

Staff Council Minutes

November 15, 2023 ~ 2:00-4:00 p.m.

Campus Center 409 or Zoom

**Members and Guests Present:** Kenya Alexander, Sadiya Ali, Connie Anoskey, Tom Baker, Michelle Benberry, Thora Berndt, Megan Bettag, Cody Breault, April Briggs, Kim Burrows, Beth Chaisson, Crystal Clark, Tina Cochran, Mindy Cooper, Jeffrey Dawn, Valerie Decker, Amber Delp, Tricia Edwards, Connie Ely, Alicia Gahimer, Jennifer Gilles, Lauren Gronke, Todd Grooten, Robyn Hart, Bernetta Hartman, Carolyn Hasser, Julie Heger, Kim Johnson, LaVerne Johnson, Todd Kirk, Anne McGee, Margaret Miley, Dawn Molnar, Todd Morton, Shelli Reed, Jeanne Rushin, Mary Beth Ryan, Evelyn Safder, Anita Sale, Ryan Schafer, Diana Sims-Harris, Paige Smith, Heather Staggs, Sarah Thompson, Amy Treat, Melissa Vastag, Dionna Weatherly, Terry Wilson, Kelly Zimmerman, Mary Louise Bewley, Lisa Bridgewater, Camy Broeker, Luke Bosso, Mary Chappell, Tyler Cason, Nick Hyltested, Jesse Lambertson, Adam Miller, Anne Mitchell, Deborah Nicholas, Greg O’Connor, Kim Priesmeyer, Latosha Rowly, and Simone Wheeler

**Members Excused:** Jessica Darling, Sarah Frigo

**Members Absent:** Erica George, Natalie Lin, Katie Grace Jackson, Lindsay Heinzman, Amanda Gist

# Agenda Item I: Welcome and Call to Order

Heather Staggs, *President*, [hstaggs@iupui.edu](mailto:hstaggs@iupui.edu)

IUPUI Staff Council Interim President Heather Staggs called the meeting to order.

# Agenda Item II: [Action Item] Adoption of the Order of Business for the Day

Heather Staggs

The agenda was adopted as the Order of Business for the Day.

# Agenda Item III: [Action Item] Approval of Minutes of the October 18, 2023, SC Meeting

# Heather Staggs

# With no objections, the October 18, 2023 SC meeting minutes were approved.

# Agenda Item IV: [Information Item] Critical Illness Insurance Presentation

Eric Stoner, *Senior Benefits Specialist*, [estoner@iu.edu](mailto:estoner@iu.edu)

* This will be an overview of the new Critical Illness Insurance plan.
* What is critical illness insurance? A cash benefit for a serious illness.
  + Pays you directly, so you can choose how to spend the money.
  + Pays you for what happens, regardless of your other coverage.
  + Payable if initially diagnosed while covered.
  + Use benefit for (not all inclusive)- deductibles/coinsurance from health insurance claims, groceries, rent/mortgage, personal care items, alterative or recovery care, lost wages
  + Any payout you receive it 100% tax free.
* Coverage levels
  + Employee only- $10-50K
  + Spouse- $5-25K (no more than 50% of employee). IU spouses are not eligible (the must elect for themselves as employees only)
  + Child(ren)- automatically covered at 50% of employee coverage amount. For IU spouses, claims paid under only one parent. Cannot be covered as both employee and child.
* Electing coverage: voluntary benefit, guaranteed issue (no health questions asked), can elect each open enrollment, premiums based on employee’s age and amount elected, premiums taken after tax (meaning the payout is tax free).
* What’s covered? You must be diagnosed with one of these conditions: heart attack, severe coronary artery disease with recommendation of bypass surgery, stroke, cancer, carcinoma in situ, end-stage renal failure, coma, paralysis, benign brain tumor, occupational hepatitis, occupational HIV, ALS, advanced Alzheimer’s disease, advanced MS, advanced Parkinson’s disease, bone marrow transplant, loss of sight, loss of hearing, loss of speech, 21 childhood diseases
  + All payout at 100% except for non-invasive cancer (25%) and severe coronary artery disease with recommendation of bypass surgery (25%)
* $100 wellness incentive available for each plan year for you and your covered spouse and children
  + Get one of 22 eligible health screenings at provider of your choice
  + No waiting period
  + Simple one step claim process- online or paper form sent directly to The Standard
  + The employee will receive a check from The Standard
  + Examples of covered screenings- CBC, CMP, covid-19 testing, EKG, hemoglobin A1C, lipid panel, mammogram or pap smear, mental health assessment, colonoscopy
* FAQ:
  + Does someone have to survive the event for the policy to pay? No, if you die benefits are paid in equal shares to the following classes: spouse, children, parents, siblings, estate.
  + What if my critical illness reoccurs? Subsequent diagnosis for the same critical illness are 100% payable if the insured has been continuously covered during a 6 month treatment free period. This reoccurrence benefit is a one time benefit.
  + What about pre-existing conditions? There are no medical underwriting requirements for this coverage. In order for any illness to be payable, you must be diagnosed in the coverage period (i.e. you must be diagnosed on or after 1/1/2024).
  + Is the critical illness wellness incentive available to all employees? Only those who are covered under the benefit can claim the $100.
* Lessons learned:
  + Critical illness is a voluntary benefit offered to help offset costs associated with a serious illness.
  + Only named illnesses listed are payable under the plan.
  + There are no formal requirements on what the payout funds must be used for.
  + Employees must be enrolled in the critical illness plan to claim the wellness benefit.
* As an aside, please make sure you have named a beneficiary with each entity you have an account through. There is no one mater list where all companies have your beneficiary information. Beneficiaries override a will so it is very important to have it up to date.
* If you need enrollment help, have benefit questions, etc. please ask [hr@iu.edu](mailto:hr@iu.edu).

Questions?

* This is all on the open enrollment website.
* If a person has been diagnosed with cancer before 1/1/2024 and elects for the coverage but they die from the cancer after 1/1/2024, will they still get the payout?
  + No, because they must be diagnosed after 1/1/2024.
* How do you determine that you’ve met your deductible for the year?
  + You can log in to Anthem’s website and see it, they update it in real time. If the website is down, email HR and they will help you.
* For the $100 wellness benefit, let’s say you have two of the listed tests done. Can you get $100 for each test or is it just a single $100 check per person?
  + The maximum is $100 per covered member, so you will not get more money for having more tests done. You can do it every year, however.

# Agenda Item V: [Information Item] Athletics Presentation

# Luke Bosso, *IUPUI Athletic Director*, lbosso@iu.edu

# Luke is a homegrown Hoosier from Indianapolis and has a great passion for his hometown sports teams.

# The new Athletics saying is “Work hard, make noise, have fun!”

# The Just Enough Mentality

# Coming in, Luke noticed that there was a “just enough” mentality in the department- doing just enough to get by. This was not acceptable.

# Winning is the goal, and we’re starting with our eyes on the championship, no matter the sport.

# New rules for student athletes

# No walking on the grass. Treat everyone the way you want yourself or your family to be treated. Someone’s job is to take care of the grass, we don’t want to be the ones to destroy it.

# No flip flops, slides or shower shoes to class. You have to dress the part.

# Sit in the front in class. Grades are just as important as the game if you want to succeed.

# New corporate sponsors (a new goal of changing from an internal to an external, community driven department)

# Since the start of this fiscal year, we’ve introduced 17 new corporate partners to Jaguar Athletics including Allstate, Condado Tacos, Hampton Inn, Herff Jones, IMCU, Meijer, and more.

# The department has 18 varsity sports, 12 head coaches and approximately 275 student athletes.

# Jags Giving Week: raised over $192,000 in 2023.

# Compared to $79,000 in 2022, marking a 143% year-over-year increase.

# Next year the goal is $500,000. We will keep pushing to improve exponentially both on and off the court and field.

# Departmental GPA as of Spring 2023 is 3.47

# Softball team ranked 10th nationally in Team GPA.

# Women’s basketball and cross country ranked among the nation’s top 30

# Collectively, we rank in the 95th percentile for all NCAA Division I programs

# Scholarships provided

# Over $3.1 million in fiscal year 2024

# We invest more than $3 million annually in recruiting and retaining top tier talent

# How can you help?

# We need people coming to games. We need to break down the barrier of how to get students, faculty and staff to come support the teams.

# Next Wednesday, right before Thanksgiving, there’s a matinee game against Ball State in the Jungle.

# Follow us on social media!

# Agenda Item VI: Report from the President

Heather Staggs

Heather then shared the following reminders and updates:

* Next blood drive is Nov. 28 in the campus center, in the TV lounge.
* We received a communication today that town halls for the EVP and Chancellor for IUI will be held Nov. 28, 29, and Dec. 5. Those will be offered both via zoom and in person, more details to come.
* We were honored to attend the 2023 Staff Recognition ceremony last Wednesday where milestones over 20 years were celebrated and the Staff Council awards were also given out.
  + Glenn Irwin award- Karina Garduno
  + Sustainability award- Thora Berndt
  + Carol D. Nathan scholarship- Jacqueline Cooper
  + Gerald L. Bepko award- Anne McGee and Cindy Harkness
  + Nan Bohan award- LaVerne Johnson
* The following staff council representatives were recognized for milestones this year:
  + 5 years- Tina Cochran, Amanda Gist, Rachel Molina, Sarah Thompson
  + 10 years- Jeanne Rushin, Kelly Zimmerman
  + 15 years- Jess Darling, LaVerne Johnson
  + 20 years- Terry Wilson
  + 25 years- Heather Staggs
  + 30 years- Connie Ely
* Professional Development:
  + Submissions for the staff council PD grant are due on Dec. 1. Information is available on the staff council website.
  + Urban League drive through food distribution volunteer opportunity on Dec. 12 in the Indianapolis Urban League parking lot. Shifts are packing from 7-10 am and 10 am – 12 pm for distribution.
  + Requests for assistance with resumes: <https://careerplanning.iu.edu/step3.html>

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

Camy Broeker, *Vice Chancellor for Finance and Administration,* [cbroeker@iupui.edu](mailto:cbroeker@iupui.edu)

Camy shared the following updates:

* Reminder for events and conference services- if you are expecting more than 50 people, you must fill out an event request. That’s not just the number of students for student events, it’s the total number of attendees.
* Parking
  + Carroll Stadium lighting project is coming up. All the lights and light poles will be replaced, meaning part of Lot 80 will be closed as well as shutting down New York Street for the work day. One lane should be open until 9 am and after 3 pm to allow for rush hour traffic.
  + On Barnhill, there is a domestic water line replacement going on that may impact traffic back to Lot 97. Also working on putting in sidewalks around that area.
  + Winter break parking permissions begin Monday Dec. 18 and end Friday Jan. 5. You can use student garages with an EM permit during that time. No JagLine service during the holidays, will resume on Jan. 2.
* No update on the Wilson St. garage yet, Camy will check.
* The Cultural Trail will be done at some point. A lot of the work, especially on Indiana Ave., should be done in the next couple months. The total project is not due to be done until next spring/summer.
* Just awarded the work for the Hine Hall courtyard bench (Paydar Bench) that will happen in Spring 2024, so designs should be coming in the next couple weeks.
* Replacement of IUPUI signage will begin happening in the next couple weeks. That project will take up through and possibly past July 1.
* Nursing school building renovation will begin in November and continue through Summer 2024.
* Steam vault repair outside University Hospital is slated to be done in January 2024.
* We are in the time zone for winter weather despite it being 65 outside today. Remember to call 8-1900 or email CFS if you see areas that need treating.

Questions:

# Some of my constituents were wondering if there was a timeline on the sidewalk / traffic construction that is at the University/Indiana intersection (causing the congestion/merging issues from 10th street)?

# That’s part of the cultural trail work unfortunately. Stay tuned.

# Will they repave the street after that Cultural Trail construction is done, or will it stay with potholes?

# Camy has no pull over the city, and it is a city street, but they’ll do their best.

# Re: signage, are the individual signs inside buildings the responsibility of the schools or will the university do that?

# They’re working on the recommendations for that and it should be done by the university.

# Can anything be done regarding the bad traffic backup at Lockfield, because it’s gotten to the point that it backs up into the garage?

# Camy acknowledges traffic all over campus is really bad but she’ll check into this, specifically into painting direction lines to help people see there are two lanes to use.

# Agenda Item VIII: Report from Human Resources

Anne Mitchell, *Senior Human Resources Director,* [amitch29@iupui.edu](mailto:amitch29@iupui.edu)

Anne shared the following updates via Camy:

* Reminder that it is Native American History Month. Look out for campus events related to this celebration.
* Veterans Day was last week. To all our veterans, thank you for your service.
* Performance @ IU is coming. If it hasn’t gotten to you in any way by February, let her know and she will follow up.
* We did have the staff recognition ceremony last week. It was a wonderful time to stop and appreciate the staff that we have on campus. Recognizing how much talent and creativity is on campus was a great opportunity. We had 43 staff members who joined the Quarter Century Club, 24 who had 30 years, 13 who had 35 years, 7 who had 40 years, and 4 who had 45 years of service.
* Thanksgiving represents a lot of things and can be a time of tremendous joy and a difficult time. IUPUI is thankful for all of you and we hope you have a good holiday.

Questions:

* If you have questions for Anne, please email her and she will do her best to answer you.

**Agenda Item IX: Updates from Faculty Council**

# Lisa Angermeier, *Faculty Council Liaison,* [langerme@iupui.edu](mailto:langerme@iupui.edu)

# Lisa shared the following updates:

* The University Faculty Council is reviewing a policy on employee relationships with students. The UFC hopes its members will pass the policy at their December meeting. It explores sexual or amorous relationships between students and academic appointees or staff employees with responsibility for administering any aspect of a student’s educational progress or experience that poses a potential conflict of interest between the employee’s professional responsibilities and these personal relationships. IU is the only Big 10 university without a policy like this.
* Administrative reviews will begin soon for Dean Jay Hess (School of Medicine), Vice Chancellor Amy Warner (Community Engagement), and Vice Chancellor Karen Dace (DEI). These reviews are part of a five-year schedule for reviews of administrators. Staff members are included in the review process.
* A committee is being formed to review faculty information systems that are currently in the RFP process. The university is looking to replace Digital Measures are the faculty annual reporting system.
* The IFC recently passed a resolution on the definition of research. They are also interested now in defining teaching and service. Those definitions will be part of the promotion and tenure guidelines and the IUPUI Faculty Guide.

# Agenda Item X: Committee Reports

* Paydar bench- we have met our minimum fundraising goal! The Herron students are working on designs this fall so we should be able to move forward with choosing a design in Spring 2024.
* Staff Development committee had their first meeting last Monday, are working on choosing a date for the mini conference next year.
* Next Staff Professional Development grant deadline is December 1. Please share this opportunity with your constituents and encourage applications.
* DEI- the committee has met and discussed the staff council awards for this year. We are also in conversation to create an award for staff who are union.
* Communications- met for the first time, most of the committee are new members and are trying to identify their roles. One of the things they are working on is making a communications guide to use in the future.
* Faculty-staff relations and sustainability have also met for the first time and are making plans for future meetings/initiatives.
* Staff affairs and special events are working on finding a time to meet.
* Membership- there are concerns about getting representatives in IUSM to stay. Beth and Alicia are going to review the IUSM clusters to see if we need to redo them. We are having issues keeping reps from other units as well, and these concerns will be addressed in the Bylaws moving forward.

**Agenda Item XI: Question and Answer Period**

# Heather Staggs

# None.

# Agenda Item XII: Unfinished Business

# Heather Staggs

# None.

# Agenda Item XIII: New Business

# Heather Staggs

* In years past we held the December meeting the second Wednesday of the month instead of the third, so we wanted to run that idea by the council for a vote. This would change the date of the next meeting from Dec. 20 instead of Dec. 13. A vote was taken.
  + The yeas have it and the next meeting will now be on Dec. 13. This will be our annual holiday party put on by the special events committee, so please come in person!

# Agenda Item XIV: [Action Item] Final Remarks and Adjournment

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be December 13, 2023, in Campus Center 405 or on Zoom,  <https://iu.zoom.us/j/82894707308>.

Minutes prepared by Rachel Molina

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