

IUPUI Staff Council (SC)
Minutes
January 16, 2008 ~ IH 100 ~ 3:00 – 5:00 p.m.

Agenda Item I: Call to Order

IUPUI SC President Michelle Tansy called the meeting to order at 3:03 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: [SPECIAL AGENDA ITEM] “Isn’t It Good To Be At IUPUI!”

Scott Evenbeck, Dean IUPUI University College, and Sharon Hamilton, Associate Vice Chancellor for Academic Affairs, gave a presentation on facts about IUPUI as well as about our campus neighbors. Click [here](#) to view the presentation.

Agenda Item IV: Report from University Human Resource Services (Dan Rives, Associate Vice President for University Human Resource Services)

Rives gave an update on Open Enrollment. Every year, employees register for medical and dental plans and UHRS is required to ask if Tax Saver Benefits (TSB) are wanted. This year, the tobacco free wellness program was added as a benefit. He reported the programs are growing as an institution. There is a 1.5% growth factor in full-time employees (about 17,000 full-time employees across IU). 16,100 were enrolled into medical plans (a 2.25% increase from the prior year); around 15,700 registered for dental (2% increase); TSB increased by 13% from the year before. The TSB increase is attributable to the wellness program. Around 900 employees enrolled in the dependent care account (17% increase). The tobacco free wellness plan is to reward employees for their non-use of tobacco products. We enrolled 9,400 employees in the program’s first year. An affidavit had to be signed stating that you don’t smoke or will quit smoking by June 1. The University put \$120 into the employee’s TSB account. The Trustees asked us to go to a smoke-free or tobacco-free campus as well as finding an incentive to not use tobacco and find a healthier lifestyle. Finally, there is evidence that it will help control healthcare costs (cost-avoid, not slow down). \$127M is spent on healthcare in the budget of IU. This program alone resulted in 260 employees registering in the tobacco cessation program. Gibson asked when employees should notify IU that they have stopped smoking. Free and Clear will be contacting individuals who said they will stop smoking or using tobacco to check on their usage. Rives will check to see if this is accurate. Kidwell asked if the \$120 is going to employees enrolled in the program. Rives said this is correct. She asked about why the university didn’t use the funds instead for the employment of a person to assist with short-term disability. Short-term disability has been under the microscope for four years and has not been passed because of the funding it would need to hire a person to oversee the program. Kidwell gave figures that would show there would have been enough funds to hire that person had the university used the money for short-term disability instead of non-tobacco use. Before Rives addressed short-term disability, a conversation was held on how employees would notify the university of their smoking cessation. The tobacco cessation program is being paid for by the university. Rives said the university has a competitive time-off plan for employees. After six years of service, there is five weeks of leave, not counting holidays. Professional employees have a similar plan (PTO). An insurance underwriter was found to write a policy for short-term disability. There would be a minimal (25%) number for enrollment (of the population of Indiana University). Rives spoke to several Vice Chancellors around campuses about beginning a plan. He would need to add a part-time employee to manage the program and provide internal auditing. Rives asked the Vice Chancellor for Administration on the IUPUI campus what he thought. Mr. Martin was not in favor of Rives’ office spending any more money. Rives is concerned about the next year’s budget. The president has asked administration to cut 1% from their budgets. He is also not sure we would reach the 25% of the employees needed to begin the short-term disability program. For the program, we would need an existing life insurance policy. CIGNA would not underwrite the proposed program. They would underwrite some additional life insurance, but not additional income protection. The other option is looking at long-term disability. These types of policies cover heart attacks, stroke, kidney failure, some cancers, and others. They provide a flat amount for coverage. What is missing from the list is maternity situations. We have many employees that have a long time built up and they are counseled to use that time. There is a critical illness policy. Kidwell asked if the \$600K saved wouldn’t cover the cost of an employee. She shared the story of an employee who was recently ill and had long-term disability but could not use it because she didn’t reach the 180 days it takes to take advantage of the enrollment. She would be willing to share her story with others to help the University encourage employees to sign up for a program we already have but also in a program that is needed. Padgett asked about the time off plan. Professional staff do not have to use time if they work at home. Support staff do not have the choice to work at home when ill for a time like the professional staff too. Rives said Departments should have the flexibility to do this. Rives suggested having himself and Ellen Poffenberger come and

speak to the staff at a special time to answer more of these questions. Best said she doesn't think the managers are aware of the flexibility offered by HR. Best said talking with the Staff Council may not help the managers know the policy. Poffenberger said flexible workplace is in place so that all staff members can work at home if the work is appropriate to do so. Poffenberger said better communication needs to occur with managers. Tansy said she would take serious questions through email. Tansy asked what the changes are in the long-term disability policy are. Rives said they are talking with the underwriter for a critical illness rider for the type of benefit called a flat dollar amount. The benefit isn't for income replacement but for catastrophic disability. Tansy said she appreciates the work Rives' office is doing on behalf of the staff and trying to push forward short-term disability. Frieson asked if there was a consideration for premiums for retiree healthcare. Rives said he cannot foresee IU subsidizing healthcare for retirees in the future. The cost would be too great. Gibson asked if employees could remain on the list of insurances as regular employees, their premiums could be lower. Rives said retirees can already be on the insurance plans but pay at the retirees rate. When you are 65, you have Medicare and you need a Medicare supplement. Best said the critical care rider isn't what we were originally talking about with short-term disability. She was recently in the hospital for a procedure that wouldn't be considered critical care. She used her own time for the coverage with time off, but if the same condition happens again, she will not have any coverage. So, the critical care rider wouldn't help her in that situation. Gibson asked how Rives knows he would not receive 25% of staff participation if the staff have not been asked. Rives responded by saying since there are many staff members with large quantities of time saved up, it is his guess that they will not sign up for an additional premium. Kidwell asked if Rives takes the information back but is not listened to, who do we take this request to? Rives said the Vice Chancellor for Administration would be the one to talk to as he deals with the budget. Wren said the Chancellor, Roger Schmenner, and Ellen Poffenberger would also be the ones to talk to on this campus.

Agenda Item V: Updates from the Associate Vice Chancellor for Facilities (Emily Wren, IUPUI Associate Vice Chancellor for Facilities)

Wren said Parking Services now reports to her. The Campus Center will monumentally change IUPUI forever. Vermont Street should be open by the end of the week. It is now a one-way street heading east. Research 3 is starting to take shape and will open summer or early fall of 2008. There will be a new Glick Eye Center and will be located around Coleman Hall and Long Hospital and facing Michigan Street. We will have exterior directional signage changes. If you see directional signage facing the wrong way, send her an email. Another project is Mel and Bryn Simon Cancer Center which will be an extension to University Hospital. That opens in fall 2008. The new skyway will open at that time between the Cancer Center and the Campus Center. Some people are moving out of Fesler Hall this summer to Fairbanks Hall on the canal. That is a Clarian building. Riley V (or Simon Family Tower) is coming along as well on the north end of campus. There is a parking garage being built in conjunction with that building for patients. That will free up space in other garages. She brought brochures on the Indiana Cultural Trail Initiative. This initiative should put the city on the map as no other city has something of this nature. They are looking for ways to connect the campus to the trail. The trail will provide a safe entrance onto campus as it will come around Military Park and Herron. When New York Street was repaved, the city put a bike lane on the south side. You will want to reduce your speed until the city changes the speed limit. There is an interest with the School of Dentistry to build a new dental school. The old building is functionally obsolete. President McRobbie has said IUB and IUPUI need a new master plan. A consultant will be hired to assess what our long-term physical needs are for space, streets, and parking garages. You will be asked to express your ideas for the future of this campus. IUPUI is in the process of adding smoking receptacles with signage for persons to place cigarettes before coming onto campus. Smokers throw their cigarette butts on the streets and lawn because there are no receptacles. Data suggests there are not as many smoking hot spots as there used to be. Gibson asked about parking for employees coming from off campus (without parking permits) going to the new research buildings. Wren said it would be ideal to walk, but if coming from downtown to use the Vermont Street garage. We are running out of land to park cars and build garages. Transportation issues are beginning to be discussed because of lack of space as well as to keep the Earth green. Key asked if there was a plan to extend the IndyGo bus pass to the staff. Poffenberger said there is the ability to sign up for pretax benefits for public transportation. Wren said the program for students is being monitored right now. Kidwell said it was encouraging to hear the speed limits on campus (Michigan and New York Streets) may be reduced due to working with the city to pass an ordinance. Wren suggested the Staff Council write to Amy Warner as her office will be the one to carry that request to the city. Best asked about people who live so far away that there is not public transportation. Wren said the usage of Park and Ride could be a possibility. There are studies being done and people who believe that public transportation is the key to having a modern city. Within the next decade, these are the kinds of things we can expect to see.

Agenda Item VI: [ACTION ITEM] Approval of SC 12/12/07 Minutes

Hearing no objections, the [SC December 12, 2007 minutes](#) stood as written and were entered into record.

Agenda Item VII: [INFORMATION ITEM]: Athletics Update (John Rasmussen, Associate Athletics Director)

Rasmussen added one more bullet point to the Top Ten list in Evenbeck and Hamilton's PowerPoint. That is the athletics program. His job is to spread the message about the 10th year in Division 1 NCAA athletics. The program has seen varying degrees of success. Men's basketball is doing very well right now. He spoke of the small-sized gymnasium and that we need to make persons aware of the gym and the programs it offers. He wants to attract not only students, but persons who are already on campus. He distributed [a flyer](#) about what is already happening on campus and highlighted a few of the items. Kidwell said the pocket schedules should be distributed to departments and we could do the legwork for him.

Agenda Item VIII: Report from Human Resources Administration (Ellen Poffenberger, Assistant Vice Chancellor for Human Resources / Chancellor's SC Administrative Designee Alternate)

Poffenberger promoted professional development opportunities (click [here](#) to see the packet). "When Generations Collide" will be April 16 and David Stillman is the seminar speaker. There is a small fee for the seminar, but generally the departments will cover the cost. Poffenberger believes staff should take advantage of every program in the packet.

Agenda Item IX: Reports submitted by Standing and Ad Hoc Committees:

- Bylaws: No report.
- Communications: No report.
- Diversity: Gary Curto, Chair, said the committee is looking at "classism at IUPUI." This includes age, gender, race, sexuality, as well as rank on campus. What should we do about this and what can we do about them? There will be a town hall meeting with open discussion to talk about ideas -- what can IUPUI do to make ourselves a better community, etc. A date has not been set or a moderator chosen. Ideas should be sent to Curto. He welcomes anyone to join the committee.
- Membership: No report.
- Rewards and Recognition: Christine Padgett, Chair, reported on the Bepko Staff Council Spirit Award. The information is available on the staff council website (January 14 – March 15). Deadline is March 15. Information about the award will be placed in different on-campus media.
- Special Events: Karen Best, Chair, said there will be a Blood Drive on April 17. There will be a separate room for the assessment process so all beds can be filled in the blood mobile. There was 135 pints of blood donated last time; this year's goal is 200 plus. An email will be sent to the Staff Council giving the dates and sites, then there will be more publicity closer to the time.
- Staff Affairs: Sandy Stone said there will be a meeting in the next few weeks.

Agenda Item X: Call for Reports from Other Committees

Tansy reported on the Craft Fair scheduled for October 18 in the Campus Center. More information will be given at the next meeting. Tansy recognized the flyers left by Judy Carley about Student Employment (included with the HR packet mentioned earlier). Carley gave a report on JagTemps. All student employment information is on the HR website to explain how to hire a student.

Agenda Item XI: Report from the Chancellor's Staff Council Academic Designee

No report.

Agenda Item XII: Old Business

Vice Chancellor Karen Whitney has invited SC to the Student State of the Campus (January 29, 2008). Tansy asked Teresa McCurry if she would be willing to serve as Parliamentarian. She accepted. Tansy will serve in the HR Liaison role. Tansy highlighted the Cell Phone program. We can send the flyer to you via email if you want to post it. The flyer is also located on the website under resources. Gibson asked if there was anything the SC can do since the Bookstore has been privatized to see if they could honor staff discounts. Tansy said that would be an item for Staff Affairs Committee. Gibson said new employee orientation is telling new employees they can get a discount at the Bookstore; however, that is not possible any longer.

Agenda Item XIII: New Business / Announcements / Hot Topics

No New Business.

Agenda Item XIV: Adjournment

A motion to adjourn was made and seconded. The motion carried. President Tansy adjourned the meeting.

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