IUPUI Staff Council (SC)
Minutes
April 16, 2014 ~ Campus Center, Room 450A ~ 2:00 – 4:00 p.m.


Members Absent or Excused: Michelle Benberry, Matt Borden, Elizabeth Bunge, Tina Carmichael, Kristy Chapman, Pam Clinton, Venus Davis-Wallace, Rita Flynn, Kendra Hein, Susan Hill, Rochelle Hudson, Jim Klenner, Summer Layton, Rachael Limbach, Margie Martinez, Christen Mumaw, Kasey Myers, Jenny Perrino, Carol Riley, Michael Sprinkle, Susan Steele-Moore, Yolanda Taylor, Jack Waggoner, 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 2:02 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 19, 2014, Meeting
The minutes of the March 19, 2014, Staff Council meeting were approved and entered into record.

Agenda Item IV: Report from the President
Lee Stone

Stone reported on the following:

- Internal SC awards will be given again this year. The awards are only awarded to SC members, but can be nominated by both members and non-members. The awards are for Member of the Year, Chairperson of the year, and Outstanding New Member. Information and deadlines will be sent to members in email and be posted on the SC website.
- The second annual Diversity Resource Fair will be on May 15, from 11 a.m. to 1 p.m. in the Campus Center Theatre.
- Changes to the campus parking structure are coming. Associate Vice Chancellor Emily Wren and Vice Chancellor Dawn Rhodes will present the information at today’s SC meeting. Comments, suggestions, thoughts, ideas, etc. not shared in the meeting by members should be sent to Karen Lee or Stone. The Staff Council will listen to constituents and pass on thoughts or concerns to those in charge of the parking decisions.

Agenda Item V: Report from Human Resources Administration (HRA)
John Murray, Director, Employment and Compensation

Murray said HR is continuing to work on the management team. The director of training and organizational development search committee has identified candidates and interviews will occur at the beginning of May. The director of employee relations search committee has just been formed and will be meeting shortly.
Agenda Item VI: Report from the IUPUI Faculty Council Liaison
Kristi Palmer, Faculty Council Executive Committee Member

Palmer said an IUPUI student organization connected to the national Sierra Club has asked to give a presentation to the IFC on coal power and their opposition to it. The IFC heard a presentation on the Code of Student Conduct and the process that occurs when a student issue is charged. This will be heard again at the May IFC meeting and possibly endorsed. The School of Journalism at IUPUI will become a department within the School of Liberal Arts on July 1. A faculty vote will occur before this happens.

Agenda Item VII: Report from the Chancellor’s Academic Liaison
Melissa Lavitt, Senior Associate Vice Chancellor for Academic Affairs

Lavitt said a mentoring academy will be formed for faculty. The academic deans will receive a call to identify two representatives to serve on the mentoring committee and will be cast for faculty at this point. The committee will participate in a year-long academy to propose a mentoring document to find ways for schools to provide faculty mentors both within and outside of their schools. The second dual career luncheon network met last week with other higher education institutions around the region. The focus was on how to recruit faculty who have a spouse/significant other that will need employment, too. In collaboration with other higher education institutions, each will identify a point person that can work with other institutions to help find employment for the other person. Dedicating resources was also discussed for this initiative as well. The discussion was held in the regard to becoming the employer of choice for faculty and staff.

Agenda Item VIII: [Information Item] Brown Bag Workshop Announcement: Conversations for a Civil Community: The Significance of Sexual Orientation and Gender Identity at IUPUI
Dan Griffith, Director, Office for Intergroup Dialogue and Civil Community

Griffith said a forum was held on February 18, 2014, to begin discussion to increase awareness of sexual orientation and gender identity. The forum did not focus solely on the HJR6(3) amendment, but discussed orientation and identity on this campus. The conversation will continue on April 21 from 11:30 a.m. to 1 p.m., in CE 309. You do not have to have attended the first session in order to attend the follow-up. The flyer for the event is appended to these minutes.

A more focused and in depth Intergroup Dialogue (IGD) session on sexual orientation and gender identity will be held on May 13 and 14 as well as May 20 and 21 from 9 a.m. to 4 p.m. each day, in Lockefield Village, Room 1101. IGD is a large commitment, and all are welcome to attend. The sessions will be limited to a small group between 12 and 16 people. The sessions are work-related, important conversations. He asked the council to help and support the event. The flyer for the event is appended to these minutes.

Other dialogues will occur as interest comes on various topics.

What do the four days look like? Griffith said the four stages of dialogue are: (1) Group Beginnings: Creating a Shared Meaning of Dialogue, (2) Identity, Social Relations and Conflict, (3) Issues of Equity, Fairness and Inclusion: “Hot Topics,” and (4) Alliances and Empowerment. Sometimes the reservation about the process is that conversations will jump right into the hot topics. That is not done until stage three because the attendees haven’t had the time to look at what dialogue is and how to do it, as well as identifying identity, social relations and conflicts. Once that happens, then the hot topics are discussed. Listening and discussing are what is done the most. The last stage is building alliances and empowerment. How does what we learned give us empowerment?
Will there be any opportunities during the summer? Griffith said dialogue can occur when the necessary personnel can be identified to hold the discussions and people register to hold the event. You are asked to self-identify when you register for these events and the registrants will be selected representing LGBT and heterosexual participants so that there is well-rounded participants.

**Agenda Item IX: [Information Item] UITS IT Training**

Donna Jones, Assistant Manager, UITS IT Training

Jones presented information on IT Training. Instructor-led workshops and webinars are open to everyone and are free to faculty staff, and students from all IU campuses. Many sessions are online. Refer to the presentation slides included in these minutes for more information.

Contact for any training need: ittraining@iu.edu
812.855.7383 or 317.274.7383

Questions:
- If you have a certain garage permit, how can you park at the IT building? Response: You cannot. You will need to park in the garage and then take the shuttle to the building. Or, you can take the online training.
- How busy are the IT Training Coaches? Is there a waiting session? Response: They are not too busy, and they haven’t had a full schedule yet. 10 to 15 minutes are given per person; however, if the class isn’t full, more time can be given to each individual. The coaches can help you solve problems and use the tools to help you figure out what you are trying to do.
- SkillSoft does not have a trial period. It gets good reviews from those who have used it. The fee is not large, and it can be used for an entire year.
- IUWare is not available to retirees. Why? Response: Jones would love to say that IU staff could use IUWare; however, agreements are made with the different companies for negotiation of fees. To include retired faculty and staff, it would cost much more. The contract negotiations with each group is done at different times.

**Agenda Item X: Unfinished Business**

There was no Unfinished Business.

**Agenda Item XI: New Business**

There was no New Business

**Agenda Item XII: [Information Item] Parking at IUPUI**

Dawn Rhodes, Vice Chancellor for Finance and Administration
Emily Wren, Associate Vice Chancellor for Facilities
Sheri Eggleton, Assistant Director of Administration, Parking, and Transportation Services

Presentation slides are included with these minutes. Rhodes reminded the members that with the decision to not outsource parking comes with making changes in the parking situation. Parking rates would have increased no matter what happened in privatization or not. We tried to build logic into the process of making the changes. For example, changing A/B permits to EM for employee and E to ST for students.

IUPUI has more parking spots on campus than the Bloomington campus does. The Board of Trustees charged a committee with creating a Request for Proposal (RFP). What kind of parking would we want or not want? Three distinct groups had been created to move the parking initiative forward.
Goldman Sachs was hired to look at the parking situation and make recommendations to the Board of Trustees. The Board of Trustees supported the president’s recommendation to not privatize, but that it was conditional upon a parking business plan. A University Parking Task Force was appointed to make the business plan work. Many of the members came from the original steering committees with the desire to see the parking plan come to fruition. Eggleton said it is the goal to optimize spaces by revising the parking spaces and the permits. The parking committee will be revising the parking garages and surface lots as a result of conversations that have occurred since the new plan was announced. The information will be sent in the future. There will be 1,200 spaces dedicated to students in the Barnhill Garage. 800 spaces would be used by B parkers. Rhodes said they wanted to change the student experience and this is part of the reason why. At this time, there are 900 garage permits spaces available to purchase. If you are interested in a garage permit, you do not need to wait until July 1. Garage spaces are guaranteed spots and be purchased now. Rhodes said they have considered lower income employees. The North Campus “NC” parking permit is available for those who need to have a lower priced permit. All parking costs and the fees are used to maintain parking lots and garages. Not every lot or garage is convenient and they recognize that. Getting people in parking spaces equals lower rates. We must have better utilization of parking spaces.

Questions/Comments:
- Who responds to the feedback? Wren said all feedback will be responded to; however, answering every feedback with a personal message won’t be possible.
- Will the green space next to Herron become parking spaces or be left alone? Wren said the master plan is set up and she is not aware of any immediate plan to change it. Rhodes said the master plan has had to change some due to information received after it was set.
- Is IUB adopting the similar structure we are? Wren said she thinks the permit letters are staying the same, but their rates will increase. Each campus has not delved into the other campus’s plan. Rhodes said each campus will be raising rates in conjunction to their business plan.
- Will we see increased rates on special events parking? Wren said we will be looking at special event rates. We value our community partners, and this is where it gets difficult. We have a choice as to whether or not we charge for the events. We choose not to charge for some events due to their significance. For example, the Race for the Cure is an important event and it would be better for their money to go for the cause than for parking. We charge the proper amount to events such as Rib Fest.
- Was an analysis done to have an A level and B level but pay more for the timing of when the permit is used? Rhodes asked how that would be done. The member responded that she would conduct an analysis to see who parks where and when and reduce the cost of parking in garages to get more activity to park there. Wren said there is a huge difference between the cost of the A and B spots, but needing to optimize the parking spaces is still what is most important. People with B permits could drive by empty A permit spaces, but it does not optimize the parking spaces to allow for better parking for everyone. They have also raised the price of an EM spot closer to the price of a garage rate to entice more people to purchase a garage permit where they are guaranteed a spot. A question was asked about why the reserved spots weren’t lowered so that more people would purchase those. Students might be more interested in purchasing a reserved spot. Wren said they hadn’t thought much about that.
- What will the revenue generated be earmarked for? Wren said she hopes the funds will be to improve parking lots and garages as well as to have better directional signage and signs to show whether a lot or garage is full so you don’t have to drive around looking for a spot. Rhodes said we don’t have a shuttle fee and we pay for it out of parking revenue. She hopes to have a better robust shuttle service. If we have better shuttle systems, people will be able to park in other spaces and shuttle in or around the campus to where they need to go. We need to be profitable. We want to cover parking needs first, and if there are other funds that can be used for the educational mission, we would like to do that as well.
• The majority of the increase in parking is on the back of the staff or B parkers. One member’s constituents have said the changes are the last straw, and it is beginning to cost to work here. Those who can afford to pay for more, do not need to have to pay it. They feel it will drive people away from working here. Wren said this isn’t necessarily true. There are some lower paid employees that have chosen to pay for A or garage permits because that’s where they want to park and designate their budgets that way. Rhodes said there is a dean who chose a B permit because he didn’t want to pay for an A pass. Our parking rates are still lower than those who park downtown.

• Does the permit cost come from pre-tax dollars? The response was that they were not sure, but it was thought to be pre-tax.

• Stone asked that staff representation be added to the Parking Task Force. Rhodes will talk with MaryFrances McCourt, but she didn’t think that would be a problem.

Agenda Item XIII: [Information Item] Campus Update with Nasser Paydar
Nasser Paydar, Executive Vice Chancellor and Chief Academic Officer

Paydar thanked Stone for the opportunity to speak to the council. He said the university is #5 in US News and World Reports as being an upcoming university. We are #1 in universities in the US in having the highest numbers of cars on campus. Parking has always been discussed on this campus, and he said changes will be made based on feedback received so far. There needs to be changes. He thanked the council for their good work, and for attending IFC meetings to talk with the members about what the SC is doing. He enjoyed receiving the 2012-2013 annual report and would like to see more articles in the JagJournal.

Strategic Plans: Some of the changes on campus due to the plan was discussed. The changes need to come from staff, faculty, and the schools.

• Every year, we will ask the schools and units how their plans align with the campus plan. The changes we are making are important. Much of the things we are doing revolve around staff.

• No new money will be used for the new initiatives.

• We want to have more data for recruitment and retention purposes. We can’t go with our gut. We have created an Office of Student Data and Evaluation. They are dedicated to measuring what scholars are doing for education. Their job is to work on data for different offices on campus. It will be supervised by a new Division of Undergraduate Education. Michele Hansen will direct that office.

• The Office of Information Management and Institution Research was restructure and they will focus on program review.

• Division of Undergraduate Education: Any time a student comes here, they begin in University College. We want students to get their diploma, and we are one of the few campuses that does not have an office such as this. The focus will be all students on campus. They will have data and special programming. The division will be run by staff. There is a program in the division called the Degree Completion Office. There are people who have dropped out in the past that want to return to school. This office will help them. We graduate 19% of our students in four years and 42% in six years. Some never finish.

• There will be an office that coordinates initiatives like RISE. We are going to close the Greenwood Learning Center and use online education to reach out to the communities. There is not a single person on this campus, and who reports to this campus, who works with graduate education. Sherry Queener is paid part-time through medicine and the other half through the Bloomington Graduate School to manage this campus’s graduate students. We created an Associate Vice Chancellor position that will work with graduate education. Thirty-five individuals received Ph.D.’s on this campus last year, Ball State had 35, and ISU had 70. It is not acceptable that we have the highest level of research in this city, yet we only had 35 Ph.D. graduates? We need someone dedicated to work with these students.
• Coordinating enrollment on this campus is important. We need to have an office that coordinates enrollment.
• We are working on revising the campus website. Come this fall, the website will focus on students.
• We have a number of councils that deal with different issues. We are shutting down most of our committees that look at undergraduates and will empower one that will do what many committees used to do.
• Academic advising is important on this campus. Advising is now so complicated. We now have programs that will help advisors do their jobs more effectively.
• Every school has a set of objectives. We are creating a plan for all departments and research. They will identify what research they want to do, what programs they want, and then the plans will be put together for a research plan.
• Community engagement is important to this campus. We have many offices that do the same job. We are going to coordinate community engagement into one office. Community engagement will become bigger than just civic engagement. We are going to stop one credit courses that are not effective. Ivy Tech can help with that. Community engagement will utilize our faculty and staff through corporate engagement and training.
• Internationalization. We are identifying parts of the work in this area and pooling resources. We will have an office in China as well as the office we already have in India. We want to make sure people are aware of our global work and issues.
• We need to articulate the role of IUPUC. We need to make sure they have the power to work in the state of Indiana within checks and balances.
• We will provide money for Staff Council to have a staff development program. The staff does great work on this campus, and we need to reward our staff through development. Rhodes added that said she will charge the director of occupational development and training to work on staff development. This position will be a partner in helping to identify development programs. Two staff members will be hired to help with this as well.
• Continuing Studies will continue through the engagement office. We will be working with that office in how we can serve business in the community in ways we don’t do today.

Questions/Comments:
• A suggestion was made to send the energizing message he gave today to all staff members; perhaps through the JagJournal? Paydar feels we don’t spend enough time telling our family and our work families how much they are valued.
• Will we be helping students take summer courses more affordably so they can graduate more quickly? Paydar said that will be part of the work of the Division of Undergraduate Education. We want to ask our advisors to help students get to the point they could graduate more quickly. Students should take 15 credit hours each year to graduate on time. 51% of graduates this year were able to graduate on time due to the efforts of the advisors to get them to take more credit hours. We are going to be in their faces going forward. We can’t depend on the students to do the advising work themselves. We are going to build a means to get them to take the right courses. We can make a difference.

Agenda Item XIV: Final Remarks and Adjournment
With no further business appearing, President Stone adjourned the meeting at 4:04 p.m.

Minutes prepared by Staff Council Coordinator, Karen Lee
UL 3115N / 274-2215 / Fax: 274-2970 / scouncil@iupui.edu / http://www.iupui.edu/~scouncil
Continuing the Conversation: The Significance of Sexual Orientation and Gender Identity at IUPUI

This brown bag is a follow-up to the February 18 forum, Conversations for a Civil Community: The Significance of Sexual Orientation and Gender Identity at IUPUI. Whether or not you attended and regardless where you stand or what you perceive others to believe, please join us, speak up, listen and learn in a safe environment where all voices can be heard in a climate of civility, open dialogue and respect.

- What did we learn from the previous forum?
- What do you want to know or learn?
- What opportunities were missed that we must discuss now?
- What more should we explore and understand about these issues?
- How do we keep the conversation going in a climate of civility and respect?

Date: April 21, 2014
Time: 11:30 - 1:00
Location: Campus Center, CE 309

Questions? Contact: IUPUI Office for Intergroup Dialogue and Civil Community
Phone: 317-274-4520
E-mail: igd@iupui.edu
website: www.igd.iupui.edu

Supported by: IUPUI LGBT Faculty/Staff Council; IUPUI Staff and Faculty Councils; IUPUI Division of Finance and Administration; IUPUI Office of Diversity, Equity and Inclusion; IUPUI Office of the Executive Vice Chancellor and Chief Academic Officer; and IUPUI Division of Student Affairs.
IUPUI INTERGROUP DIALOGUE: SEXUAL ORIENTATION AND GENDER IDENTITY

The recent campus forum on *The Significance of Sexual Orientation and Gender Identity at IUPUI* provided an opportunity to engage in meaningful conversation in a supportive environment on issues related to sexual orientation and gender identity. This structured, sustained intergroup dialogue (IGD) process will provide selected participants the opportunity to explore these issues more deeply in a safe environment where all voices can be heard in a climate of civility and respect.

IGD offers participants a unique forum to experience and explore issues related to social identities and to actively engage in exercises and conversations focused on creating understanding and working through the conflicts and differences that exist based on social identities. Participants will engage in a sustained dialogue process involving the following distinct, planned stages of learning:

**Stage 1:** Group Beginnings: Creating a Shared Meaning of Dialogue  
**Stage 2:** Identity, Social Relations and Conflict  
**Stage 3:** Issues of Equity, Fairness and Inclusion: "Hot Topics"  
**Stage 4:** Alliances and Empowerment

**Registration Process:** Please express your interest in participating by responding to the questionnaire at this link:

[https://www.surveymonkey.com/s/8L3ZSLH](https://www.surveymonkey.com/s/8L3ZSLH)

Please respond by **Monday, May 5**

Note: This IGD process requires general parity in representation among LGBT and heterosexual participants (i.e., 50/50) and will be facilitated by two individuals who represent each of these social identities. Ultimate selection for this dialogue will be based on efforts to achieve this parity.

Facilitated by:  
**NANCY ROBERTSON**  
DEPARTMENT OF HISTORY, IU SCHOOL OF LIBERAL ARTS  
**DAN GRIFFITH**  
IUPUI OFFICE FOR INTERGROUP DIALOGUE AND CIVIL COMMUNITY

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Tuesday/Wednesday  
May 13-14, 2014  
and  
Tuesday/Wednesday  
May 20-21, 2014

9:00 a.m. – 4:00 p.m.  
each day

**Lockefield Village, LV 1101**  
(May 13-14)  
**University Library, UL 1116**  
(May 20-21)

**Questions:**  
CONTACT THE OFFICE FOR INTERGROUP DIALOGUE AND CIVIL COMMUNITY  
(317) 274-4520

**This IGD Dialogue Series is Supported by:**

- IUPUI Staff Council  
- IUPUI LGBT Faculty & Staff Council  
- IUPUI Faculty Council  
- IUPUI Division of Finance & Administration  
- IUPUI Office of Diversity, Equity & Inclusion  
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