

IUPUI Staff Council (SC)

Minutes

September 15, 2010 ~ University Place Hotel Ballroom ~ 2:00 – 4:00 p.m.

Members and Guests Present: Amber Allen, Maryanne Alyea, Dawn Anderson, Marjorie Aprile, Sarah Baker, Pamela Baker, Troy Barnes, Yvonne Baynham, Michelle Benberry, Linda Bethuram, Russell Black, Chris Brown, Susan Bradley, Becky Cass, Elizabeth Chaisson, Kristy Chapman, Pamela Clinton, Melanie Curfman, Nancy Daniels, Tiffany Fox, Margo Foreman, Avis Frieson, Roxana Fuentes, Alicia Gahimer, Katherine Garner, Nancy Gibson, Jane Goergen, Dana Gonzales, Sarah Gries, Scott Harmon, Deanna Hart, Shane Hatchett, Susan Henderson-Sears, Linda Henson, Sue Herrell, Nikki Holdcroft, Patti Holt, Rochelle Hudson, Margaret Hughes, Talena Huntsman, Debra Kent, James Klenner, Earl Knight, Kimberly Lewis, Jane Luzar, Lindsay Macy, Amy Maidi, Cortnee Martin, Teresa Martin, Teresa McCurry, Helen McKuras, Kelly Miholic, Maggie Miller, Marietta Moore, Lyndsi Moser, Kathy Nichols, Christine Padgett, Jenny Parliament, Katrina Patterson, Gloria Quiroz, Darlene Pitman, Eric Raider, John Rasmussen, Pam Ross, Colleen Rusnak, Kara Salazar, Eric Schmidt, Meagan Senesac, Amanda Shumaker, Monique Sims, Diana Sims-Harris, Lucy Smiley, Candice Smith, Megan Sobecki, Heather Staggs, Jeri Lynn Steward, Maggie Stimming, Christopher Stines, Lee Stone, Tonia Stubbs, Becky Thacker, Kyle Torgerson, Shelley Tyler, Sara Vitaniemi, Martin Wagner, Janice Walls, Sheila Walter, Carlene Webb-Burton, Sue Wheeler, Gayle Williams, Terry Wilson, Cheryl Wisdom, Shannon Wise, Mary Wolting, Courtney Wooton, Emily Wren, Debbie Wyeth, Michael Yates, and Dan Youngblood

Agenda Item I: Welcome and Call to Order

IUPUI President Sue Herrell called the meeting to order at 2:00 p.m.

Agenda Item II: Adoption of the Order of Business for the Day

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

Agenda Item III: [Action Item] Approval of the Minutes of the June 16, 2010, Meeting

Padgett asked that the Professional Development for Every Career Stage results be requested from Human Resources Administration. Hearing no further objections, the minutes of the June 16, 2010, SC meeting stood as amended and were entered into record.

http://www.iupui.edu/~scouncil/documents/minutes/2009-2010/Minutes_SC_6-16-10.pdf

Agenda Item IV: Report of the First Vice President

Christine Padgett, First Vice President

Padgett reported on the following:

- Committee chairs have been appointed and the members appointed.
 - Bylaws: Patti Holt
 - Communications: Meagan Senesac
 - Staff Affairs: Alicia Gahimer and Candice Smith
 - Rewards and Recognition: TBD
 - Special Events: Kristy Chapman and Nancy Gibson
 - Web: Karen Lee
 - Diversity: TBD
 - Membership: Lee Stone – This committee needs more members.

Agenda Item V: [Information Item] Common Theme and No Impact Week

Jane Luzar, Founding Dean, IUPUI Honors College

Gayle Williams, Assistant Dean, University College

http://www.iupui.edu/common_theme/

Luzar and Williams reported on the following:

- The book chosen this year is *No Impact Man* by Colin Beaven.
- Beaven will be on campus on November 10 for a book-signing and presentation.
- Other events will be the swap market, farmer's market visit, free documentary films at the University Library, teams of students attending the Sustainability Conference in Denver, and the campus garden project.

Agenda Item VI: Report from IUPUI Faculty Council Liaison

Sarah Baker, IUPUI Faculty Council Executive Committee

Baker reported on the following:

- Jeff Watt was elected vice president of the faculty and L. Jack Windsor, president.
- Faculty committees have been formed.
- Key issue is the Health Engagement Program. Faculty do not feel they are getting answers to their questions.
- Herrell reminded the members that the Staff Council is given time on each Faculty Council agenda to report on the work of the Council. She, Padgett, and Stone will take turns giving the report.

Agenda Item VII: Report from Human Resources Administration

Teresa Martin for Martha Bulluck, Interim Assistant Vice chancellor for Human Resources

Martin reported on the following:

- Health Benefits Fair: October 28, 2010, 9:00 a.m. to 3:00 p.m., 4th floor Campus Center. Biometric screenings are available for registration.

Agenda Item VIII: [Information Item] Health Engagement Program

Dan Rives, Associate Vice President for University Human Resources

Susan Brewer, University Director for University Healthcare and Welfare Program

In the past year, healthcare costs have risen from \$151 million to \$162 million with an expected increase to \$178 million this year and \$300 million expected by 2014. The increase is precipitated by healthcare costs as well as employee full-time status dropping to persons who work 30 hours/week (from healthcare reform). In 2009, President McRobbie formed a Blue Ribbon Committee on Healthcare Cost Containment. In their [report](#), they made five recommendations:

- Design and implement a system of care for the provision of comprehensive, cost-effective healthcare services to IU employees and their dependents in partnership with two IU-affiliated organizations (Clarian Health and the Indiana Clinic)
- Develop plans for an IU ambulatory care center, informed by planning and design for option #1 (Clarian joint venture)
- Increase the scope and enhance the organization of health promotion/disease prevention services for IU employees and their families.
- Identify any additional administrative options for improving the cost-effectiveness of IU healthcare expenditures that might be implemented in the short run.
- Form and support a measurement and evaluation working group to assess the impact of actions #1, #3, and #4 on care cost, care quality, and health of IU populations.

They announced that beginning in January 2011, there will be an exclusive option through Clarian Health for employees to choose from. It is like the M Plan method. All services will be through Clarian, including pharmacy use. More information is expected about this option.

As with the new healthcare initiative, children will be covered to their 26th birthday.

HEP Website: <http://www.iu.edu/~uhhs/benefits/hep/index.html>

Year 1 of the HEP is all about knowing your numbers through biometric screenings as well as an online Personal Health Assessment and a tobacco-free affidavit (or completion of a tobacco cessation program). The tobacco-free affidavit is on the honor system as the cost to prove a person is tobacco-free is very expensive. Year 2 is the first year plus results. Year 3 is compliance with prescription medication and physician guidelines.

For Year 1, you need to do the following:

- (1) Choose a healthcare plan.
- (2) Sign the tobacco affidavit (or enroll in a cessation program).
- (3) Complete the Personal Health Assessment (risk assessment) and the biometric assessment.

The base premium rate for Blue Access is increasing by 16 percent; the PPO by 14.5 percent. The high deductible plan goes down 15-16 percent. A premium calculator will be added to the HEP website. The premiums will go down by completing the three items needed in Year 1. Not all assessments need to be completed, but **your premium will be higher if you do not**. If you have had a biometric screening with your physician, a form is available on the website as well that can be submitted in place of an on-campus screening.

Quit for Life is a smoking cessation program available to everyone. Mind and Body is a web-based program designed to get fit and lose weight. Both programs are described on the HEP website and are free. Coaching is part of the program with goal-setting as well.

Many questions about the HEP can be found in the [FAQs](#) on the website, but more questions were addressed at this meeting and will be outlined below.

Questions:

- Will additional biometric screenings be scheduled? On November 16 and 30, 2010, there will be more biometric screening locations and times scheduled. Those times are not available on the website yet.
- How secure is the data provided? Only lab technicians at Clarian or personal doctors will see the biometric data. All data is confidential and will not get back to employers. The Personal Health Assessment is administered through Well Source and data goes to Clarian Healthy Results (CHR) – not Clarian Health or the Indiana Clinic. Biometric screenings done by personal doctors go directly to CHR as well (separate from IU Hospital, Methodist Hospital, Riley Hospital, or Clarian Hospital). IU employees who have access to lab results at Clarian are flagged, security level is different, and are not given access.
- How were the targets established? Targets were derived from the Centers for Disease Prevention and Control as well as national cholesterol groups.
- How can we get confirmation that the doctor submitted the assessment form? It will take seven to ten days to get an email confirmation. You may also call the 800 number at CHR. If you have no computer access to fill out the assessment, you can call the 800 number provided in the materials to answer the questions directly and receive other services.
- Why is there an affidavit for smoking but not for alcohol? Alcohol is not typically part of this type of program. There is evidence-based research on LDL, glucose, etc. Regarding tobacco, you can state whether you do or don't. When it comes to alcohol, it is not a do or not do, but whether it is good or not good.

- My health club did biometrics. Does that count? The biometric screening must be physician supervised. If a physician performs the screening at the health club and can complete the form, then it will count.
- Are gym memberships allowable for reimbursement through Tax Saver Benefits? Yes, if it is prescribed by a physician. Will there be a benefit for persons not enrolled in the insurance plan? No response.
- What is the employee contribution to the Clarian Quality Partners Exclusive Miomedical Plan? Rates will be the lowest of all the plans available. Although a specific number is not known, it may be \$5/month for individuals and \$40/month for family. The only plan lower will be the IU HDHP PPO and Medical Savings Plan.
- Is the risk assessment and biometric screenings annual? Yes, they are.
- About the new Clarian plan, can you go to any doctor? Like any HMO, there will be a network of providers. No coverage outside the network. The plan is exclusive to Clarian doctors and pharmacy.
- About the new Clarian plan, will there be a supplemental dental plan? No, there is not a separate dental plan with the Clarian plan. The dental plan remains the same for next year.
- At my biometric screening, they couldn't draw blood. How will it affect my numbers next year? In 2011, they will give you a premium deduction for trying.
- If hired in 2012, you will need to go through the program and the deductions will be started on a monthly basis.
- What happens if your health improves in Year 2? During Year 2, if you do not meet the target set by the Mind and Body program, you would still receive the credit because you went through the program. If your doctor believes the biometrics are not medically appropriate for you, the physician can sign a form that you are following a treatment form and making progress. You would receive the premium credit. If you lose 10% of your body weight by next year, but your BMI is still too high, or your physician documents you have lost 10% of your body weight, you would still be credited on your premium.
- If I sign up for the HEP and then decide I don't want to participate, what will happen? If you take back the tobacco affidavit, an adjustment will be made. It will be hard to take back the biometrics. If you decide not to participate in Year 2, you do not have to.
- If you or your spouse participate and one of you does not meet goals, are the premiums figured separately? Yes, premiums go up or down based on the assessment goals. The incentive is with the employee because the funds come out of their paycheck.

Agenda Item IX: Update from the Associate Vice Chancellor for Facilities

Emily Wren, Vice Chancellor for Facilities and Chancellor's Administrative Designee Alternate

Wren reported on the following:

- Parking:
 - Parking was made difficult on the first day of class due to an event held by Andre Carson that was moved to that day. The situation was out of our control.
 - Lawn parking will cease soon.
 - Shuttles are running smoothly.
 - There is a new permit for faculty and staff who arrive later in the evening and can help free up space in the daytime hours.
 - The parking lot north of Wishard Hospital closes next month, but spaces will open at Michigan Street and Union Drive.
 - Gateway Garage is not complete, but is parkable.
 - A stoplight will be erected at Blackford and North Streets in the future.

- The Glick Cultural Trail will come through campus eventually. We will lose 120 parking spaces off Blackford Street. The construction should begin next summer.
- The new sports garage expansion will add 1,300 spaces hopefully by next August. We will ask the Board of Trustees for approval in the fall and hope to begin construction in November. The expansion garage will be located where the tennis courts were south of the Natatorium Garage.
- In September, the IUPUI Honors College and Multicultural Center opens.
- The Tennis Center is being demolished.

Questions:

- What are the shuttles routes and service hours? The shuttles run every ten minutes. If a bus is full, people cannot be picked up and will need to wait for the next shuttle. The staff is required to work eight hours, but not down to the minutes unless you are a nurse, etc. Please be flexible with the drivers.
- Will the B permit wait list open up? Yes, requests are already beginning to be filled.
- Why can't you park on campus with an IA permit earlier than allowed (9 p.m.)? There are spaces available. Wren thought this was a good idea and she will look into this.

Agenda Item X: Remarks by Interim Assistant Vice Chancellor for Auxiliary Services

Dan Youngblood, Interim Assistant Vice Chancellor

Youngblood reported on the following:

- He thanked the auxiliary services office staff for assisting in his transition to AVC.
- The office is in the business to make money to keep the various buildings and services available.
- Chartwells has piloted a meal service plan, and as it was successful, this fall they will make it available for all students. The cost is \$800. Four hundred plans have been sold with eighty cancellations. Three hundred twenty plans were more than expected. At this time, no plans are begin considered for faculty or staff.
- Chartwells is doing a good job moving students through lines during peak times. Ten minutes is the longest wait time now.
- Maggie Miller is looking to have a Chicago-style hotdog stand in the Campus Center to help with the flow.
- Food service is available in other buildings on the campus. The food service website has a map to these locations.
- The post office has been moved back to the Barnhill Drive location. The JagTag office will be selling stamps beginning next week. They will not sell single stamps or on a departmental account.
- Dave Sandrick is the new director for the Center for Young Children. He is working on a new infant care program.

Herrell thanked Youngblood and Maggie Miller for the food service at today's meeting.

Agenda Item XI: Old Business

- Fine Arts and Crafts Fair: McCurry announced the fair will be held on October 30 with sixty-six vendors participating. The 2011 fair is already scheduled as well. Volunteers are needed for Friday night as well as all day on Saturday. Profits from the 2008 and 2010 fairs will go to student scholarships.

Agenda Item XII: New Business

- Wheeler encouraged the members to support the IUPUI Graduate Expo 2010 on Wednesday, September 29, 2010, 11:30 a.m. to 5:30 p.m.
- Stimming thanked the Staff Council for honoring Ellen Poffenberger on her retirement by establishing the Ellen Poffenberger Work/Life Fund. As the programming has targeted free speakers thus far, the funds donated will assist her in finding speakers that require a fee.
- IUPUI Regatta: Ninety-six teams have registered; Staff Council has two teams.
- Chancellor's Employee Recognition Ceremony: Herrell congratulated all Staff Council winners and honorees as well as all other staff honored.

Agenda Item XIII: Adjournment

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

Minutes prepared by Staff Council Coordinator, Karen Lee
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