

# **Bloomington Faculty Council**

## *Benefits Committee Meeting*

Friday, January 26, 2024

9:15 am-10:15 am

Lindley Hall & Zoom

### **Members in Attendance:**

- Nancy Nelson
- Jim Sherman
- Margaret Kiel-Morse
- Cheryl Hughes
- Jennifer Piatt
- Bruce Jaffee
- Christan Royer (Ex-Officio)
- Issam Albdairat
- Amy Minix (Minute Taker)
- David Taylor

### **Others Present**

- Samantha Schaefer (Healthy IU Manager), guest

### **November Meeting Minutes**

- Motion to approve minutes brought by Nancy. Amy seconds. November minutes approved.

### **Scheduling Meetings for 2024**

- 2<sup>nd</sup> Fridays at 9:15 am (February 9<sup>th</sup>, March 8<sup>th</sup>, and April 12<sup>th</sup>)

### **Work/Life Balance Survey—Samantha Schaefer**

- Samantha Schaefer from Healthy IU joined the meeting to share information about an upcoming survey focused on work/life balance and wellness.
- Healthy IU plans to survey employees in 2024 to inform strategic directions.
- Work/life balance hasn't been assessed at IU and the goal is to capture prioritized areas, include a growing emphasis on mental health and the impact of COVID.

- Target dates for the survey are March 26-April 2<sup>nd</sup> with a 2-3 week submission window and will be open to all full time employees (staff & faculty).
- University-wide reporting projected for summer 2024.
- Healthy IU worked to ensure survey questions weren't duplicative from other university-wide surveys and also referenced other peer-institution models, but IU is on the cutting edge by focusing on work/life balance specifically.

### **COBRA Updates—Christan Royer**

- There is federal legislation that requires employers to provide continued medical and dental coverage if employee leaves for any reason other than gross negligence.
- Few employees tend to take this option because it requires paying the full amount.
- IU is looking for a new vendor to assist with enrollment and billing.
- The transition likely wouldn't take place until late 2024 or early 2025.
- IU is also interested in going out to bid for HSA, but not much information presently.

### **IU Employee Clinic—Christan Royer**

- Christan shared a preview of updates that will be presented at next week's BFC meeting.
- The presentation highlighted information about a new employee clinic managed by Marathon Health
- The clinic will be available to IU employees and their family members and it's slated to open March 20<sup>th</sup>, 2024.
- There are 8 other Marathon Health clinics across Indiana as well as other locations outside of Indiana, all of which are accessible to IU employees.
- Services will include preventative, acute, and behavioral/mental health care.
- There's a possibility of expanding if appointment slots and visit numbers fill up and increase; IU HR is monitoring number counts to advocate for expansion of services if demand calls for it.

### **Meeting Adjourned**