general support for each item with the greatest support given to time off for education and the least to availability of facilities for nursing mothers. Performance evaluations, campus smoking policy, and the ability to share paid time off were the other areas of interest. Additional items requested was tuition fees, streamlining admissions process for staff, and pursuing professional development opportunities. The survey showed also that employers are being flexible by allowing employees to take classes. The committee asked to give the survey link to representatives to give to their constituents. A question was asked if sending the survey to the staff would be in conflict with the staff survey that went out in the fall. Would this be over surveying the staff? It was decided to table the discussion of sending the survey to the staff for their input. Waggoner asked how the results of this survey compared to the last committee survey. Hanes responded that they were not aware of the past survey. Waggoner suggested comparing the results

of the two surveys to see how they changed or if there is something still from the past survey that should be considered.

- Membership Committee (Alicia Gahimer, Chair): The SC Awareness Month activities will be moved to the fall this year as it cannot be found in the bylaws that the event had to be held in March. It was thought October would be a good month and to tie the end of the event to the Employee Health and Benefit Fair. One suggestion for the event at the SCEC meeting was to play on the 50 Things To Do Before You Graduate theme the students are doing. Unit elections will be coming up this spring.

The following committee reports were submitted in written form (no changes made to the reports):

- [Ad Hoc] Staff Development Committee (Caitie Deranek, Chair): Due to bad weather conditions, the Staff Development Committee did not meet in January. However, the committee has worked remotely on several projects. Application materials for staff development grants were created and are under review by the Executive Committee for their endorsement. The Executive Committee also approved the SDC to administer the second annual internal Staff Council awards. The categories are Outstanding Committee Chair, Outstanding New Member, and Member of the Year. If you have suggestions for other awards that would be meaningful, please share them with Caitie Deranek at [cderanek@iupui.edu](mailto:cderanek@iupui.edu). SDC continues to write monthly member features for the Staff Council newsletter. If you have nominations for someone doing great work or with a story to tell, please send them to Caitie Deranek. Additionally, the group is working on the plans for a leadership training session for the June Staff Council meeting.
- Human Resources Liaison (Patti Holt, Liaison to the SC): At the Tuesday, February 4, 2014 HR Liaison Meeting, the following items were discussed:
  1. GIS: On Monday, February 17, 2014, the University will begin using the GIS System (I-9, Background Check). Several online training workshops have been held as well as a face-to-face training on Tuesday, February 11, 2014. IUPUI HR staff will be supporting the University throughout the transition. Updated forms will be forwarded and available on the University HRA site.
  2. Benefits: IUPUI HR is offering a number of benefit sessions at satellite offices throughout the campus (see: <http://hra.iupui.edu/content/doclib/satellitesched.pdf>). IUPUI HR is also offering to bring “Benefits to You” and suggested Departmental “Lunch and Learn” meetings (see: <http://www.hra.iupui.edu/content/doclib/HRL%20Meetings/2013/March/Bringing%20Benefits%20to%20You%20Flyer%2004.12.pdf>).
  3. Pre-Retirement Symposium: IUPUI HR is offering a Pre-Retirement Symposium on Thursday, March 27. This event is by invitation only.
  4. Grievances: Grievances may now be filed electronically. For information, please see: <http://hra.iupui.edu/employee-relations.asp?content=grievances>
  5. Adverse Weather: For more information on the University’s policy on adverse weather conditions, please see: <http://hra.iupui.edu/content/doclib/HR%20Update/2007/january/09.pdf>

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

There was no Unfinished Business.

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

There was no New Business

#### **Agenda Item XIV: Final Remarks and Adjournment**

With no further business appearing, President Stone adjourned the meeting at 3:25 p.m.

Minutes prepared by Staff Council Coordinator, Karen Lee  
UL 3115N / 274-2215 / Fax: 274-2970 / [scouncil@iupui.edu](mailto:scouncil@iupui.edu) / <http://www.iupui.edu/~scouncil>

### Honors

- 2013 IMS Global Learning Consortium's Learning Impact Award
- 2013 IDG Computerworld Honors Laureate
- 2012 CIO Award

### By the numbers



1/3 of students won't buy all required textbooks



3/4 of students prefer to access educational content on digital devices



84% of students think instructor annotations are useful in learning

## About eTexts

Indiana University has entered into agreements with several publishers to deliver electronic textbooks (eTexts) for use in IU classes. Students and instructors access the eTexts through Oncourse using Courseload (eText reader software).

eTexts at IU provide faculty with new tools for teaching and learning, creating new collaboration opportunities both inside and outside the classroom:

- Instructor guidance within the text increases interaction with students
- Shared annotations encourage collaborative learning with peers
- Real-time analytics help assess student engagement
- Multimedia integration provides more ways to learn

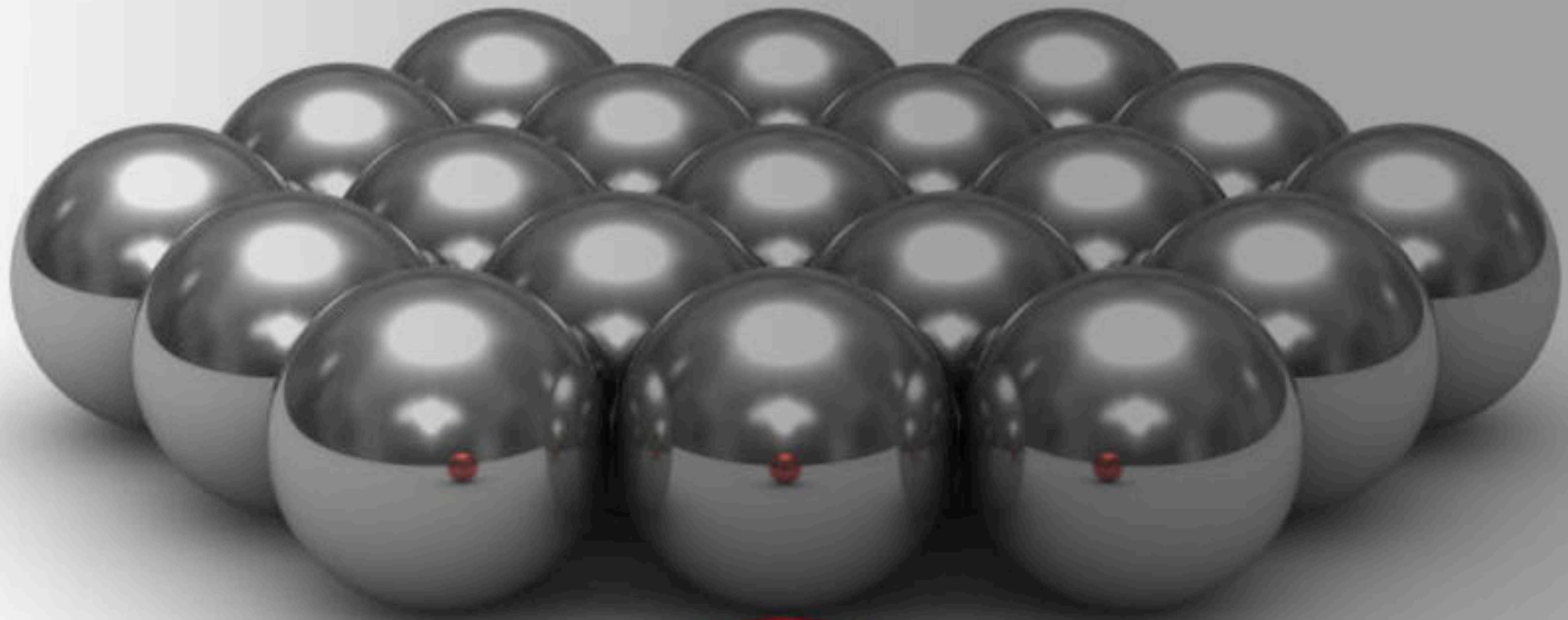
The eText initiative also:

- Drives down textbook costs
- Provides high-quality materials from leading publishers
- Delivers course materials anytime and anywhere

## Ordering eTexts

Each semester, instructors receive a notification about the ordering window for eTexts and digital learning materials. As soon as that window opens, instructors can submit orders via the eTexts website.

For more information (including resources, video testimonials, and news), visit [etexts.iu.edu](http://etexts.iu.edu).



**Troy Brown**  
Director, Campus and  
University Branding

**Since we last met!**



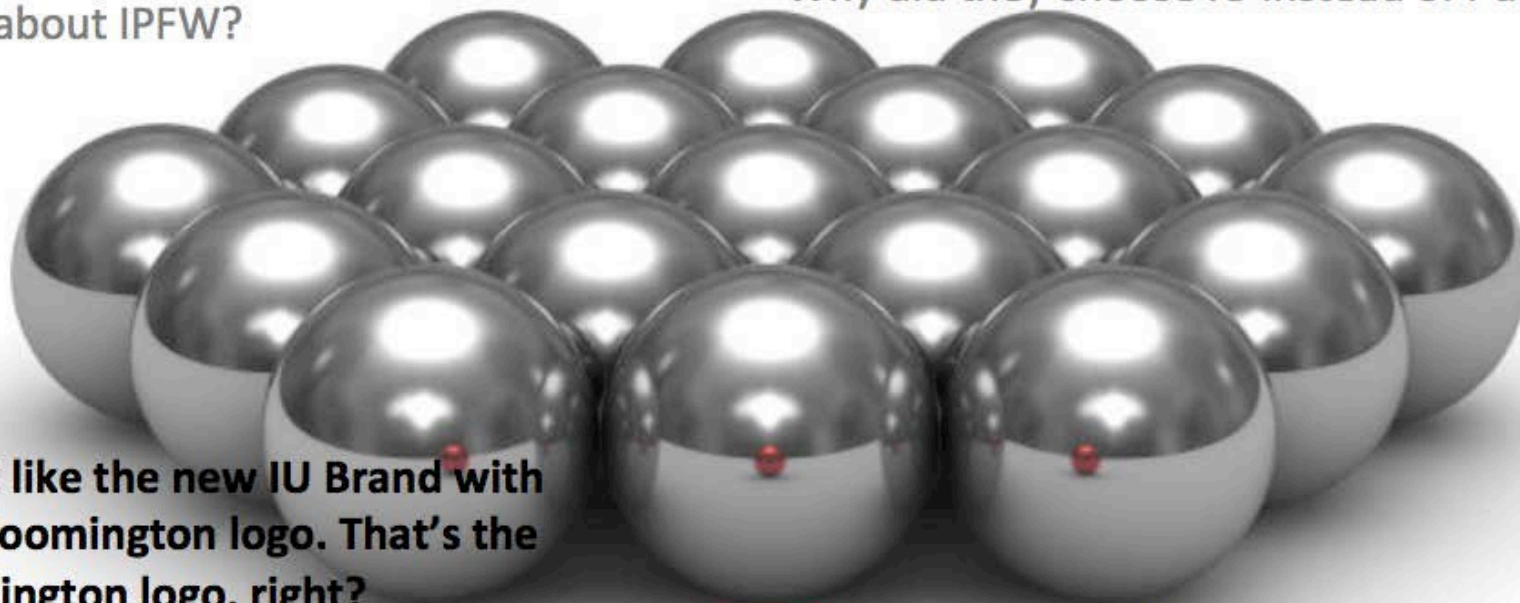
How many IU campuses are there, 10 right?

Isn't IUPUI an independent university?

## Why are we using the Indiana University symbol at IUPUI?

What about IPFW?

Why did they choose IU instead of Purdue?



**I don't like the new IU Brand with the Bloomington logo. That's the Bloomington logo, right?**

Why is the Jaguar logo going away?

Why are you getting rid of the Purdue programs?

Who cares about little dinky Kokomo anyway? Why would I visit?

Why is IUPUI taking over IU?



**Is IUPUC a campus, a center? Just what is it?**

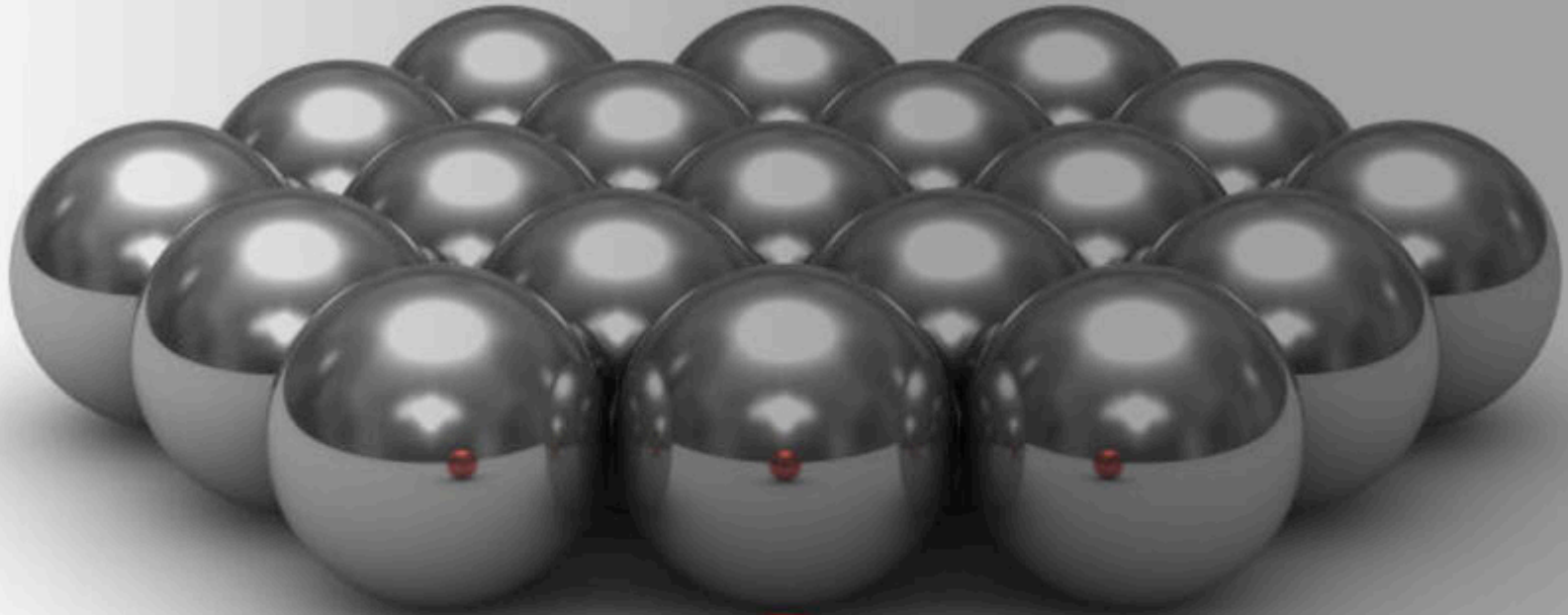
Great, you rebranded IUPUI? The real question is: What do you do about owieeee poowiee?

**I hate Bloomington! I hate you! Why do you wear that IU pin?**

Isn't IU Northwest IU's HBCU?



**WHAT DO YOU NEED FROM ME?**



**HOW CAN I HELP?**



**OK, I GET IT.**

**OK I GET IT, BUT GO AWAY?**

# What's New

- IU Now has a CMO
- IU Comm—much needed positions
  - AVP Marketing—Bloomington
  - Director of Research
  - Director of media Planning
- Defining marketing at IU
- Driving visual consistency across IU
- Revisiting marketing and signage websites

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Lilly Endowment awards \$5 million to IU for initiatives to help keep graduates in state. Read more >

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Lilly Endowment awards \$5 million to IU for initiatives to help keep graduates in state. Read more >

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Jan. 22 | Bergland Auditorium | 6 p.m.

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iberling Mansion

REGIONAL CAMPUS UPDATE  
A message from President Michael A. McRobbie

Chancellor Search | View the Schedule of Classes | Your Future. Your Degree. Make It Count.

HOME OF THE GRENADIERS

What matters. Where it matters.





**PRESIDENT'S UPDATE**

MICHAEL A. McROBBIE



## IU regional campuses critical to educating more Hoosiers

JANUARY 21, 2014

IU's regional campuses have a long history of providing high-quality educational services and have evolved into valuable community resources across Indiana.

As classes begin for the spring semester at Indiana University campuses across the state, nearly 33,000 students—about one-third of our entire student population—can be found enrolled at IU regional campuses.

IU's regional campuses and centers in New Albany, Gary, Richmond, Kokomo, South Bend and Columbus and our programs at Fort Wayne are increasingly a first choice for some of the best high school students in Indiana. Those locations have seen large gains in the number of students earning Indiana Academic Honors degrees and those being named 21st Century Scholars by the state.



citizens, valued employees and community

and serving as an integral part of IU's broad mission to educate students from Indiana, our regional campuses are a valuable community resource and partners, in large part due to our long history of providing top-notch higher education services throughout the state.

Indeed, IU's legacy of regional education dates back nearly a century to the days when IU professors from Bloomington would travel to cities such as Kokomo and South Bend to teach classes, and to a time when IU classes were first offered in secondary school buildings in partnership with the Gary public school system.

**“JUST LIKE THEIR PEERS ON OUR BLOOMINGTON AND INDIANAPOLIS CAMPUSES, STUDENTS AT OUR REGIONAL CAMPUSES COVET THE VALUE AND QUALITY OF AN IU DEGREE.”**

Over the decades, our regional campuses have grown and matured along with their home communities and have evolved into hubs of educational, economic, civic and cultural activity across the state. Increasingly, course offerings at our regional campuses reflect the economic needs of their home regions—from the popular nursing program offered at IU Northwest to a new bachelor's degree program in social work at IU South Bend to the highly regarded part-time MBA program at IU Southeast, to name just a few.



**IUPUI's Strategic Plan aligns with the process for Indiana University's Bicentennial Strategic Plan and supports IU's Principles of Excellence:**

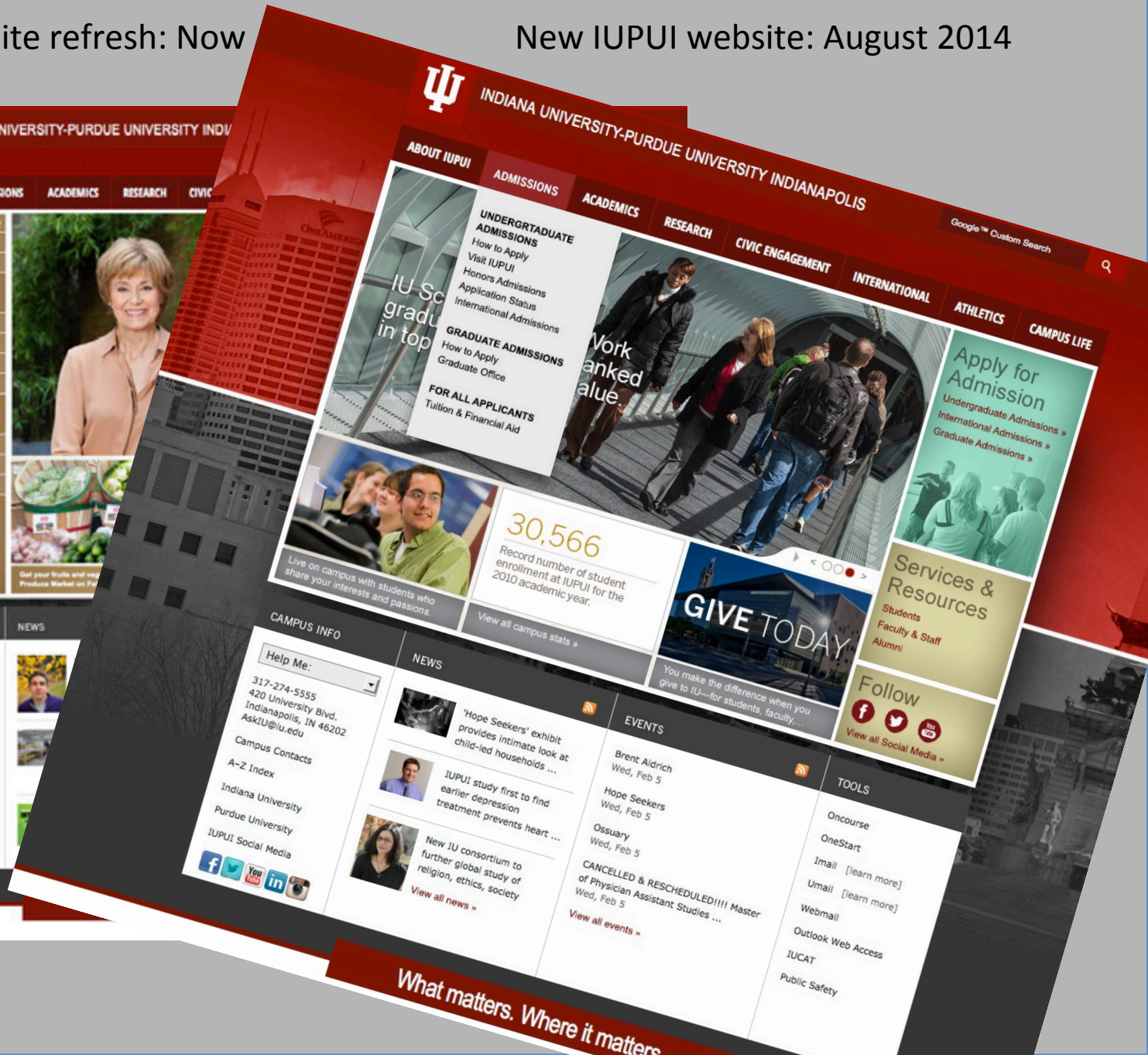
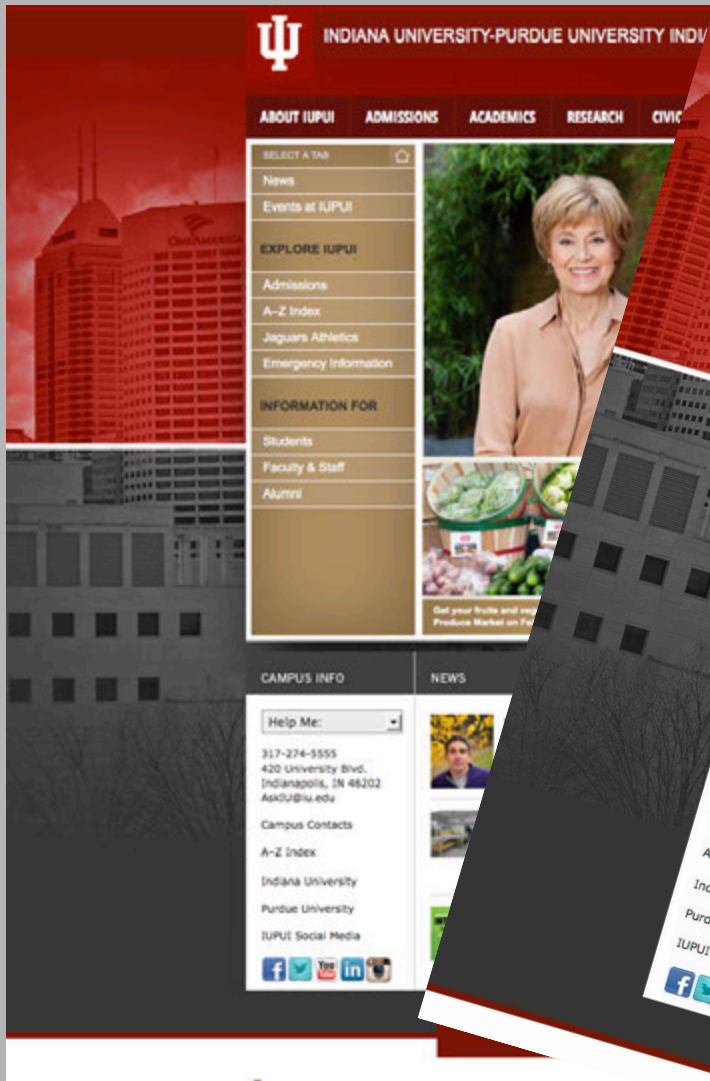
1. An Excellent Education
2. An Excellent Faculty
3. Excellence in Research
4. The International Dimension of Excellence
5. Excellence in the Health Sciences and Health Care
6. Excellence in Engagement and Economic Development
7. Excellence in Advancement
8. Building for Excellence
9. The Centrality of Information
10. Responsible Stewardship of Indiana University's Resources

Why do this?



Current IUPUI website refresh: Now

New IUPUI website: August 2014





**DIVISION OF FINANCE  
AND ADMINISTRATION**  
INDIANA UNIVERSITY–PURDUE UNIVERSITY  
Indianapolis



**SCHOOL OF DENTISTRY**  
INDIANA UNIVERSITY  
Indianapolis



**OFFICE OF  
AUXILIARY SERVICES**  
DIVISION OF FINANCE AND ADMINISTRATION  
Indiana University–Purdue University  
Indianapolis



**DEPARTMENT OF  
ORAL BIOLOGY**  
SCHOOL OF DENTISTRY  
Indiana University  
Indianapolis



**CENTER FOR YOUNG CHILDREN**  
OFFICE OF AUXILIARY SERVICES  
Division of Finance and Administration  
Indiana University–Purdue University  
Indianapolis

## Primary Signature

All schools, departments, and units on the IUPUI campus will carry the Block IU/IUPUI on their official signature. IUPUI administrative units carry Indiana University–Purdue University in the secondary position, while Indiana University schools, departments, and units continue to carry Indiana University in the secondary position.

The locator “Indianapolis” appears in the first line of the tertiary position.

Black is the official color of Purdue schools. Purdue schools should use the black-only IUPUI campus mark.

## Second Level Signature

Second level signatures on the IUPUI campus should use department/office name in the primary position, and school/division in the secondary position with the full name of the campus in the tertiary position.

If you are an Indiana University unit, the name Indiana University should appear on the first line of the tertiary position with the locator Indianapolis on the second line.

## Third Level Signature

On the rare occasion that a unit requires a third level signature, use the unit name in the primary position, the department where the unit resides in the secondary position, with the school or office on the first line of the tertiary position. The full name of the campus occupies the second and third lines of the tertiary position.

If you are an Indiana University unit, the name Indiana University should appear on the second line of the tertiary position with the locator Indianapolis on the third line.

*All variations to the approved IUPUI signature format will require approval by the IUPUI Executive Vice Chancellor’s office.*

**HOW CAN YOU HELP?**

# IUPUI SUPER STAR!



“I’ve instructed all of my staff when ordering merchandise for the office to make sure we support the campus brand and only wear primary brand colors.”

*Aaron Hart, director of housing and residence life*

Before

Aaron J. Hart, Ed.D.  
Director, Housing and Residence Life  
IUPUI Division of Student Affairs

**Indiana University-Purdue University Indianapolis**

Office of Housing and Residence Life  
415 Porto Alegre Street, Orvis 150  
Indianapolis, IN 46202  
317-274-7200 main office  
317-274-3934 fax  
[aarohart@iupui.edu](mailto:aarohart@iupui.edu)

After

**Aaron J. Hart, Ed.D.**  
Director, Housing and Residence Life  
IUPUI Division of Student Affairs  
Housing and Residence Life  
*Live, Learn, Lead*

**Indiana University-Purdue University Indianapolis**

415 Porto Alegre Street, Suite 150  
Indianapolis, IN 46202  
Phone: 317-274-1598  
Fax: 317-274-3934  
[www.housing.iupui.edu](http://www.housing.iupui.edu)





# IUPUI SUPER STAR!



“The sweatpants featuring the new IUPUI mark are the second-best-selling pant design we have and have been reordered twice,”

*Michelle Gretch-Carter, manager of Barnes and Noble at IUPUI.*





# IUPUI SUPER STAR!



**Ψ IUPUI**

**Weeks OF Welcome**

**WOW.IUPUI.EDU**

**WHERE EVERYONE MATTERS.**  
Most college campuses recruit students to help create a diverse community. At IUPUI, that community is waiting for them. Indiana University—Purdue University Indianapolis has been named among the 30 best non-Historically Black Colleges and Universities for minorities in the United States.

**Ψ IUPUI**

*What matters. Where it matters.*

**OWN IT!**



**BRAND@IU.EDU**

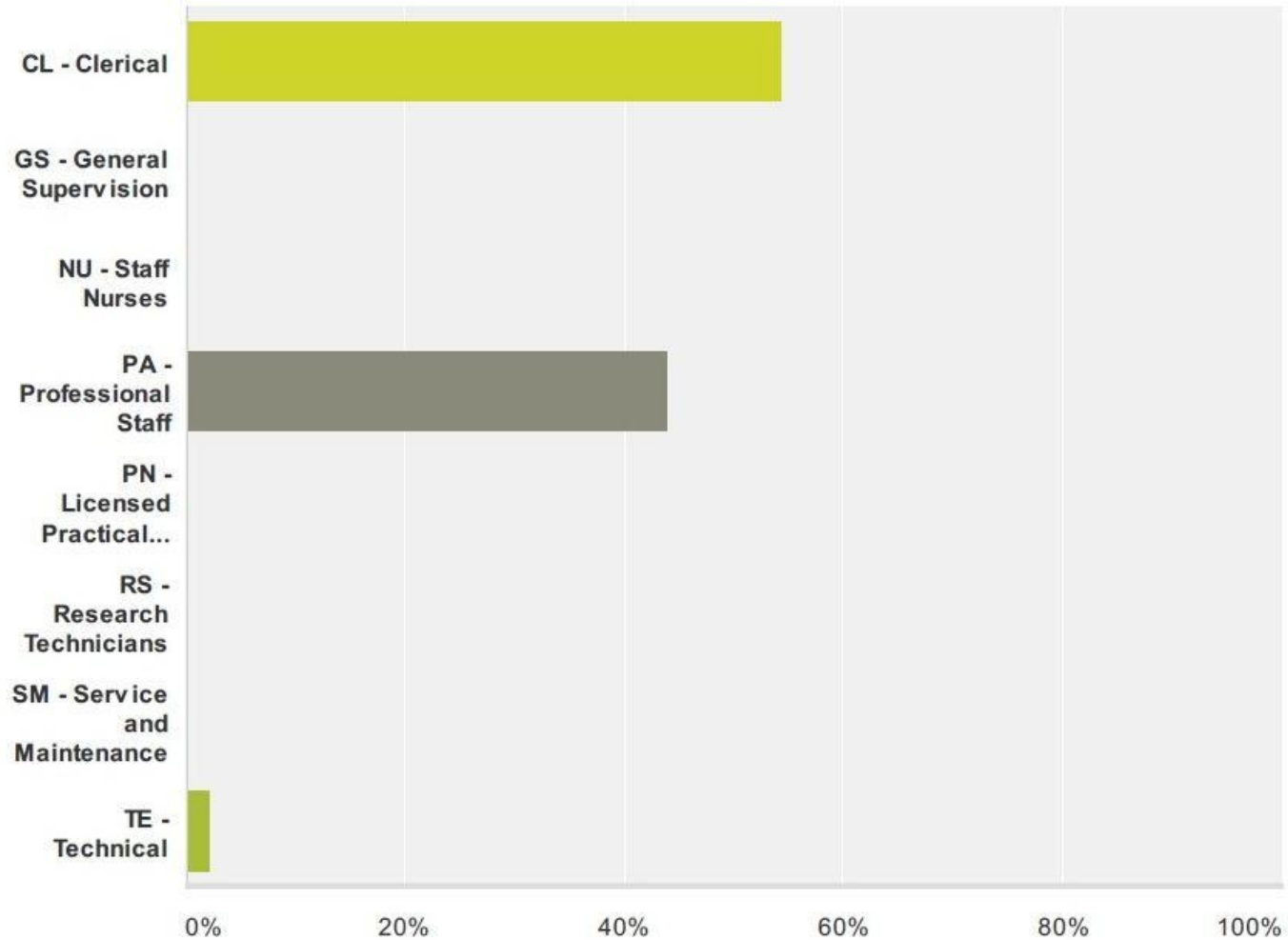
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**BRAND.IU.EDU**

# Staff Affairs Committee

## Q1 Would you please indicate your appointment type.

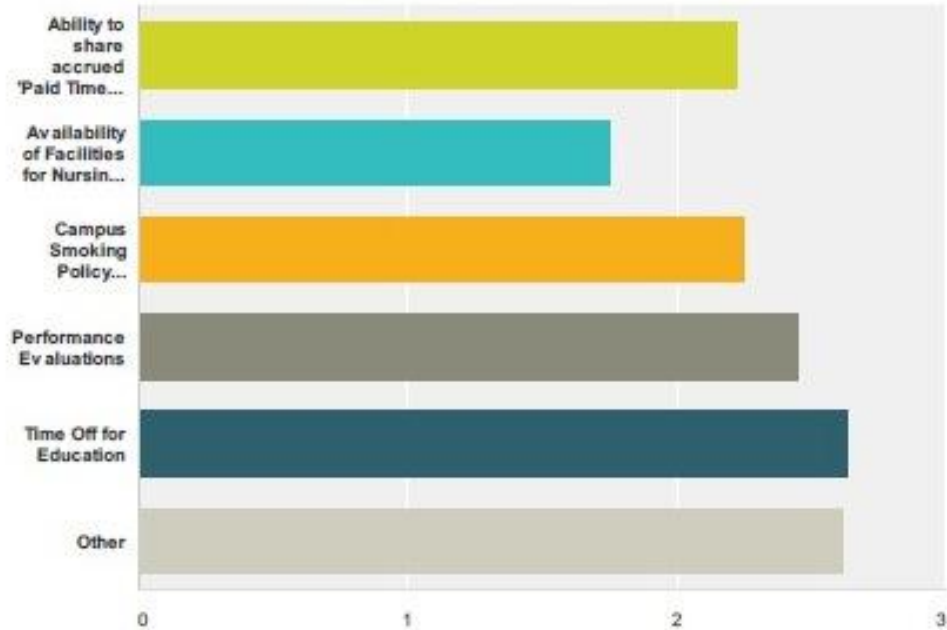
Answered: 48 Skipped: 0



## Staff Affairs Committee

### Q2 Please rate the following issues in order of importance to you.

Answered: 48 Skipped: 0



	Low Importance	Some Importance	High Importance	Total	Average Rating
Ability to share accrued Paid Time Off	18.75% 9	39.58% 19	41.67% 20	48	2.23
Availability of Facilities for Nursing Mothers	41.67% 20	41.67% 20	16.67% 8	48	1.75
Campus Smoking Policy Enforcement	20.83% 10	33.33% 16	45.83% 22	48	2.25
Performance Evaluations	10.64% 5	34.04% 16	55.32% 26	47	2.45
Time Off for Education	6.52% 3	23.91% 11	69.57% 32	46	2.63
Other	17.39% 4	4.35% 1	78.26% 18	23	2.61



# **ADDITIONAL STAFF CONCERNS**

## **Continuing Education**

- Additional Tuition Fees (7 responses)
- Streamline Admissions Process for Staff
- Pursue Professional Development Opportunities

## **Human Resource Concerns**

- Update/Appropriate Job Classifications (2 responses)
- Downsizing Employees with Less Than 30 day Notice
- Short Term Disability
- Professional Development Career Ladder
- Internal Posting of Open Positions For Existing Staff Prior to Posting Publically
- Paid Maternity Leave

## **Paid Time Off**

- Ability to Gift PTO
- Ability to Cash Out PTO at the End of the Year (2 responses)
- Allow 1-2 hours PTO Per Month Towards Community Engagement

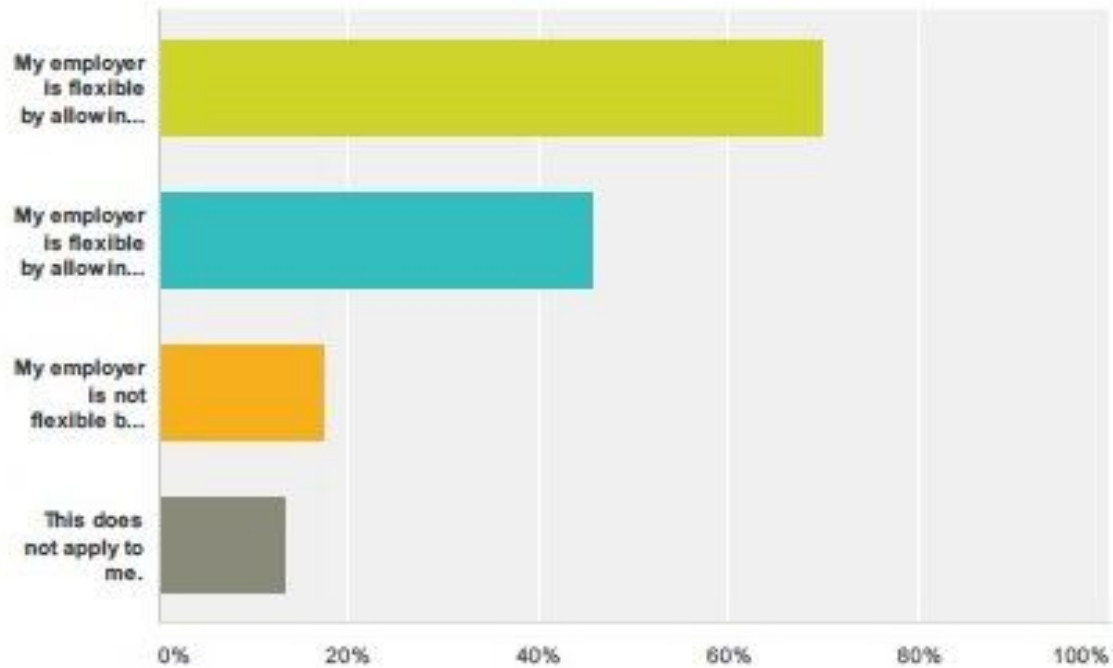
## **Performance Evaluations/Merit Pay Raises (2 responses)**

## **Free Parking for Employees**

## Staff Affairs Committee

### Q3 Please select all below as they apply to you.

Answered: 46 Skipped: 2



Answer Choices	Responses
My employer is flexible by allowing me to schedule time off for job-related education during working hours.	69.57% 32
My employer is flexible by allowing me to schedule time off for non job-related education during working hours.	45.65% 21
My employer is not flexible by allowing me to schedule time off for non job-related education during working hours.	17.39% 8
This does not apply to me.	13.04% 6
<b>Total Respondents: 46</b>	