

Staff Council Minutes

October 19, 2022 ~ 2:00-4:00 p.m.

UL 0130 or Zoom

**Members and Guests Present:** Leslie Albers, Sadiya Ali, Connie Anoskey, Cheryl Avery, Tom Baker, Thora Berndt, April Briggs, Kim Burrows, Beth Chaisson, Tina Cochran, Mindy Cooper, Brooke Creech, Jessica Darling, Valerie Decker, Julie Driscol, Emily Dunham, Tricia Edwards, Connie Ely, Stacy Files, Sarah Frigo, Alicia Gahimer, Jennifer Gilles, Lauren Gronke, Robyn Hart, Julie Heger, Lindsay Heinzman, Sarah Herpst, Bryce Hockman, LaVerne Johnson, Curtis Kester, Todd Kirk, Jenna Machunas, Anne McGee, Margaret Miley, Dawn Molnar, Todd Morton, Tre Quarles, Kim Richards, Dawn Roberts, Mary Beth Ryan, Evelyn Safder, Ryan Schafer, Diana Sims-Harris, Mansi Singh, Heather Staggs, Brian Starkel, Robin Tew, Amy Treat, Melissa Vastag, Kevin Walsh, Valerie Winbush, Terry Wilson, Camy Broeker, Angela DeCamp, Megan Fedler, Margie Ferguson, Tammy Leone, Madaleine Niemi, Angela Reese, Christan Royer, Margie Smith-Simmons, Tom Stucky, and Juletta Toliver

**Members Excused:** Kenya Alexander, Michelle Benberry, Bernetta Hartman, Jeanne Rushin, Nichelle Turentine

**Members Absent:** Carolyn Hasser, Katie Grace Jackson, Shomita Steiner

# Agenda Item I: Welcome and Call to Order

Heather Staggs, *President*, hstaggs@iupui.edu

IUPUI 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 21, 2022, SC Meeting

# Heather Staggs

# Minutes were approved with no revisions.

# Agenda Item IV: [Information Item] Benefits Open Enrollment

Christan Royer, *Human Resources*, cmroyer@iu.edu

Christan Royer shared the following updates from Human Resources regarding the upcoming Open Enrollment window.

* SB-1 and Benefits
	+ Medical coverage of abortion without restrictions for any reason (elective or medical) in any location where it is legally allowed.
	+ No changes to coverage for contraceptives. Many are covered for free by the ACA including Plan B, which is still considered a contraceptive drug, and can be obtained at a retail pharmacy.
	+ Travel coverage effective 1/1/2023 includes up to $2000 annually for covered medical services not available within 100 miles of the member’s home, subject to plan cost share. Anthem will be administering this, so no one will need to share personal information with the university to receive this benefit.
	+ Anyone enrolled in an HSA is allowed by IRS regulations to use HSA funds to pay for travel and receive medical care in another state.
* Healthcare plan highlights
	+ Employees eligible for coverage: 19,120
	+ Employees enrolled in coverage: 17,412 (approximately 40,000 including spouses and children).
	+ FY 22/23 IU budget for healthcare is approximately $285 million
		- Projected trends for healthcare in the IU market are equivalent to the average market trend at 7.2%
* Open enrollment
	+ Enrollment period is October 24 – November 4, 2022
	+ Presentations
		- Live webinars and Q&A sessions will be offered ahead of and during open enrollment.
		- Presentations are being made across campus to various affiliate groups like the staff council.
		- Pre-recorded presentations are available on the open enrollment website for on-demand access.
	+ Materials and communications
		- Informational mailer has been sent to home addresses
		- IU Today
		- Open enrollment website
		- Targeted emails
* Medical plan changes
	+ IU Health no longer supports the IU HDHP plan as of the end of this year. Those enrolled in this plan will be automatically enrolled in Anthem’s equivalent plan.
	+ Overall increase of about 2% in employee contributions for medical coverage.
	+ Three lowest salary band ranges for medical and dental premiums have been raised to include more employees in the lower-cost premium groups.
	+ HDHP participants will be issues new ID cards that must be used starting 1/1/2023. ID numbers will remain the same; only the deductible and out-of-pocket amounts will change.
		- Anthem HDHP information
			* Deductibles increased to $1800 for employee only/$3,600 for all other levels.
			* Out of pocket maximums will increase to $3,600 for employee only/$7,200 for all other levels.
			* Plans will be expanded to include the travel benefit of up to $2000 annually for medical services not available within 100 miles of the member’s home.
			* Expanded programming for members with diabetes and hypertension through Livongo including no cost tools and services.
	+ Remember to sign the tobacco affidavit to receive your premium deduction!
	+ PPO 500 will continue to be offered.
* Overview of HealthyIU
	+ Employer gold standard awarded to IU in 2021 by the Indiana Cancer Consortium.
		- Partnership with the Indiana State Department of Health and the American Cancer Society.
	+ Cancer is a top diagnosis for employees and HealthyIU wants to provide more information and provisions for those with cancer.
	+ 2021 activities regarding cancer information:
		- Monthly meetings with state experts
		- Web page for cancer risk reduction, treatment, and survivor resources.
		- Social media and articles
		- Mini grant from CDC
	+ Cancer screening reminder home mailer has been sent urging employees to resume preventative care in 2022.
	+ There is a virtual Teams group where you can voluntarily join and participate. Contact healthyiu@indiana.edu to join.
	+ Cancer resource guide can be downloaded from the healthy.iu website and include resources at IU and in the community, information on navigating the workplace with cancer, and survivor and family member support groups.
	+ Prostate cancer prevention webinar on Wed. Feb. 22, 2023 from 12-1:15 pm.
* Retirement
	+ Numbers: the average age of retirement is 66 and the average years of full-time service at IU by retirement is 28 years.
	+ Number of retirements is increasing each year.
	+ The Road to Retirement webinar series launched Spring 2021 and is designed to help IU employees explore options for retirement. Targeted to those one year or less from retiree status; spouses and partners are welcome.
	+ Financial Wellness Lunch and Learns were launched Spring 2022 and are designed to help IU employees at every career level explore ways to enhance their financial wellness.

Questions:

None.

If you have any more questions for Christan, please feel free to contact her via email.

# Agenda Item V: Report from the President

Heather Staggs

Heather then shared the following reminders and updates:

* Staff council yearly awards nominations closed on Oct. 7. Nominations were reviewed and winners have been chosen. Winners will be recognized at the Staff Recognition ceremony on October 26.
* There are four professional development opportunities coming up focused around the My Voice survey
	+ 10/25 – Clear Expectations: The 3 Types and Why They Matter

11/2 – Meaningful Recognition and Appreciation – How to Give It and Ensure You Get It

11/8 – Own Your Development Using Career Planning at IU

11/15 – Leading at IU: Having Meaningful Development Conversations with Your Team

* Another professional development opportunity is the Leading at IU series. The enrollment window runs now through January 2023. Only a small number of people are admitted, so please apply if you’re interested. This program runs February through October and is open to leaders and office managers of all levels.
* There’s an opportunity to give feedback/ideas regarding Vision 2024 via the website on the task force page.
* We will be doing a holiday family sponsorship this year through the Seasons of Giving program run by the Office of Community Engagement.

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

Camy Broeker, *Vice Chancellor for Finance and Administration,* cbroeker@iupui.edu

Camy shared the following updates:

* Sustainability
	+ Climate action committee is continuing to work. The town hall happened in September but there will be an opportunity for a virtual town hall on November 3 at 2 pm. Please attend and provide feedback. Camy will probably come back to the council after this town hall to ask for ways we can help people understand that if we want to have a different outcome for our environment we will have to do things differently (i.e. changing room temperatures, limiting space heaters).
		- Register at go.iu.edu/climate
	+ As the weather starts to turn, if you see slick spots on campus please notify 8-1900 so they can address the issue as quickly as possible.
* Staff recognition ceremony is this Wednesday, Oct. 26, and will honor those reaching 20 year and up milestones.
	+ Nov. 9 will be a smaller program from 3-5 pm for 5, 10, and 15 year milestones in Tower Ballroom.
* Vision 2024 work is ongoing
	+ What are the things we need to do as we work through these new changes? What can we do to make sure we will support our students come 2024?
	+ Strategic planning is also ongoing.
	+ Please take the opportunity to provide feedback.
* United Way campaign is starting to wrap up. Please look for ways to continue to donate!
	+ Silent Auction is Wed. Oct. 26 from 10 am – 2 pm in the Campus Center.

Questions:

* Can we add pickleball lines to the tennis courts? A: We use those courts for our tennis team so we don’t want to do anything that will greatly impact them.
* We don’t have many North/South bike lanes on campus except for the trail on Blackford. Is there a way to get more? A: Camy will look into this to see what’s possible.
* Any updates on the new medical building? A: It is still planned for a target date of spring of some unspecified year. Supply chain issues continue to be a problem.

**Agenda Item VII: Report from Human Resources**

Juletta Toliver, *Human Resources,* jtoliver@iupui.edu

Juletta shared the following updates:

* ISE cohort program is offered annually and is preparing to open applications Nov. 7-23 for those who are supervisors and want to build their skills. For more information, go to <https://hra.iupui.edu/institute/index.html>

Questions:

* Is there an update on the remote work policy?
	+ There are no changes currently except for the statement from the President that she wishes our campus to be vibrant for the students. The decision on remote work will be left to the leadership deans and unit directors to determine what works best for each individual unit. See the updated policy here: <https://policies.iu.edu/policies/hr-06-80-remote-work-employees/index.html>

# Agenda Item VIII: Report from Faculty Council Liaison

# Dr. Tom Stucky, *School of Public and Environmental Affairs,* tstucky@iupui.edu

# Tom shared the following updates:

# Faculty council committees have been asked to choose two priorities to focus on for the school year. The faculty staff relations committee needs help determining what these priorities should be. Please email Tom your ideas, no matter the number, so that the committee can identify what they want to work on.

# The faculty side of the faculty staff relations committee is being finalized so they can get working soon.

# Sarah Herpst is the staff council faculty staff relations co-chair; you can also email her your priority suggestions.

# Questions:

# How big/small should we dream in terms of these priorities? What is the scope?

# You can dream as big or small as you want, just as long as you can also recognize that organizations have people who have to make things happen. Right now we don’t want to set limits other than it must be a central priority.

# Agenda Item IX: [Information Item] O’Neill MPA Program

# Angela DeCamp, *Recruitment and Outreach Coordinator for the O’Neill School,* amdecamp@iu.edu

Angela shared the following information about the O’Neill MPA Program:

* Master of Public Affairs program
* Angela previously worked at IUSM before looking for new opportunities and deciding to enroll in the MPA program after seeing many opportunities she was interested in required a graduate degree.
* Why get a graduate degree?
	+ Employees can do it cheaply with the tuition discount.
	+ A higher degree comes with a pay bump.
	+ Job security and flexibility.
* For those who completed a graduate degree, do you feel like it was worth the time, energy, and money?
	+ Respondents noted the tuition benefit makes a huge difference and that it helped them learn how to balance their work and home life better.
* The MPA is a high quality, nationally ranked program. It is flexible for working professionals with evening classes being offered and no specific deadline to complete the degree like other graduate degree programs.
	+ You can take classes at your own pace.
* Graduate certificates are also offered.
	+ Only 15-18 credit hours, and completed credits count towards the MPA if you are not ready to commit to that fully yet.
* Graduate degree requires 39 credit hours in the following concentrations:
	+ Public management
	+ Innovation and social change
	+ Nonprofit management
	+ Homeland security and emergency management
	+ Policy analysis
	+ Urban and regional governance
	+ Environmental policy and sustainability
	+ \*New\* Specialized track
* Graduate certificates include the following concentrations:
	+ Nonprofit management
	+ Innovation and social change
	+ Public management
	+ Analytics in public affairs
	+ Policy analysis
	+ Urban and regional governance
	+ Public finance
	+ Crime analysis
	+ Environmental policy and sustainability
	+ Homeland security and emergency management
* Study abroad opportunities!
	+ Spring break trips in Berlin, Poland, the Cayman Islands, and more!
	+ Summer program in Bermuda.
* Admissions requirements
	+ Bachelor’s from accredited university with a GPA of 3.2 or higher
		- Options are available for those who don’t meet GPA requirements
	+ Personal statement
	+ Resume
	+ Online application
	+ Three letters of recommendation
	+ Similar for certificate admissions except no GPA requirement
* Funding for classes
	+ Tuition benefit- use it! This will cover about three credit hours per semester
	+ Scholarships and fellowships- apply after being admitted, anyone can get them! Current employees and part time students are also eligible.
	+ Loans are still an option, but not necessary for this degree.

Questions:

* Is the tuition benefit still applicable to the certificate? A: Yes.
* Quote from Todd: I am currently in the MPA program. The public management concentration is well worth it from my perspective. It’s a great program for working professionals, especially if you enjoy working in higher education. I take one class a semester and only pay fees, so the tuition benefit is great.
* If you have any more questions, please email Angela.

**Agenda Item X: [Information Item] HealthyIU Presentation**

Angela Reese, *Work Life Analyst at HealthyIU,* anlreese@iu.edu

Angela shared the following information about HealthyIU:

* Social isolation and loneliness
	+ A growing threat in the US, associated with a 50% increase in dementia, higher rates of depression, anxiety, and suicide.
	+ A Fairbanks survey found that 40% of respondents lacked social and emotional support \*before\* the pandemic with 1/8 reporting being socially isolated or lonely.
* IU Work and Life Community Network- peer led groups for staff and faculty who are looking for support around a variety of shared personal interests or life stages.
	+ Examples: parenting, senior/elder care, biking, hiking, pet meet-ups, etc.
	+ Participation is voluntary, peer led, and employee driven.
	+ Group members determine how and when they meet and topics for discussion
	+ Each group should designate a group activities coordinator as a main contact.
	+ Groups larger than 15 members should have two co-coordinators.
	+ Coordinators will plan activities, communicate dates/events, serve as the group contact for new employees.
	+ Each group will remain in existence as long as there is continued interest.
	+ HealthyIU will assist with group development, promotion, and guidance.
* Remaining Fall 2022 programs
	+ Changing Seasons; The Holidays; Anxiety at Work
		- Tips for minimizing anxiety in the workplace and strategies for coping with the holiday season, change in weather, and other stressors.
	+ Mid-day mindfulness drop-ins (skipping Thanksgiving Week)
		- Mondays through Nov. 28 from 12:30-1 pm online
		- Thursdays through Dec. 1 12:15-12:45 pm online
	+ Nutrition Nuggets
		- Explore nutrition topics and Q&A with a registered dietitian.
		- Tuesdays through Dec. 13 12-12:30 pm online
	+ Individual nutrition counseling available at no charge for all IU employees and their spouses enrolled in the IU sponsored medical plan and to IU retirees.
	+ Guide to Emotional Eating webinar presented by Weight Watchers, Thursday Dec. 1 12-1 pm.
* Sneak peak at Spring 2023 offerings
	+ Mindful Self-Compassion- six week series teaching what it is, seeing how it does or does not show up in our life, how to cultivate it, using it to work through difficult emotions and dealing with our inner critic, investigating caregiver fatigue and burnout, and exploring the importance of our core values.
	+ Anxiety at Work
	+ Mental Health and Safety in the Workplace- 13 elements that impact our psychological response to work conditions, how to cultivate a work culture of psychological safety.
	+ Helping your Tween/Teen Manage Negative or Distracting Thoughts- for parents of and those who work with tweens/teens.
* Exploring future topics
	+ Art therapy open studio guided by a faculty member from Herron
	+ The language and benefits of boundary setting- how to express our needs and say no without worrying about offending others.
	+ Beginners self defense class.
	+ Dream Big: <https://healthy.iu.edu/worklife/dream-big/index.html>

If you have any questions or suggestions, please email Angela.

# Agenda Item XI: Question and Answer Period

# What is the status of annual allowances for PTO? A: Limits have been taken off annual allowances for PTO.

# Agenda Item XII: Unfinished Business

# Heather Staggs

# None.

# Agenda Item XIII: New Business

# Heather Staggs

# The United Way Silent Auction is tomorrow, Oct. 26, from 10 am – 2 pm in the campus center atrium. If you have not made a donation yet, please come look at the amazing baskets put together by your coworkers and consider bidding!

# When it gets cold, remember to have a working carbon monoxide detector!

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

# Heather Staggs

# The meeting was adjourned. The next Staff Council meeting will be November 16, 2022, in Campus Center 409 or on Zoom,  <https://iu.zoom.us/j/82894707308>.



**Committee Reports**

**Bylaws:**

No new updates.

**Communications:**

* Seeking a new chair for this committee. If you are interested please let Heather or Tricia know.

**DEI:**

* Working on setting up a meeting schedule.
* Cultural celebrations: Indiana University Celebrates National Hispanic Heritage Month with Cultural Activities Statewide <https://diversity.iu.edu/news-events/news/2022/iu-celebrates-national-hispanic-month.html>
* Celebrating Indigenous Peoples' Day <https://diversity.iu.edu/news-events/news/2022/celebrating-indigenous-peoples-day.html>
	+ October is LGBTQ+ History Month <https://diversity.iu.edu/news-events/news/2022/national-lgbtq-plus-history-month.html>

**Faculty Relations:**

No new updates.

**Membership:**

No new updates.

**Rewards and Recognition:**

* The process for nominations and choosing winners went well. Thank you to the committee for your efforts. Will continue to look at opportunities to expand awards.

**Special Events:**

* Planning multiple events including the holiday party in December and the retreat in July.
* Service project of adopting a family through the Office of Community Engagement. Families will be assigned in November with gifts due at the beginning of December. Several ways to donate including amazon wish list, gift cards, etc.
* Staff retreat July 14, 2023; more information to come.

**Staff Affairs:**

No new updates.

**Staff Development:**

* Survey for the mini conference has been sent out for help in decision making including the format, topics, and date. The last mini conference was in 2019. Please complete it as soon as you can: [go.iu.edu/4Brr](http://go.iu.edu/4Brr)

**Sustainability:**

No new updates.

Minutes prepared by Rachel Molina

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