

# Staff Council Minutes October 16, 2024 ~ 2:00-4:00 p.m.

**Campus Center 409 or Zoom**

**Members and Guests Present:** Sadiya Ali, Alan Beard, Jesse Beck, Tasheena Brown for Chad Beckner, Thora Berndt, Brayden Bridgeman, Matthew Mullins for Aaron Buck, Beth Chaisson, Crystal Clark, Mindy Cooper, Jeff Dawn, Tricia Edwards, Connie Ely, Ailish Evans, Alicia Gahimer, Jennifer Gilles, Roland Graham, Lauren Gronke, Todd Grooten, Robyn Hart, Jill Henry, Nick Hyllested, Kim Johnson, LaVerne Johnson, Madi Jones, Todd Kirk, Tammy Leone, Katie Bucko for Natalie Lin, Anne McGee, Mercedes O’Connor-Gosser, Charlotte Pell, Amber Phillips, Jamunabai Prakash, Anita Sale, Linsday Sanner, Ryan Schafer, Emily Skonieke, Paige Smith, Anita Snyder, Yolanda Taylor, Heather Wagoner, Dillon Waggoner, Laurie Welty, Jordan Wheatley, Katie Wilkinson, Lisa Angermeier, Camy Broeker, Tia Broz, Mary Chappell, Sarah Frigo, Sabrina Betzel, Jennifer Mahoney, Anne Mitchell, Viviane Linos, Pinal Patel, and Christan Royer

**Members Excused:** Chad Beckner, Aaron Buck, Melissa Decker, Natalie Lin, Matthew Radican, Catherine Zappia

**Members Absent:** Connie Anoskey, Brandi Derrick, Kevin Fryling, Erika Leary, Jennifer McChristian, Kris Powell, Summer Rozear, Huma Siddiqui, Dionna Weatherly, Andrea Zeek

# Agenda Item I: Welcome and Call to Order

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

IU Indianapolis Staff Council 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 September 18, 2024, SC Meeting

Heather Staggs

With no objections, the September 18, 2024 SC meeting minutes were approved.

# Agenda Item IV: [Information Item] Open Enrollment Presentation \* move to top\*

Christan Royer, *Human Resources Benefits Director*, [cmroyer@iu.edu](mailto:cmroyer@iu.edu)

Christan shared the following information regarding 2024 Open Enrollment:

* This is a high level overview of this year’s open enrollment benefits.
* Healthcare plan highlights
  + Employees eligible for healthcare coverage: 20,175
  + Employees enrolled: 18,200
    - Approx.. 41,000 enrolled with spouses and children
  + FY 2024/2025 IU budget projection for healthcare: $325M
* IU is self funded- every dollar an employee spends on healthcare, the university is paying for. We use Anthem to process these claims.
* Guiding principles
  + Enhancing access to care
  + Expanding and communicating mental health resources and access
  + Continuing to provide programming to improve employee well-being
  + Managing the cost of healthcare
* Healthcare plan challenges
  + Access to primary care and mental healthcare
  + Growing budget expense
  + Cost of healthcare
* What is open enrollment?
  + Annual opportunity for faculty and staff to enroll in, change, or continue benefits including: medical and dental coverage, HAS, FSA, supplemental AD&D insurance, critical illness insurance, and LTD insurance
  + Enrollment period: Nov 4 – 15
  + Communications: dedicated website, direct emails, IU Today, home mailer, digital open enrollment guide, live webinars with Q&As, on demand videos
* Medical plans
  + Modest 1.5% increase in employee premiums
  + Thresholds for the three lowest salary bands will increase to
    - Below $39,500, $39-500 to 68,999, and $69,999 to 99,999
  + Monthly tobacco-free medical premium reduction
    - Employee or spouse: savings of $7.50/month
    - Both: savings of $15/month
  + Anthem PPO HDHP
    - In network deductible slight increase \*for full numbers refer to the attached power point\*
    - Out of network deductible slight increase \*for full numbers refer to the attached power point\*
    - New Anthem ID cards will be issued for all members
  + No plan changes to vision coverage
  + Prescription drug coverage (CVS Caremark)- formulary of medications can change during the year
  + (NEW) Specialty prescription drug coverage moving to Archimedes as of Jan 1,

2025. Only portions of claims paid by the member will apply to out of pocket max (i.e. manufacturer copay assistance will not count toward OOPM)

* + No change to dental plan
  + HSA
    - Minimum annual contribution is $300
    - IRS annual contribution maximum increased slightly, IU annual contribution will remain the same.
    - Bi-annual pay out, first half in January and second half in July
  + Long Term Disability Insurance
    - Safeguard your income if you’re unable to work due to a qualified illness, injury, mental health condition, or pregnancy
    - Replaces up to 60% of base annual salary, up to $10,000/month max
    - Choose a 90-day or 180-day waiting period
    - No medical underwriting if you set up during open enrollment. Outside of this open enrollment, medical underwriting will be required.
* 2025 additional benefits
  + FSA
    - Healthcare annual contribution max increased
    - Dependent care annual contribution remains the same
  + Supplemental AD&D insurance has no plan changes
  + Critical illness insurance has no plan changes. Submit your $100 wellness incentive reimbursement
* Marathon Health Update
  + What is Marathon Health?
    - Network of employee health centers offering comprehensive primary, acute, and mental/behavioral health care
    - Access to centers across Indiana and other parts of the US
    - Telehealth options available in Indiana and other network states
    - Appointments required- no walk ins, but appointments typically available for acute care within 48 hours
  + Preventative care (age 12+), sick care (age 2+), health coaching, lab services, mental/behavioral health (age 12+), privacy
* Mental health programming
  + Focus on mental health, suicide prevention, civility, election anxiety, and navigating the holidays
  + Includes over 100 touch points (communications, webinars, resources, in person and virtual sessions, etc.)
  + Financial wellness series
  + Marathon health, open enrollment, and other benefits spotlights
  + A few program examples: mid-day mindfulness drop in, QPR suicide prevention training, emotional intelligence programs, anxiety at work training for people leaders, anxiety at work holiday edition, grief and pain during the holidays programming

Questions?

* For the Marathon Health lab work: do you need a referral?
  + No, a referral is not required. However, anytime a physician writes an order for lab work that order is needed at the lab to proceed. Lab work is typically returned 24-48 hours.
* What was the reason for moving to two disbursements a year for HSAs?
  + This move was made last year, and the reasoning is that there were quite a lot of people who would get the disbursement in January and then immediately leave the university. In order to keep our benefit costs down and make sure we can continue to fund those amounts, we split it into two. The savings are a little over $2M a year.
* How do the differing amounts for preventative and mental health care apply to the deductible?
  + Preventative care is always free. An acute care visit would apply to the deductible in the community, but at Marathon Health you pay $35 and it applies to your deductible and out of pocket. So you will either pay $0 for preventative care and lab work and $35 for anything else, applied to your deductible.

# Agenda Item V: Report from the President

Heather Staggs

Heather shared the following reminders and updates:

* Dec 1 is the next deadline for the staff council professional grants.
* Mary Chappel, the Senior Academy liaison to the Staff Council, shared the following information about membership: new associate membership shall be open to all others (55 and above) who have present or previous ties to the university, who are interested in the activities of the Senior Academy and who agree to pay dues. This new membership category is open also to spouses, surviving spouses or partners of members, pre-retirement faculty and staff 55 years or older. More information on the [website](https://senioracademy.indianapolis.iu.edu/).
* The next blood drive is Nov. 26 in the campus center atrium from 10 am – 4 pm.
* The website has continued to be updated with a new employee resource page as well as a professional development page. If you have ideas for what else should be added, let the executive committee know.
* We participated in the International Festival in September, and it was a fun and successful event!
* Remember to exercise your right to vote in November. We have a voting location on campus, in the University Library on the second floor, for those who live in Marion County.
* The special events committee is going to start facilitating a Guess Who game at each meeting so we can all get to know each other better! Be on the lookout for a survey coming up so you can submit your information.
* Professional development opportunities
  + Oct 17 from 12-1 pm, Protect Yourself and Your Family with IU Life, Disability,

Illness and Accident Insurance

* + Oct 17 from 4-4:45 pm, Navigating Medicare Part D Coverage
  + Oct 18 9:30 – 11 am, Campus Decarbonization Implementation Workshop
  + Oct 18 12-1 pm, Prepare for the reality of healthcare and retirement
  + Oct 24 from 1:30 am – 12 pm in Campus Center, Drug Takeback Day (locking pill bottles are only for students)
  + Oct 24 5-8 pm, Conversation with Tanisha C. Ford in Madam Walker Theater
  + Oct 29 1-2 pm Emotional Intelligence program with Healthy IU
  + Nov 12 6 pm, Tiffany Jewell in Madam Walker Ballroom
* Athletics calendar
  + Men’s basketball is back in the Jungle! Please come support our Jags!
  + Volleyball- Nov 1 at 6 pm and Nov 2 at 2 pm vs Cleveland State, Nov 8 at 6 pm and Nov 9 at 2 pm vs Green Bay
  + Women’s soccer- Nov 3, 6, and 9 Horizon League Tournament
  + Men’s soccer- Nov 5 at 2 pm vs Purdue Ft. Wayne
  + Men’s basketball- Nov 4 at 11 am vs IU Columbus, Nov 12 at 6:30 pm vs Goshen College
  + Women’s basketball- Nov 5 at 6:30 pm vs Evansville, Nov 16 at 5 pm vs Southern Illinois
  + Swimming- Nov 8 at 5:30 pm vs Ball State
* October 2024 Staff Milestones
  + 5 years - 27
  + 10 years - 16
  + 15 years - 4
  + 20 and 25 years – 7
  + 30, 35, and 45 years - 2
    - Jeffrey Boleyjack, Mail Services, and Barbara Duncan, Comprehensive Care and General (1989)

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

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

Camy shared the following updates:

* We are halfway through the United Way campaign and about halfway to our goal. Shoutout to all the units that have donated a basket to the silent auction. There are over 40 baskets this year, and they look incredible! The silent auction will be on Oct 31 in the campus center atrium.
* United Way is having a spooktacular bruncheon, also on Oct. 31. There are still a few tables available there, so if your unit is interested in participating get on that asap.
* There are still opportunities for flu shots with campus health Nov. 15 in University Tower from 9 am to 1 pm.
* Shoutout to Tease Me Café, our new café in the campus center. It’s a local vendor with deep community connections, serving very good hot tea and coffee. It’s in the spot where Starbucks used to be.

Questions? None.

# Agenda Item VII: Report from Human Resources

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

Anne shared the following updates:

* Thanks again to Christan and her team on their hard work with our benefits.
* October is LGBTQ+ History heritage month. The Harvey Milk dinner was this past Sunday and hosted the owner of Loudmouth Books, author \*insert name here\*. Please participate in activities around campus regarding this heritage month.
* On Nov 13 we are having our Staff Recognition ceremony for staff celebrating 20+ year milestones. It will be in the Hine Hall Auditorium at 3:30 pm.
* You still have time to complete the My Voice survey, though by the time the notes come out it will be closed. Hopefully everyone shared and encouraged their constituents to participate before then!
* FMLA processes have been centralized both with IUSM, Fort Wayne, Columbus, and Indianapolis.
* Jay Gladden has been announced as our first Provost. The search for the next Dean of the School of Nursing has launched. We have three new members of IU Indy HR for Luddy, FIAD, and McKinney School of Law and the School of Liberal Arts.
* We are currently hiring a new project management position that will be focused on staff engagement.
* Please consider emailing Anne ideas on how to get staff more engaged in our athletic events.
* FLSA salary threshold will be changing again on January 1 (to $58,656), potentially. There continues to be legal activity going on around this change, so it remains unclear what the future holds. Communication is planned to roll out soon.

Questions:

None.

# Agenda Item VIII: [Information Item] Faculty Council Updates

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

Lisa shared the following updates from the Faculty Council.

* SEA 202 requirement for each campus to have a diversity committee- the composition of the committee will be 3 faculty, 2 staff, 1 student and 1 administrator.
* Jay Gladden updates
  + Listening sessions on course content, classroom discussions, and SEA 202 for faculty, teaching staff, adjunct professors, and graduate students who teach: Oct 29 and 30, Nov 7
    - <https://academicaffairs.indianapolis.iu.edu/AOEvents/EventListing>
  + Institutional Peers taskforce will have a quick turnaround
* Updates from Willie Miller, AVC for Faculty Affairs
  + Working on IFC taskforces to update policies to be compliant with SEA 202
* Information about the Senior Academy from Rachel Applegate
  + Last Lecture: A Musical Life in the Academy by Scott Deal, DMA on Friday Nov 8 from 2-4 pm in Campus Center Theater
* Office of Scholar Development from Jennifer Guiliano, Professor, School of Liberal Arts
  + The goal is to connect students with experiences on our campus to help them eventually be nominated for prestigious awards
  + Housed in the Honors College

**Agenda Item IX: [Information Item] Domestic Violence Month Presentation** Viviane Linos, *Assistant Director of Interpersonal Violence Prevention and Advocacy*, [vplinos@iu.edu](mailto:vplinos@iu.edu)

Viviane shared the following information:

* This is domestic violence prevention month.
* We are moving from “awareness” to “prevention”. Awareness is more about statistics- we already know that domestic violence is an issue. We want to work on finding out how to prevent it from happening.
* Healthy relationship characteristics
  + Comfortable pace
  + Honesty
  + Respect
  + Kindness
  + Healthy conflict
  + Trust
  + Independence
  + Equality
  + Taking responsibility
  + Fun!
* Counseling and Psychological Services (CAPS)
  + 3 ways to initiate services at CAPS
    - Call- 317-274-2548
    - Email- [capsindy@iu.edu](mailto:capsindy@iu.edu) OR [saadv@iu.edu](mailto:saadv@iu.edu) (specifically for confidential advocates)
    - Walk in- Lockefield Village 980 Indiana Ave, 2nd Floor
* IPV (Inter Personal Violence) Advocacy services
  + Available for students and employees who have experienced sexual misconduct (policy language), present and past
    - Includes all kinds of violence and harmful behaviors like stalking, harassment, exploitation, assault, etc.
  + Safety planning, filing protection orders, explanation of options (criminal law, civil law, Title IX processes), Advisor for Title IX processes, supportive measures (academic, housing, parking, financial, employment), referral to CAPS counseling and to community resources
  + Confidential resource, NOT a reporting resource, at no cost
* Prevention offerings
  + Presentation requests (consent, healthy relationships and boundaries, bystander intervention, etc.)
  + Consulting on programming
  + Peer education group: PPEP
  + SAPIR Advisory group (faculty, staff, and students that meet monthly)
  + Prevention month activities
    - January- Stalking Prevention Month
    - April- Sexual Assault Prevention Month
    - October- Domestic Violence Prevention Month
* IU Sexual Misconduct Policy
  + IU Discrimination, Harassment, and Sexual Misconduct Policy UA-03
    - Applies to ALL- students, faculty, staff, hourly employees, contractors, guest lecturers, visitors, vendors, volunteers, third parties, etc.
    - Applies to conduct that occurs on or off campus
      * In the context of any university program or activity, or among current members of the university community
      * Undermines security of university community or integrity of educational process or poses a serious threat to self or others
      * Includes conduct by student organizations
    - Discrimination- treating someone differently based on their membership in a protected class
    - Harassment- verbale or physical conduct, or conduct using technology, directed toward someone because of their membership in a protected class that has the purpose or effect of substantially interfering with their access to education or work, creating an intimidating, hostile, or offensive working environment or academic experience.
    - Sexual misconduct- sexual harassment, sexual assault (non-consensual sexual penetration or contact), interpersonal violence (dating or domestic violence), sexual exploitation, stalking. Retaliation is prohibited.
* Responsible employees
  + Most employees have this designation
  + They have to share any information they know about an incident of sexual

misconduct (relationships violence, stalking, sexual violence, harassment, discrimination) with the University

* + Please share as soon as possible with someone you believe might disclose an experience with IPV
    - “I’m sorry to interrupt, but it’s important for you to know that I’m a responsible employee. That means I need to share IPV related incidents…”
  + Where to share this information? File a report to OSC/OIE through the online reporting form
  + Reach out to Viviane’s office if you have a question about this process, but be aware that just reaching out to her office will not fulfill your obligation of reporting. They can help you with the processes, but you must still fill out the reporting form.
* Responding to a disclosure
  + Any reaction is a normal reaction to an abnormal event. Trauma impacts us emotionally, psychologically, and physiologically.
  + Experiences of IPV can impact all spheres of our lives- academic, social, physical and emotional.
  + IPV supporters toolkit
    - Believe them. Listen- silence is ok. Normalize their feelings. Honor privacy. Mirror their language. Ask open ended questions. Give back as much control as possible. Offer options instead of advice. Respect their choices. Take care of yourself.
* Connecting to resources
  + Confidential Advocate (CAPS)- [saadv@iu.edu](mailto:saadv@iu.edu)
  + Office of Student Conduct- [conduct.iu.edu](http://www.conduct.iu.edu/), 317-274-4431
  + IU Indianapolis CAPS- [go.iu.edu/capsindy](http://www.go.iu.edu/capsindy), 317-274-2548
  + Office of Institutional Equity- [equity.iu.edu](http://www.equity.iu.edu/), 317-274-2306
  + Campus Health- Lockfield Village 1st Floor, 317-274-8214
  + IU Title IX Coordinator- housed within OSC and OEO
  + IUPD- 317-274-7911

Questions?

If you have questions, please reach out to Viviane at [vplinos@iu.edu](mailto:vplinos@iu.edu)

# Agenda Item X: Question and Answer Period

Heather Staggs None.

# Agenda Item XI: New Business

Heather Staggs

* Special events was made aware that there are departments/schools on campus that do not get to participate in volunteer day. They are proposing that the council sponsor a

volunteer day for staff, or if we’d be interested in facilitating the coordination of these schools/departments to create a volunteer day of their own.

* + Anne’s note- if anyone is being denied volunteer opportunities for any reason, let Anne know.
* Communications committee is interested in the council’s thoughts on whether the council should create a LinkedIn page. Let the committee know what you think about this moving forward.
* October was Rachel Molina’s last meeting with the staff council, as she has taken a new position in the Center for Digital Scholarship as the Digital Publishing and Repository Librarian! We will miss her, but wish her the best in her new role.

# Agenda Item XII: Unfinished Business

Heather Staggs

* Tricia brought information packets about the Rave Guardian app, which you should download, and about how to survive an active aggressor (i.e. Run, Hide, Fight).

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

Heather Staggs

The meeting was adjourned. The next Staff Council meeting will be November 20, 2024, in Campus Center 309 or on Zoom, [**https://iu.zoom.us/j/82894707308**](https://iu.zoom.us/j/82894707308).

Minutes prepared by Rachel Molina INAD 4049 / [ramolin@iu.edu](mailto:ramolin@iu.edu)