

IUPUI Staff Council (SC)
Minutes
September 25, 2013 ~ Campus Center, Room 450A ~ 2:00 – 4:00 p.m.

Members and Guests Present: Charles Akerland, Alyce Archie, Rose Baker, Margo Barton, Kaitlin Bell (alt: Brenda Lawless), Victoria Bills, Matt Borden, Landon Brothers, Rob Bullock, Wade Chatmon, Ben Cockrum, Nicole Collins, Caitie Deranek, Teri Duell, Mary Fisher, Rita Flynn, Dan Griffith, Kathy Grove, Barbara Hanes, Sue Herrell, Patti Holt, Leslie House, Rochelle Hudson, Phyllis Humphrey-Sarver, Felicia Jackson, Kate Julius, Khadija Khaja, Betty Klein, Jim Klenner, Lyndy Kouns, Summer Layton, Karen Lee, Mary Lindop, Pamela Lovejoy, Jane Luzar, Cortnee Martin, Laura Masterson (alt: Emily Clossin), Teresa McCurry, Brady McManama, Greg Mobley, Matthew Moody, 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, Michael Sprinkle, Lee Stone, Yolanda Taylor (alt: Isabel Fawcett), Lindsay True, Jack Waggoner, and Etta Ward

Members Absent or Excused: Michelle Benberry, Russell Black, Denise Brown, Tina Carmichael, Kristy Chapman, Pam Clinton, Aron DiBacco, Natalie Edwards, Alicia Gahimer, Kendra Hein, Todd Herring, Susan Hill, Rachel Limbach, Lodema Lines, Margie Martinez, Christen Mumaw, Jenny Perrino, Melanie Pride, Jan Smith, Susan Steele-Moore, Emily Turnier, and Louise Watkins

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

Vice Chancellor Dawn Rhodes was not able to attend. The agenda was adopted as the Order of Business for the Day with that correction.

Agenda Item III: [Action Item]: Approval of the Minutes of the August 21, 2013 Meeting

The minutes of the August 21, 2013, SC meeting were approved and entered into record.

Agenda Item IV: [Information Item] Report from Human Resources Administration (HRA)

Alyce Archie, Team Lead Benefits

Archie reported on the following:

- PERF Changes: In October, 2014, PERF will calculate pension benefits differently. Information will be sent to those in PERF.
- Retirement Investment Symposium: The symposium is on October 10, in Hine Hall, and will be led by Dan Rives, Associate Vice President for University Human Resources.
- 2013 Benefits Presentation Schedule: The October 1, 2013, presentation has been changed to a supplemental retirement instead of OneStart and Employee Center. That presentation will be in January by appointment only.
- October 25 is the Employee Benefits Fair.
- Question: When will we know anything about health insurance premiums for 2014? Archie said an answer is not known, but packets will be mailed mid-October.
- Question: If a department is not able to attend the Employee Benefit Fair where some of the benefits are discussed, how can they hear the information? Archie responded that if a department would like to have a presentation on benefits, contact her for a time to set that up.
- The Affordable Care Act requires employers to give information to employees so that they are able to shop around for information if they wish. Archie said a letter will be sent to all employees in the next week.

Agenda Item V: Update from the Vice Chancellor for Finance and Administration

Dawn Rhodes, Vice Chancellor for Finance and Administration

There was no report.

Agenda Item VI: Report from the President

Lee Stone

Stone reported on the following:

- Privatization: No conclusion has been reached at this time, and no report has gone to the Board of Trustees. The SCEC and student leaders have been invited to the Faculty Council meeting on October 8, where Vice President MaryFrances McCourt will give an update. Information may be going to the next Board of Trustees meeting.
- Director of Employee Relations: Thanked members who participated on the search. Victor Osuna has been hired with a start day of October 7.
- Strategic Planning: A reengagement meeting was held to kick off the planning for the next year. The Staff Task Force will meet on October 4. If there are suggestions to add, we are to make sure they are consistent with the current draft. He encouraged everyone to review the strategic plan and contact him with changes or ideas on implementation (<http://tinyurl.com/k95t5jy>).
- Committee Chair orientation was on September 11. Committee chairs should begin contacting representatives for meeting.
- The Chancellor's Employee Recognition Convocation was held on September 18. The following Staff Council awards were given:
 - Glenn W. Irwin, Jr., M.D. Experience Excellence Award: Heather Bowman, Carolyn Gentle-Genitty, and Jane Williams
 - Carol Nathan Staff Council Scholarship: Martha Huber
 - Gerald L. Bepko Spirit Award: Emily Werner and Josh Nichols
 - Multicultural Staff Impact Award: Kathleen Grove and Dawn Whitehead
- Karen Dace has been appointed as Vice Chancellor for Diversity, Equity, and Inclusion. She will attend the October Staff Council meeting to introduce herself.
- Staff Survey: A link was sent to staff in an e-mail to take the survey. Stone has received a few concerns from staff members about whether the information is confidential. The survey is confidential, but it is not anonymous. The survey is not anonymous so that data received can be listed as part of the school or unit information. Answers will not be tied to anyone when the data is released. Data is tied to the unit, not the employee.
- Basketball discount tickets: Discount tickets for season tickets for men's and women's teams are available. The information will be included in the next SC newsletter.
- Thanked IUPUI Food Services for catering the meeting. He encouraged people to go to the University Tower dining hall.
- Question: Will the new Director of Employee Relations attend a SC meeting? Stone said he would like to have him come to the council at the next opportunity.

Agenda Item VII: Report from the IUPUI Faculty Council Liaison

Kristi Palmer, Faculty Council Executive Committee Member

There was no report.

Agenda Item VIII: [Information Item] Common Theme: “Find Your Voice; Hear My Voice: Building Common Ground for Civil Discourse

Jane Luzar, Founding Dean, IUPUI Honors College

Khadija Khaja, Faculty Fellow Common Theme Project & Associate Professor, School of Social Work

Daniel B. Griffith, Director, Office for Intergroup Dialogue and Civil Community

Kathleen S. Grove, Director, Office for Women

Luzar and colleagues explained the common theme for the next few years. See the appended PowerPoint Presentations for information.

Agenda Item IX: [Information Item] Auxiliary Services and Changes Impacted by the Hotel Conversion

Kate Julius, Assistant Vice Chancellor for Auxiliary Services

www.food.iupui.edu

Julius reported on the following:

- What is Auxiliary Services? There are nine units covered under Auxiliary Services. Four new ones: Food Services, Event Services, Mail Services, and Card Services.
- Food Services
 - Hine Hall with 560 students in residence.
 - Tower Dining (All You Care To Eat) open weekdays 7 a.m. – 11 p.m. and weekends 10:30 a.m. – 3:30 p.m.; breakfast and late night cost is \$6.49; lunch, dinner, and brunch cost is \$7.49.
 - Chancellor’s Restaurant – University Tower is newly renovated. New, but familiar menu. Weekdays 11:30 a.m. – 9 p.m. and Sunday 4:30 - 8 p.m. Favorite menu items are Black Bean Burger for \$10 and Chopped Cobb Salad for \$11.
 - Market 360 in University Tower is a convenience store with food and toiletries. Open weekdays 7 a.m. – 7 p.m. and Saturday 3:30 – 7 p.m.
 - New Meal Plans: All access plan – mandatory and voluntary; 16 meal plan – mandatory and voluntary; three additional voluntary plans. Faculty and staff have taken advantage of the meal plans.
- Event Services: eventservices.iupui.edu
 - New department for event planning billed as a “One-Stop Shop.” Nancy Wright is director and Heather Fuller, staff. There is no cost for this service except for the food and space. They work with University Conference Planning if an event is very large and/or one that sells tickets.
 - Access to Space in University Tower, Hine Hall Auditorium, Overall Campus, City
- Mail Services: mail.iupui.edu – located in Hine Hall in the previous reception area. Hours are 8 a.m. – 4 p.m.; pickup is usually around noon. This is a cash basis unit; they are working to get credit card usage.
- Jagtag: The University ID is more versatile. It now accepts mandatory meal plans, University Tower access (security) and EZ Deposit. EZ Deposit allows students to obtain course materials early if no funds are available.

Agenda Item X: Standing and Ad Hoc Committee Reports and Other Standing or University Committee Reports

The following committee report was submitted in written form (no changes made to the report):

- Staff Development Committee: The Staff Development Committee had its first meeting of the year on Tuesday, September 24th. The group focused on new ideas for work items and settled on three areas to pursue this year: training opportunities, retirement benefits, and tuition fees. Members will generate

questions regarding each of these subjects that can be researched at our fifteen peer institutions. The information generated by this inquiry will be distributed to the Staff Council and potentially beyond. The group is also in contact with the Bloomington Professional Staff Council determining the feasibility of doing a fundraising event later this year. The group will also continue the monthly Staff Council Member Features. If any Staff Council member has suggestions for members that are doing excellent work or have an interesting story to tell, please send them to Caitie Deranek at cderanek@iupui.edu.

Agenda Item XI: Unfinished Business

There was no Unfinished Business.

Agenda Item XII: New Business

There was no New Business.

Agenda Item XIII: Report from the Chancellor's Academic Liaison

Mary Fisher, Associate Vice Chancellor for Academic Affairs

There was no report.

Agenda Item XIV: Final Remarks and Adjournment

With no further business appearing, President Stone adjourned the meeting at 4:00 p.m.

Minutes prepared by Staff Council Coordinator, Karen Lee
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IUPUI Common Theme Project

The Common Theme Project promotes campus unity, conversation and collaboration on timely issues that connect IUPUI to central Indiana and the world.

The Common Theme features a book central to a Theme, supported by related books, programs, and speakers

Themes change every two years, under the direction of a Faculty Fellow and Steering Committee

IUPUI Common Theme Project

Our Previous Common Themes:

- **Common Theme 2009–2011: “Consuming Well for the Wealth of Communities, from IUPUI to the World.”**

Faculty Fellow: David Craig

- **Common Theme 2011-2013: “Change Your World: The Power of New Ideas.”**

Faculty Fellow: Kathleen Hanna

IUPUI Common Theme Project

2013-2015 Common Theme Faculty Fellow:

**Khadija Khaja, Associate Professor,
School of Social Work
kkhaja@iupui.edu**

2013-2015 Common Theme:

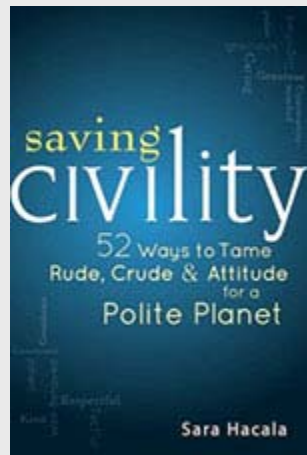
**“Find Your Voice, Hear My Voice
Creating Civil Conversation”**





**Find Your
Voice:
Hear My
Voice**

2013-2015



Saving Civility: 52 Ways to Tame Rude, Crude & Attitude for a Polite Planet by Sara Hacala

**Campus Presentation: Wednesday,
November 13, 2013, 1:30 Campus Center**



**Staff Workshop Thursday, November 14,
2013, 1:00 Campus Center**

Discovering Common Ground Through Civil Discourse: A Focus Group Study



Khadija Khaja, Ph.D.

Common Theme Fellow, Associate Professor, School of Social Work

Daniel B. Griffith, J.D., SPHR

Director of the Office for Intergroup Dialogue and Civil Community

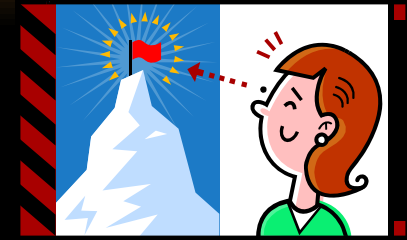
Kathy Grove, J.D. ,

Director of the Office for Women

Ian McIntosh, Ph.D.,

Director of International Partnerships

Purpose



- Ɔ Foster more engaged conversations
- Ɔ Promote understanding, respect & awareness
- Ɔ Address polarizing & divisive viewpoints in teaching and learning climates

Literature Review



- ❧ Hacala defines civility (2011) as working together with “greater respect, awareness, understanding and acceptance of one another” (p. 5).
- ❧ Concern that many discussions “breed mistrust” or “polarize the discussion” of diverse and contemporary issues (Rodin & Steinberg, 2003, p.1; Weeks, 2011).

Literature Review



Forni (2011) reports:

“communicating is only as good as what is being communicated” (p.4).

“...much to the frustration of the best brains among us, work is increasingly for *doing*, not thinking” (p.13-14).

Literature Review



⌘ Concern about “ongoing assault against honest debate in America” (Williams, 2011, p.3).

Millennial students:

⌘ 1st generation to adapt so quickly to online social networks & learning environments.

⌘ 1st to carry immediate portable communication devices.

⌘ Send & receive 2,899 text messages monthly (Weeks, 2011).

Method



Focus groups (33) on IUPUI campus & dorms,
purposive sample

Participant Total: 193

Staff: 62

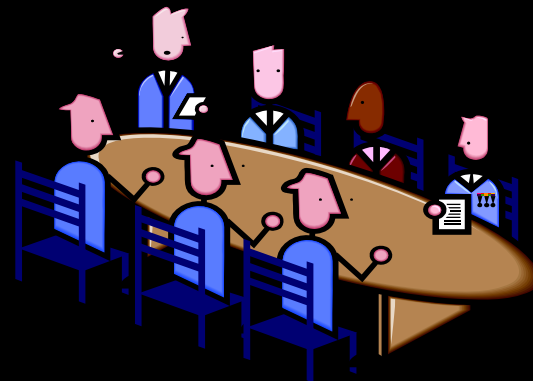
Faculty: 22

students: 98

Lecturers: 3

Community: 3

Other: 5



Questions



-
- ❧
- ❧ What led you to attend the focus groups?
 - ❧ How would you define civil discourse?
 - ❧ When does civil discourse breakdown?
 - ❧ Why does it breakdown?
 - ❧ Your recommendations?

Came to Focus Group Because?

❧ Intrigued & curious

❧ Worry about polarized discourse on social & political issues

❧ See growing global diversity on campus

❧ Topic of civility was timely

Came to Focus Group Because?



☞ Experienced stigmatization & stereotyping if holding a minority view

☞ Seen societal backlash to some international students



☞ Like to support focus group research

Came to Focus Group Because?



☞ Want to support IUPUI to maintain its unique & diverse voice within the bigger system



☞ Wanted to meet others

☞ Common Theme projects build better campus community

Define Civil Discourse As?



❧ Frame passion
constructively

❧ Language is
equitable

❧ Respectful dialogue

❧ Feel safe to express
viewpoint

❧ Relationship
building

❧ Appreciate
difference

When Does Does Civil Discourse Breakdown?



∞ Burnout Mode

∞ Exclusion of voices

∞ Media

∞ Don't deal with
difficult personalities

∞ Language barriers

∞ Technology
anonymity

∞ Hot button issues

∞ Cultural shift

∞ Group think

Why Does Civil Discourse Breakdown?



❧ Backlash towards
diversity

❧ Lack of
transparency

❧ Poor facilitation

❧ Punitive course
evaluations

❧ Unwillingness to
heal/forgive

❧ Lack of resources

Recommendations



- ❧ Share findings at FC and SC, post results on CT site
- ❧ Implement more instructional presentations on how to communicate about difficult subjects
- ❧ Provide list of resources of books, films, websites
- ❧ Partner with varied offices, departments, student organizations, dorms, & community in holding events dealing with civil discourse (need more resources for this to succeed)

Recommendations



- ☞ Include rural voice in events
- ☞ We need to interact more, getting too busy, relationships key to getting along
- ☞ Staff, faculty, admin, & students, should sit together more at events
- ☞ Develop civil discourse pledge like the ChuckStrong foundation
- ☞ Develop additional workshops on forgiveness & healing, listening, & conflict resolution strategies

Recommendations



- ❧ Other suggested having more dialogues at IUPUI on topics such as:
 - ❧ Who defines what is politically correct? Who defines hate speech? Where do we draw the line?
 - ❧ Is it possible to address self-censorship rather than institutional censorship?
 - ❧ Have conduct codes at universities made it unsafe to express minority views?
 - ❧ What about legitimate value differences?