

Indiana University
BLOOMINGTON FACULTY COUNCIL
October 4, 2022 | 2:30 – 4:30 p.m.
Presidents Hall – Franklin Hall

MEMBERS PRESENT: Ashlbrand, Ashley; Arcuri, Toni; Bala, Hillol; Bielasiak, Jack; Brinda, Chelsea; Cohen, Rachael; Cole, Shu; Daleke, David; Davis, Allen; Deeds, Anna; Deliyannis, Constantine; DeSawal, Danielle; Eaton, Kristine; Freedman, Seth; Gahl-Mills, Karen; Guerra-Reyes, Lucia; Gupta, Nandini; Herrera, Israel; Housworth, Elizabeth; Johnson, Colin; Kalentzidou, Olga; Kravitz, Ben; Kubow, Patty; Lanosga, Gerry; Lion, Margaret; Loring, Annette; McCoy, Chase; Michaelsen, Jonathan; Northcutt Bohmert, Miriam; Pastore, Bell, Pavalko, Eliza; Ramos, William; Raymond, Angie; Reck, Catherine; Sapp, Christopher; Seibert, Kyle; Sela, Ron; Sheldon, Rebekah; Sherman, Jim; Siek, Jeremy; Simpson, Marietta; Sinadinos, Allison; Singh, Kashika; Smith, Wyatt; Svetina, Dubravka; Tanford, Alex; Walton, Christi; Whitworth, Cale; Wu, Jiangmei; Wyrzynski, Stephen

MEMBERS ABSENT: Asher, Sofiya; Cavar, Damir; Dau-Schmidt, Ken; Eskew, Kelly; Frazier, Lessie; Giordano, Anthony; Groth, Dennis; Kalentzidou, Olga; Kollbaum, Pete; Lalwani, Ashok; Lammers, Sabine; Olcott, Courtney; Ossi, Massimo; Peters, Chuck; Shy, Katie; Tracey, Dan

GUESTS: Burke, Ray (proxy—Ashok Lalwani); Manning, Rebecca (proxy—Constance Furey), Richardson, Todd; Royer, Christin; Wroth, Sarah (proxy—Chandler Bridges)

AGENDA:

- 1) Approval of the minutes of September 6, 2022
- 2) Memorial Resolution for Hollis R. Johnson
- 3) Memorial Resolution for Shizue Matsuda
- 4) Executive Committee Business (10 minutes) Cate Reck, Faculty President
- 5) Presiding Officer's Report (10 minutes) Rahul Shrivastav, Provost
- 6) Question/Comment Period
Faculty who are not members of the Council may address questions to Provost Shrivastav or President Reck by emailing bfcoff@indiana.edu. Questions should be submitted no less than two business days before the meeting.
- 7) Benefits Committee Report (15 minutes)
Nancy Nelson, Clinical Professor, Speech, Language, and Hearing Sciences
Jim Sherman, Professor Emeritus, Psychological and Brain Sciences
- 8) Benefits Overview (15 minutes)
Christan Royer, Director, Benefits and HR Strategic Communications
- 9) Questions/comments on IU Bloomington benefits (10 minutes)
- 10) Amendment of BFC Bylaws to reconstitute the Student Academic Appointment Affairs Committee (SAAAC) as a standing committee (5 minutes)
Rachael Cohen, Parliamentarian [Action Item]
Current BL-ACA-D9 Bylaws of the Bloomington Faculty Council

- B6-2023 Proposed Amendment of BFC Bylaws to reconstitute the Student Academic Appointment Affairs Committee (SAAAC) as a standing committee
- 11) Questions/comments on Proposed Amendment of BFC Bylaws to reconstitute the Student Academic Appointment Affairs Committee (SAAAC) as a standing committee (5 minutes)
- 12) Request to reinstate previous policy BL-ACA-D23 SAA Mediation Committee (5 minutes)
Danielle DeSawal, Secretary & 2021-22 Co-chair of the Student Affairs Committee
[Action Item]
Current BL-ACA-D23 SAA Mediation Committee
- B7-2023 Proposed reinstatement of BL-ACA-D23 SAA Mediation Committee
- 13) Questions/comments on Proposal to reinstate previous policy BL-ACA-D23 SAA Mediation Committee (5 minutes)
- 14) Executive Committee Report on Discussions with GPSG (20 minutes)
Cate Reck, Faculty President
Colin Johnson, Faculty President-elect
- 15) Questions/comments on Executive Report (15 minutes)

TRANSCRIPT:

SHRIVASTAV: Meeting is called to order. We do have a quorum. Good afternoon, everyone. Welcome back. It's October. Hard to believe, but middle of the semester. We'll get started as we always do.

AGENDA ITEM ONE: APPROVAL OF MINUTES OF SEPTEMBER 6, 2022

SHRIVASTAV: First order of business is approval of the minutes of September 2nd, 2022. I hope you've had a chance to look at it. If everybody is comfortable with it, maybe have a vote in favor of approving the minutes. All in favor say aye.

ALL: Aye.

SHRIVASTAV: All opposed? Minutes are approved. Thank you. The next order of business is a memorial resolution for two of our colleagues, Hollis R. Johnson, and Zui Matsuda. As always, Eliza will read these out. Eliza?

AGENDA ITEM TWO: MEMORIAL RESOLUTION FOR HOLLIS R JOHNSON

PAVALKO: Thank you very much. As provost Travis have said, our first memorial resolution is for Hollis R. Johnson.

The astronomical community will remember Hollis R. Johnson not only for the excellence of his groundbreaking research but also as personal warmth and enthusiasm. Through his kindness and wisdom, he made everyone around better people as well as better astronomers.

Born in 1928, Hollis grew up in Utah, where the dark starry skies inspired his interest in astronomy. He served in the Army Message Corps in the 1950s stationed in Germany. Hollis completed an undergraduate degree in physics in 1955 and master's in physics in 1957, both at Brigham Young University. He then entered the PhD program at the University of Colorado, Boulder, and earned a PhD in astrophysics in 1960.

Following postdoctoral positions at the Paris Observatory in Yale, Hollis was recruited to IU during his early years on the faculty. Hollis contributed to his research on the sun, particularly on the temperatures and densities and the solar chromosphere and corona. Hollis then switched his focus to the study of atmospheres of other stars, especially cool red giant stars whose atmospheres are riddled with molecules that contribute significant opacity. He and his colleague's computations of the column densities for dozens of diatomic and triatomic molecules as a function of effective temperature still provide useful guide for what might appear in a red giant spectrum.

During the 1980s, Hollis began using the International Ultraviolet Explorer satellite and later the Hubble Space Telescope to study the ultraviolet spectrum of cool stars, collaborating widely with astronomers from around the world. Hollis uses expertise on the atmospheres of cool stars to examine the properties, compositions, and chromosphere of red giants, super giants, and carbon stars and was widely recognized internationally for his leadership in this field.

During his years on the faculty at IU, Hollis directed 16 doctoral dissertations, mentored numerous postdocs, and taught at all levels. Hollis particularly enjoyed close working relationships with his graduate students. His graduate course on solar physics and later stellar atmospheres became legendary. He excelled equally at teaching introductory courses for non-science majors, especially elementary education majors, and at teaching more advanced courses for astronomy majors.

He was a compelling classroom presence. He chaired the Department of Astronomy at IU twice and served on a variety of campus committees. He was also president of the campus chapter of Sigma Xi. Hollis chaired the IAU working group on peculiar red giant stars from 1988 to 1991 and served in the IAU and a variety of other capacities.

In addition to these many professional and service accomplishments, Hollis projected delight in his interactions with everyone, and he did much to promote a love for astronomy. Just getting a hearty greeting from Hollis in the hallway could buoy your spirits. His colleagues and former students will remember him fondly.

AGENDA ITEM THREE: MEMORIAL RESOLUTION FOR SHIZUE MATSUDA

PAVALKO: Our next resolution is Frechet Zui Matsuda.

Dr. Zui Matsuda was born in 1921 in Honolulu and raised in a traditional Japanese-speaking family. At the age of 11, she moved back to Japan. She received her bachelor's degree in Library science from Keio University and served for 11 years as head of the National Research Council's Atomic Bomb Casualty Commission Library.

In 1960, she received a fellowship from the American Medical Association for travel to the US to visit 52 libraries. In 1962, she returned to the US to study at Columbia. She received a BS cum laude in Oriental Studies and Anthropology and an MS in Library Science, both in 1966. She worked as part-time indexer at Columbia's Parkinson's Disease Information Center, indexing Japanese medical articles for input into a computerized information system, from '64 to '68.

During this time, she also began working towards an MA and PhD degrees in Chinese literature. In 1972, Matsuda was appointed as East Asian Studies area specialist at IU Libraries. She received a PhD in 1978 in Chinese literature from Columbia. In 1980, she was promoted to the rank of full librarian at IU and recognition of excellence under teaching, research, and publications.

She faced a difficult situation in 1972 when she became the East Asian Studies librarian at IU Libraries, a large uncatalogued, backlog, and a shortage of staff. However she was able to modernize the library's operations and at the same time, develop a substantial Japanese reference collection.

During her professional career, she made substantial contributions, not only to IU where she was responsible for collection development and reference work in Chinese, Japanese, and Korean Studies, and taught courses in Japanese bibliography but also to the field of East Asian library and ship more generally.

One of the few female East Asian Studies librarians and the 1970s, Matsuda was generally respected by our peers and the community of East Asian libraries and librarians. Matsuda was a tough-minded, hardworking, and outspoken figure throughout her distinguished career, she's been a proponent and pioneer of cooperation and resource sharing among East Asian libraries. Among the proposals she put forward was a compilation of current subscriptions to Japanese periodicals. She received funding from the project from Japan-US friendship commission. Its publication has opened the door to development and advancement of interlibrary loan activities for Japanese series publications.

In addition to her many achievements, Matsuda served as visiting scholar at Tokyo University in 1982, an exchange professor at ten university in '83, '84. She served not only as consultant to some East Asian libraries and North America including Ohio State but also as mentor to Junior Japanese Studies librarians.

At the time of her retirement, Matsuda received heartfelt tribute from her colleagues. She remained active and academic pursuit even after retirement in 1986. She continued to work on writing projects, publishing many articles and library journals in Japanese and English. She also took Spanish lessons and served as presently IU-sponsored retirement organization.

Thank you very much.

SHRIVASTAV: Thank you, Eliza. If you are able, please stand for a moment of silence.
[BACKGROUND] Thank you.

AGENDA ITEM FOUR: EXECUTIVE COMMITTEE BUSINESS

SHRIVASTAV: I may pass this on to President Cate Trek for her executive report.

RECK: Thank you. Good afternoon, everyone. Thank you for being here on a beautiful day. You almost can't believe it's October. It feels so nice outside. It reminds me to remind you, the Climate Action Planning Committee is actually going to be hosting a forum on this campus in November 16th. That's a ways away, but I just want to make sure that we all recognize that it's going to exist. They're going to have forums at all the regional campuses around all the different campuses ours is just November 16th, 03:00 to 05:00 P.M. location to be determined.

So, speaking of forums in town halls, the BFC hosted two town halls over the last month. Thank you for everybody who attended. Thank you for people who spoke up. Thank you for BFC members who went and listened to your constituents, and hopefully a less daunting, in theoretically a little bit more on formal settings.

So, I really appreciate everybody's time and energy over the last month. So, we heard some issues that were rather unique. Things like student engagement rosters being sent out under a faculty member's name, unbeknownst to that faculty member, to a student. We heard things like authority over your Canvas courses. But I would say there's four major issues that are predominantly the campus.

First one, Senate Bill 1, in the implications that are going to relate to that were possibly going to hear more from the benefits team today. Second, parameters surrounding academic freedom and corporatization of academia. I don't want to put those necessarily together, but they definitely were brought up in the same context. And third, research, reorganization; and fourth, issues relating to student academic appointees. And we're going to hear more about that today. Collin and I are going to present.

So, let's focus on the first one. So, to better support students' contraceptive health, health, and needs on campus, IU student government is now providing emergency contraceptives to all IU Bloomington students through the 22, 23 school year. Students in need of Plan B need to go to directly to the pharmacy in the student health center and pick this up free of charge.

So IUSG, use their own funds, \$22,000. Just jump in here. If I'm going to make a mistake. And this funds the Plan B. Each plan B doses, \$25. So, they've given out over 200 doses in these numbers are old. And so that's about going about \$5,000 a month if you amortize that out. So obviously the use of this is going to be unsustainable at \$22,000 in the kitty. So, in the coming weeks, we'll be launching a fund to accept donations that would help support this initiative. IUSG hopes to fully endow the fund, allowing emergency contraceptives program and other health care prevention efforts to be funded far into the future. So, they're very forward thinking.

More information is going to come out in the coming weeks, but I wanted you to be apprised of it now because I've had so many questions about reproductive health care and health care issues for both the students and staff. So, although this is a great initiative for students. And again, I applaud IUSG for forward thinking. I think the campus at large needs to also spend some time thinking about how this is going to affect staff. So how to staff who don't necessarily or can't afford the same health care are going to get access to this?

So, while we're speaking about undergraduate issues, Kyle, I'm going to put you on the spot. So, make sure I'm saying this right. You also would like the BFC members descend you names of students who you could recommend for the student fee review committee. They say that right, Jump in.

SEIBERT: Yeah, that's right. This year is a committee for fee review year. So, what that means is there's a committee of about 7-9 students, both undergraduate and graduate, that will decide how the next two years of student mandatory fees are spent. It's about \$64 million. So just some chump change.

But if you have any students that are interested in serving or that, it'd be high performing in that area. We're trying to cast a wide net and grab a lot of students from all across campus.

So, if you have any questions on that, I can send you the information for that application, but we would really like any promotion on that. So, thank you.

RECK: Great. Anything else I missed about the IUSG initiatives?

SEIBERT: I could talk all day, [LAUGHTER] so but I appreciate you giving us some time.

RECK: Fantastic. So, while we're on the topic of students, the BF, a lot of you, I'd say half of you have rolled over and you may not know. Bloomington faculty council has a scholarship fund. So, thanks to the generous support of our UB faculty, IEU. Last year, \$70,000 was raised to support current students who don't qualify for federal aid due to citizenship status.

So currently there are three students benefiting from this generosity with an average award of \$23,000. So that \$23,000 is for the four years. It's not \$23,000 a year, it's for four years. So, these awards represent total dollars over a four-year period of time. Sixty-three faculty members donated that \$70,000.

In addition, there were two students who previously received one-year Bloomington faculty scholarships for a total of \$2,500 each. So, two of them at 2,500 is 5,000. So overall, you, the faculty, have been able to raise \$75,000 to support five students. So, congratulate yourself if you would like to donate more. And this is initiative that it'll keep on going on the BFC homepage towards the bottom, there's a link where you can donate. So please at least consider this at the end of the year when you're doing your normal giving, think about this.

Other good news. We also thought you might like to know there's a large donation of \$144,000 thanks to an external donor. McDonald's Scholars Program, where additional four students who

don't qualify for federal aid due to citizenship status are being supported on an average of \$36,000 per student over a four-year period of time.

Switching gears. We have the task force on research reorganization that's been meeting since the beginning of August. I'd like to thank my colleague, Caroline Gerald, and the Department of Chemistry who's chairing this. They've been collecting information. I've gotten emails from people saying what are some outcomes. It's only been two months. So please be patient. The task force is meeting, they're meeting with constituents, they're talking to people and they're hoping to bring report forward and in a timely manner. If you do have questions about research, reorganization, please feel free to contact me or Caroline Gerald directly and we're happy to field those questions or help you get answers. On issues surrounding SAA concerns. Collin and I are going to have a dialogue with you for the last 20-30 minutes of today. So, I'll leave those comments until then. So, standing committees have their work underway, it bears repeating that just because you don't see something done quickly doesn't mean things aren't happening in the background. Conversations are being had. People are meeting, work is being done. I think people falsely sometimes think that nothing is being done if you don't see an immediate return on your investment or your question. So, I'd like to end my comments today for just thanking everyone for your continued patience working with the BFC office while we're getting up and running. I can't be more grateful for having Lana in the office. I think she's working smoothly and beautifully and extremely well, so I really appreciate her help. If you have questions going forward, if you need access to your listservs, if something isn't working properly, please make sure you contact me or Lana. Thank you.

SHRIVASTAV: Thank you.

[NOISE]

AGENDA ITEM FIVE: PRESIDING OFFICER'S REPORT

SHRIVASTAV: That brings us to my report. So, I'll be happy to highlight some of the new things that are coming our way. First of all, welcome back again. And happy homecoming weekend. Big football game. I'm hoping for a big win against Michigan. I hope you get to go and celebrate some of that with hopefully several thousand other people.

[LAUGHTER]

If you didn't get a chance to see President, Witton's State of the University address, please know there is a transcript and a video recording online that was delivered earlier this week and it recapped some of the things as well as talked about some of the ongoing initiatives across IU.

The big news that I'm sure you've heard or read about is our launch of our 2030 strategic planning process. We kick that off about a week ago. And this is a critical opportunity for our community to come together and help shape the future direction of IU in the coming years. In our email, sought out nominations, and I'm thrilled to say as of this morning we had 318 people nominate themselves or others. And we need almost everybody from there to participate in this process. I'm glad to see that tremendous response. Please remember nominations are still open

till tomorrow. So, if you haven't already, please consider signing up or encourage your friends and colleagues, faculty, students, staff, to go on the website or send an email to vpsi@indiana.edu.

Identify the three broad areas that we are seeking nominations for. They relate to students' success and opportunity, transformative research and creativity, and service to the state and beyond. Those are our three big groups. And then if you go to the website, you will find many more details about the process, how this will be framed, and various subcommittees that'll be formed. We are working with the BFC leaders, Cate, Carlin, and Marietta met this morning and Cate was part of our discussion later today to review the nominees, decide which person to put in which area.

So, this is hopefully an inclusive open process and I'm optimistic that we'll get a large part of campus participating in this. We want to ensure that all voices in our community have a chance to be represented and heard. Both through a formal committee structure, but also the way we roll the process out. We're trying very intentionally to keep these discussions open, but also bring opportunities for people to engage through open forums or other formats for discussions as they develop. The committee will officially kick off on October 17th.

So, Monday after next week. The plan is to meet the committee here from 2-3.30 pm to officially charge the group, and then get them started on a very rapid, but really important part of our institutional planning. Invitations to individuals will be on these committees, will be sent out probably through the end of the week, no later than Monday. Again, remember, nominations are still open.

So, we'll finalize the committees off on Thursday and Friday and then send invitations out after that. So hopefully by end of the day Monday, all the invitations would have been sent out by then. There are two other big initiatives I want to highlight. You will be hearing about these in the coming weeks.

The first one is one called AMP-IU. AMP stands for Accelerated Master's Programs. And we will be launching the AMP-IU initiative in the coming days, which will bring together about two dozen of these that already exist on campus, but with a series of support and incentives and of streamlined process, and a plan largely led by the Dean of Graduate School office, David Daleke, and his team members. To really ramp up the number of these accelerated master's degree pathways. The ones that exist are largely in the college. Some in Hamilton Lugar School, Kelly O'Neill, and Luddy. But through the revised update to this, we will encourage deans and departments to work together to create opportunities for graduate programs across all disciplines, either in a 3-plus 2 format or a 4-plus 1 format, depending on what's appropriate for individual disciplines.

Through this initiative, students will be able to choose a degree combination that enhances their training in a specific field, or combines degrees that pulls together personal, academic, and career goals. We expect this to be a powerful tool for recruiting ambitious and motivated students to IU. And in addition to saving time, these master's degree programs are also designed to save students money. Many of these programs, including financial aid or include financial

aid to help cover part of the graduate eligible coursework through their existing scholarships that they may have come in. More information on this will be available in the coming weeks. But this will be an initiative open to every department and every school on campus. Of course, participation will be voluntary, but I hope there's a large number of our programs take advantage of this and build these pipelines.

The second big initiative is related to faculty 100. I know you've had some questions. We've received some questions about this over the last several weeks. First of all, thank you for a very strong interest in the faculty 100 initiative. I am absolutely thrilled that we can add 100 more tenure track faculty to our existing faculty ranks. And I'm very grateful for President Witton's support in helping make this a reality. As you think about this, remember, this is one of multiple ways we'll be bringing a new faculty in. There is already an ongoing precedential diversity hiring initiative that this year alone has brought 32 faculty, tenure track faculty to Bloomington. That initiative is still open, and I hope we'll have more people participate in it.

In addition, we routinely hire roughly 150 or so faculty every year. These are just routine retirements, or people leaving. So, between the faculty 100, routine hiring, as well as the precedential diversity hiring, I anticipate between 3 and 500 faculty, new faculty to be on IU campus in the coming couple of years. So, faculty 100, as exciting as it is, is one piece of a larger hiring plan for us as an institution, which gives us an incredible opportunity to grow and excel as a university. The large majority of the faculty 100 hiring will come through strategic initiatives that we collectively decide through the strategic planning process. So that process which is kicking off Monday after next week should identify key priorities, key areas, key goals that we want to achieve. And then we will move our faculty 100 hiring to help achieve those goals. That's the primary timeline and objective for us in that regard. As a result of that, there is no preconceived quota, or division of how many of these lines will go into which department, or division, or what part of campus.

These are all things that need to be discussed collectively with the faculty through our strategic planning process before a final decision is made. However, there is one piece of this that I hope to launch a little sooner. And that is largely in recognition of the fact that faculty hiring cycles are easily 10,12,15 months or longer from the time we approve a position to the time a faculty is on the ground, it will easily take 6-8-12 months and perhaps longer.

In recognition of that, I'm hoping that in the coming weeks, we will move forward with one round of proposals for the first 20 or 25 faculty hires under the faculty 100 hiring initiative. This will be targeted largely to mid-career faculty with the aim of growing our research productivity. Details are something we're still working on. Again, almost all departments if not all departments will be eligible to apply for it. And I'm hoping to create a small group of faculty to review, prioritize, and give us some recommendations on where those faculty hires should be targeted. I'm hoping the process will roll out in the coming weeks.

So, we can begin this first piece sometime this fall with the intent of getting at least some of those faculty to join our ranks by early next fall. I suspect this piece will be 20, maybe 25 faculty. The rest of the 75 to 80 will largely come following the strategic planning process.

Again, I've been working with the BFC leadership on this, and I greatly value their guidance, and commitment, and support in making this a possibility.

I also want to update you on a number of key searches that are happening. The Mauer School of Law completed its campus visits for three finalists. That was last week. We are hopeful to make a selection and announce our new dean to the community in the coming week or two. I'm doing some final references, background checks, going through feedback I've received from various constituents before making a final decision on that particular dean candidate. The second one is Hamilton Lugar School. The search committee is reviewing the candidates for the dean to gather later this week. They will be moving towards first round interviews, the so-called airport interviews. They're all on Zoom these days, which we expect to be done by the end of the month, and that'll be followed by campus visits for a small number of candidates. The Media School Search, we expect the invitations to the search committee to go out later this week. And then the search itself will commence probably the following week. As you may recall, after a slight pause for about five months, we are going to restart that search again. Kelly School of Business, we recently announced the search committee. We will charge the search committee on Thursday. I have a meeting set up with them on Thursday afternoon.

As we do with most searches, there will be a series of listening sessions with the Kelly community, both here and Indianapolis that will finalize the goals, objectives, the position description before the active recruitment for candidates begin. I anticipate that search will probably lead to a shortlist, and airport or Zoom interviews early to mid-spring, and then campus interview soon after that. And I'm optimistic that we'll have a candidate identified and, on the ground, sometime in the summer next year.

Finally, it pains me to say this, but as you have probably seen, Eliza Pavalko has decided to return back to the faculty next spring. I'm deeply grateful for her work. You've all worked with her extensively for many years and for her general graceful leadership, and guidance, and all things related to institutional planning faculty and a number of other issues. The position for the new VPFAA is now posted. I'm again, working with the BFC leadership to determine a search committee. We hope to launch that search within weeks here. That will largely be an internal search, and if all goes well, I would love to have a candidate identified and started by the end of this semester or first week of the next semester. And the timing is a little compressed because we are trying to make sure we have a named person to shepherd the tenure and promotion process which gets into high gear in the spring semester.

Once again, thank you, Eliza, we will greatly miss you.

[APPLAUSE]

As always, thank you, everyone for everything you are doing. I think we're off to an outstanding start this fall semester. It's great to have everyone back and I'm truly excited about the direction we're headed in, what comes next. And I'm really eager for us to get the strategic planning process started because we have to find an ambitious path for us forward and something that will shape the vision for the university in the coming years.

AGENDA ITEM SIX: QUESTION/COMMENT PERIOD

SHRIVASTAV: I conclude my report with that, happy to take your questions. I have one submitted to the BFC. If there are none from the group, I can address that. Questions?

LION: Hi, I think I missed the email address to serve on the strategic planning.

SHRIVASTAV: vpsi@indiana.edu.

LION: VPSI?

SHRIVASTAV: Yes.

LION: Thank you.

SHRIVASTAV: Vice President for Strategy and Innovation.

LION: Thank you.

SHRIVASTAV: If you don't remember that, you can always send an email to provost@indiana.edu and we will make sure it gets forwarded to the right person. Other questions?

Israel?

HERRERA: Yeah, thank you. So, I have some questions. The first, regarding the external grant that you mentioned from McDonald's. Is this grand corresponding to the BFC scholarship for the students and financial need, or is different from the scholarship that we have?

RECK: The McDonald money has nothing to do with the BFC. I was just reporting. It's for the same type of outcome of student on the campus, but they're unrelated.

HERRERA: So, is the time to ask if we are going to provide this code actually the BFC scholarships for students in need, financial need this year?

RECK: My understanding is as the money keeps coming in, the scholarships will continue to be awarded.

HERRERA: The other question would be regarding the next and the ten hires that is just for tenure track. I wonder if there is a reason why entities when it included of if we good expect on a new initiative for hires or attention to the NTT colleagues?

SHRIVASTAV: The faculty 100 is specifically for tenure track faculty, while the regular faculty hiring proposals includes both tenure track and non-tenure track faculty. Those are largely designed by the deans; they are submitted to my office. We review it, and we approve it every year. But the faculty 100 is specifically for tenure track faculty.

HERRERA: And just last question regarding the search and thank you Eliza for all your work regarding the NTTs during your tenure as a Vice Provost for Faculty and Academic Affairs. Regarding the new position, so are we expecting to have also town halls for faculty if the faculty is not involved in the research committee?

SHRIVASTAV: Faculty will be involved in the search committee. The reason we weren't planning on having town halls is because there's no change to the position description. It is going to be pretty much what the position currently is.

HERRERA: So, the suggestion would be from the search committee?

SHRIVASTAV: Yes, it can come through the search committee that will be formed in consultation with BFC.

There was one question submitted through the BFC and I'll read that out. And that says, what is the current best ballpark estimate? Of how many of the faculty 100 hires will be in the college? Of those estimated hires in the college, what are the current best ballpark estimates? Of how many will be in N and M, which I assume is natural and mathematical sciences, in S and H, which must be social and historical sciences, and A and H, which would be arts and humanities departments?

This was submitted to it—again, as I said in my comments, we do not have a predefined quota. These are all open, transparent through application process. Most of these positions we'll need to align with the goals of the strategic plan.

So, at this point in time, I have no basis to know how many will be in the college or not and how they will be distributed within the college. I assume that was the only question submitted.

AGENDA ITEM SEVEN: BENEFITS COMMITTEE REPORT

SHRIVASTAV: So, there are no other questions. We will move on. The next item is the Benefits Committee report. This will be presented by Nancy Nelson and Jim Sherman. Nancy and Jim, take it away.

SHERMAN: Thank you Raul. I think most of you know that I'm Emeritus from the Department of Psychological and Brain Sciences. Became my Emeritus about three-plus years ago. When I was active faculty, I served on the Benefits Committee for 30 plus years. And for the past two years, Nancy and I have co-chaired the Benefits Committee.

When I did retire, I thought it would be a shame to waste everything that I knew about faculty benefits, so I weaseled my way into an equal job with human resources. And my unofficial title is I'm the liaison between HR benefits and our faculty. As such, I do presentations to departments and schools about both health and retirement benefits. I have visited now, last spring, and this fall more than 50% of the departments and schools. If I have not yet visited your department, it is not for lack of my trying, but if you think it would be a good idea to have

me show up, let your dean or chair know, and I'll be glad to be there. I also meet individually with faculty and faculty families to talk about health and retirement benefits. And that's important not only for those nearing retirement, but also for very young people, because the more you take advantage of your retirement benefits when you're young, the more you'll have when you're old. Anyone interested in meeting individually with me, I'm happy to do so.

Let me go over very briefly, the charge of the Benefits Committee. There were four items that we submitted to the executive committee. The first, in my opinion, is the most important and that's to ensure that we continue to offer high-quality health and retirement benefits for faculty. We all hear budget cut, and I know I'm committed to seeing that IU maintains superior health and retirement benefits for our faculty and staff. And so that's the most important charge.

Second, we will continue establishing relationships with a new HR leadership. We have a new vice president of HR. I will introduce him very soon. It's Todd Richardson and there's always a lot of change among various parts of the university. So, we want to make sure that we maintain our relationship and that we keep a shared governance process operating when it comes to benefits. I work very closely with Kristen Royer, with Sue Dukemen and with others. And I can tell you, without a doubt, that the people working for you on HR benefits are incredibly talented and hardworking people. I would not be doing what I'm doing if that were not true.

So, any questions, any problems you have, send them to askhr.edu and they will be answered, and you will get proper and helpful answers.

The third charge is to keep members of the benefit committee apprised of changes in benefits and you'll hear about some of those from Kristen in a short time. And to make sure that the committee members understand the reasons for the changes, the pluses and minuses of the changes so that they're able to share that information with their constituents. Finally, we were asked to investigate the allowance of out-of-state travel for procedures that are not in network in Indiana.

And Kristen will have more to say about that during her presentation. So, with that, let me formally introduce to you Todd. His formal title is the Chief Human Resources Officer and Vice President of Human Resources. Please meet the faculty council.

RICHARDSON: Wonderful. Thank you, Jim. It goes without saying as I'm sure you all can sense. Jim's sponsorship council, ambassadorship and work is just integral to all of our benefit related dealings. And let me officially say you're allowed to weasel your way into any and all jobs. We have a few openings, so we will welcome that.

[LAUGHTER]

I'm about three months in. It's nice to meet you all. Todd Richardson, as Jim said, it's nice to be home and that's what it feels like. So, I'm actually here being three months and they don't give me a whole lot to do in a setting like this, especially my first BFC meeting, but I have the distinction of introducing you all. And in many cases you've dealt with through many times to Kristen Royer who quickly became a trusted partner and I will tell you as an expert in the field

of benefits and as Jim attested and as now, I can attest, we're all in good hands with Kristen and her sponsorship and the team that she has assembled to take care of all of our benefit needs.

So, with that, I'll hand it over to you.

ROYER: Excellent. Thank you, Todd. Thank you, Jim. I can honestly say we appreciate the benefits committee. We take a lot of feedback. I'm meeting with them monthly, interacting with them in-between the meetings and the feedback that they get from everyone in this room from other faculty is talked about in all of those meetings and definitely appreciated. So never hesitate to reach out with a question or a concern to Jim or I or ask HR we're always happy to address those. So today I wanted to cover a couple of things.

First, I wanted to talk a little bit about health care, specifically Senate Bill I, abortion. What is the impact to our benefit plans, as well as a brief overview of open enrollment changes. Just due to our limited time today, really high level, but we'll cover just a little bit about some of the medical plan changes specifically.

I wanted to talk to you a little bit about what healthy IU is focusing on, as well as some information about retirement, retirement planning and what we've been doing based a lot on feedback from Jim, other faculty members and the benefits committee, so wanted to give you a brief update on those.

So, we can jump right in. Specifically, as it relates to Senate Bill I and benefits, we wanted to talk a little bit about the facts of what's covered under our plan and how does that work. And everything I want to mention to you today applies specifically to our employees, our medical and optometry residents. Those are largely based in Indianapolis, but we do have a few in Bloomington and to our HSA population. And I'm happy to share this information and I know that Lana has the slide deck so we're happy to provide that if you need.

Currently, our medical plan provides coverage for abortion without restriction, whether it's for an elective reason or there's a medical need, which will continue on. Despite SP1 passing at the state level, I do know that there are some legal challenges happening right now as well. Regardless of the outcome, our plan for these populations will continue to cover abortion without any restriction as long as it is done in a location where it's legally allowed.

So, if it's not allowed.

SHERMAN: Let me just add that. Not every university covers abortion. Our neighbors to the North [LAUGHTER] for example.

ROYER: That is accurate Jim. Purdue does not provide similar coverage to IU. In addition to the medical coverage, contraceptive coverage under the new legislation did not change. So, they didn't really address contraceptives even if you heard that in the media. Many contraceptives are covered for free, including many contraceptives as required by the Affordable Care Act. We have a huge list on our website of drugs that are covered for free, including all of those contraceptives. Kudos to the student government for looking into the Plan B which is also

known as the morning after pill. Our plans for our populations also cover this. It is covered at no cost. You can still get that through a retail pharmacy. So that did not change as part of the legislation either.

Additionally, feedback from the benefits committee, we had a lot of questions coming into our office from faculty and staff. We did a lot of research on what could we do around travel coverage, and we will be implementing travel coverage. And that benefit will begin on January 1st. We're rolling that out with open enrollment. It does take some time for our vendor partners to get all of that setup in their system for us to change all of the legal wording, etc. So that will be updated with our benefits. It will include a travel benefit up to \$2,000 annually for any covered medical services that's not available within 100 miles of the member's home address. And so that will be part of our benefit plan going forward.

Also, just as a general reminder, for our employee population, about 95% of us are on a high deductible plan paired with an HSA. The HSA has always allowed under IRS regulations, travel benefits for medical care in another state. So, you can also pair that with the travel coverage as well. So that is all part of just the overarching facts of how our benefits work in regard to Senate Bill I and hopefully that will help.

I know we have some time for questions at the end and so if you have any questions, please make sure you jot those down and we're happy to take those.

Just transitioning into overall health care plan highlights, every year we like to give these numbers as a reminder. For our employees specifically we have about 19,120 eligible employees. I think these numbers were as of September 1st. And those covered under a health care plan, 17,412, that translates to about 40,000 covered lives if you count all of our spouses and children so a significant number of individuals recovering on our medical plan.

Our budget projections for health care for the fiscal year are about \$285 million. IU is what's called a self-funded employer plan. Every dollar that our employees spend on health care we are actually paying for. And so, we try to make sure we're providing a really robust benefit package, but also balancing just the overall fiscal nature of our plans as well. And we always are looking at trends, what's going on with our population, what's going on in the market?

Generally speaking, there was a lot of delayed care that happened after COVID. So, we saw during COVID our trends were a little bit lower. They are starting to inch back up due to that delayed care. So, we're seeing trends in the market of around 6-8%, sometimes a little higher. The IU trend is about 7.2%. So that's where we're falling right in the middle.

I apologize this slide is a little small, but I'm happy to talk through our open enrollment for this year. I know that's a big question in this time of year. Our open enrollment period runs October 24th through November 4th. We always have a two weeksish period. We will be offering tons of live webinars and Q&A sessions. We will be doing presentations where we can out publicly such as this to this organization, the faculty council, staff, councils, other groups that would like to have us, we're happy to come and give a presentation. We'll also be posting on-demand presentations on our website.

We have some faculty and staff where we know the spouse is the one handling the benefits at home. I know I do that for my spouse, so we're going to send a mailer to homes so that way at least some information gets to those who have a partner or a spouse that handles those benefits or we do have a significant number of employees such as custodians that just maybe aren't on email every day. So, we want to make sure to get to those individuals.

We already had an article in the IU today. Hopefully you saw that last Friday. Our kickoff to open enrollment we will continue to have information in there as well as a dedicated open enrollment website.

For those of you that have been at IU for a long time, you probably remember when we used to mail out those big booklets through campus mail. Just thinking about sustainability and the environment, we've decided a couple of years ago to make that electronic so that digital open enrollment guide will be on the website.

All of the information on Senate Bill I and the facts around abortion coverage under our plan will be published in that booklet for employees as well. So that will be included there. And we'll also continue to send targeted emails all throughout before, after open enrollment to make sure individuals get the information. And of course, we're happy to answer any questions. Ask HR at [iu.edu](mailto:hr@iu.edu) is the fastest way to get a response.

I did again, as I mentioned earlier, want to talk about some of the medical plan changes. There are other changes just for time's sake today we're going to cover the high-level medical plan changes. One that I wanted to make you aware of is that IU Health Plans is no longer supporting IU-specific plan types. So, the IU Health high-deductible plan will be discontinued.

Again, that was a business decision made by IU Health Plans. For that reason, we are going to consolidate all of those planned members into our anthem plans. It's important to know that we will make sure that all of those individuals are moved over automatically. So, if somebody doesn't make a change during open enrollment, they will not be left without health insurance. We will make sure to take care of that for them.

I will note that the reason we're consolidating them is that only about 8% of our population was actually enrolled in the IU Health Plan. Almost 90% of our population is in an anthem plan. So that was the most reasonable path to make sure they had coverage.

Specifically, here in Bloomington out of over 8,000 individuals that are enrolled on our health plans, only about 800 actually had the IU Health high-deductible plan. So, a very small number.

In terms of preemie increases, we try to keep those as small as possible for employees, there will be a 2% increase in employee contributions for the medical coverage. We have a little bit more information on a slide on that in just a few minutes.

And then in addition, we always try to recognize our lowest paid employees, and we've increased the salary band ranges for those lowest salary bands under 100,000 to include a

higher amount for the premium threshold for salary band determination of medical plan premiums. We have those exact bands and more information on our website. And then just a general reminder, anyone on our high deductible plan, whether they were on IU Health, or an existing anthem high-deductible plan member will all get new ID cards this year.

So, the vast majority of our employees, we will get a new ID card and we'll continue to send reminders. Nothing changes with group numbers; your ID number remains the same. Other information on the face of the card changes. So, if you use your old card, it's okay, there won't be any issue. And if you don't get a card in the mail, our office is always happy to help with that.

Specifically for the anthem high-deductible plans, since that's over 90% of our employees, I did want to make you aware that deductibles will increase slightly to \$1,800 for employee only coverage and \$3,600 for all other coverage levels. And then the out-of-pocket maximums will also increase just slightly 3,600 hundred for employee only, 7,200 for all other coverage levels.

As I mentioned earlier, we'll be adding that travel benefit. Another thing that we have been working on is providing some programming to our employees who have chronic conditions. So, in the past we've offered some programming around diabetes, this year we're expanding that to include diabetes and hypertension through a third-party vendor, Livongo. They provide no-cost tools and services to individuals who have those chronic conditions. The reason we've selected those two chronic conditions to focus on is we know from our aggregated data that those are too high-cost areas for claims expenditures as part of that overall budget we talked about earlier.

Then just a reminder, this isn't a change. But every year if you want to receive the premium reduction, you do have to go back in and sign that tobacco-free affidavit. So, make sure you do that during open enrollment.

I know we always get a lot of questions about the HSA, the annual IRS maximum for the HSA increases to 38, 50 for employee only coverage and 77, 50 for all other coverage levels. So, the IRS generally increments those just a little bit each year. And then of course, they always have allowed a \$1,000 catch-up for those who are age 55 or older. The university's HSA contribution will remain the same, 1,300 for employee only coverage levels and 2,600 for all other coverage levels. And we will continue to provide that on the second paycheck in January. For monthly paid employees, which will be the January 31st or the last business day in January.

I do want to remind you if you are maxing out your HSA because the IRS has increased those limits, you may want to go in and double-check your HSA contribution. The system doesn't automatically increment you because you may or may not want to make a change. If you do want to make a change, make sure you go in and take a look at that during open enrollment.

We wanted to give you just a little bit of an overview. I apologize this chart is a little small, but this is an example for an anthem plan member employee only coverage level who had signed the tobacco-free affidavit.

So, the overall change for each salary band is about a 2% contribution for employees. And the middle column shows approximately what percentage of the total premium the employee would pay. For example, an employee who makes 37 to 64,000, just under \$65,000 thousand they would pay 8.6% of the premium, which equates to about \$442 a year, the university pays the remaining portion of the premium. And again, that does increment slightly as the salary level increases.

So, the university is picking up a huge portion of premium for all employees across all salary bands but obviously, for those who are in the lower paid salary bands, we are always mindful of those levels. Then again, sorry, this is a little small, but this shows the actual dollar increase.

So, when we say a 2% increase, what does that actually mean? Well, it can vary based on what your coverage level is and what your salary ranges. We've shown the high-deductible plan with anthem here again, significant number of employees in this plan. But if you're in that same 37,000-65,000 salary band and you have employee-only coverage level, that means you're in premium increases \$1 and 21 cents per pay period if you have family coverage increases \$3 and 88 cents. So again, just wanted to provide some examples of what that actually translates to.

I wanted to give a little bit of an update about Healthy IU. Healthy IU team works with our benefits team really closely. Last year when we presented to the Faculty Council, we talked a lot about mental health. We're still continuing to work on that topic. We're working also with Dr. Carol and while I think a lot of the mental health recommendations coming out of his task force are related to students, we're making sure to cross over anything that relates to employees. And then from our office's perspective, continuing to work on what can we do to address the mental health for employees?

One of the biggest things that we can do that we've heard feedback on is HR has a lot of benefits, a lot of great information, but it's spread all over your website we need like an easy button, how do we find this information quickly? So, our team is working on a new website that will be specific to mental health and hopefully put all of the resources on one front door page so that it's easy for employees to access, easy for employees to give to a colleague if they feel like they need more information. I didn't want that to go without telling you a little bit of an update on that.

But I didn't want to focus a little bit on cancer. So, we know again from our aggregated claims data that cancer is actually one of our most expensive, costliest medical conditions. Unfortunately, there was a lot of delayed care during COVID, so we've seen even more of an uptick in cancer diagnosis. And it's something that even before COVID, healthy IU and the benefits team were working on and specifically Healthy IU took the lead and applied for the employer gold standard. It's awarded by the Indiana Cancer Consortium to certain employers who meet different criteria. We've worked in partnership with the State Department of Health and the American Cancer Society to provide some programming, make sure that we are making employees aware about cancer, what benefits are available, early detection, etc.

So, for employers that have provided that focus on prevention and early detection, we've been awarded the employer gold standard from the Indiana Cancer Consortium. Again, why are we

focusing on cancer? It's a top diagnosis for our employees. We've received feedback that we need more information, and we have opportunities to improve what we're doing across our workplace to support employees who are cancer patients as well as their family members who might be experiencing a cancer diagnosis. Just historically, looking back a year, healthy IU has been meeting with state experts and they launched a new webpage on cancer risk reduction treatment and survivorship resources for employees.

So that's out there that was communicated by email. We've gone out and presented on that topic. We've done some social media articles in the IU today. We are awarded a little mini grant from the CDC to provide a mailer out. I'll show you a picture of that in a second. But we were able to send a postcard to home addresses reminding individuals that making sure that, yes, we're still dealing with COVID, but it's really important to get your screenings done and to schedule those. We did multiple educational webinars with state experts in IU, School of Medicine experts in cancer, and we continue to partner with the Cancer Center up in Indianapolis. I don't know. For those of you who were here in 2021, you would have received this mailer to your home address, and it was sent during the summertime to encourage employees and family members to resume that preventive care screening. And again, we received a mini grant to be able to produce this and mail it out to employees.

In 2022, we continue to work on this initiative. We are meeting monthly with state experts, continuing with webinars, adding resources. And we've done a new set of initiatives this year focused specifically on employees.

Earlier this year, the Bloomington campus did a survivorship event. We partnered with athletics and on a Saturday afternoon there was a big event out there at the football stadium and it was well attended and very well received. We also created an employee Cancer Resource Guide, as well as a couple of other things I wanted to note for you. This semester, the healthy IU team is focusing on an online survivor community and support groups. So, it's a virtual Microsoft Teams Group. You can voluntarily join and participate. Our office tries to moderate it, but it's also open for individuals who have a cancer diagnosis, a family member with cancer diagnosis. Any employee can join and participate, talk back and forth, share resources, just act as a support group for each other. And if you want to be part of the group right now, registration is through the healthy IU team to make sure we limit it to our IU community.

And I mentioned a few moments ago we created a Cancer Resource Guide. This is a PDF that's linked on our website. I also have some hard copies if you need one, let me know. I'm happy to put that in campus mail or drop it by your office. But it's an entire book on resources at IU. Things to consider about. Do you need to take a leave? What's covered under our benefits? How do you navigate work with a cancer diagnosis? What services and tools are available? And we actually have resources in the community for each campus location across Indiana. So that way you can turn to Bloomington for example and get the community resources that are available right here at Bloomington and in Monroe County.

We don't have a webinar scheduled between now and the end of the year. But the next webinar we have is focused on prostate cancer. And that will be in February of 2023 with experts from the School of Medicine and again from the Simon Cancer Center up in Indianapolis. And we

always go through after the experts talk, we always go through and talk about preventive screenings and how to use your benefits as it relates to a cancer diagnosis. And as usual, a lot of resources, mental and physical health well-being resources under the Healthy IU website.

One thing I did want to add also about healthy IU, I don't have a slide on it, but just this semester, this fall semester, we've expanded beyond just employees to include the SAA population as part of healthy IU as well as our retiree status individuals. So, anyone who's retired from the university with retiree status will be including them and we're presenting to the retiree association next week as well on that topic with Jim's help. Transitioning away from health care to a completely different topic of retirement. I get a lot of questions. It seems like there are a lot of retirements lately and there are a lot of retirements. You can see the count over the years. The last several years, 2021 was a huge year for retirement. These are faculty and staff retirements across the entire university and through the end of September 359 already this year. And the average age for retirement is 66. Again, this is faculty and staff across the entire university.

If you look at just faculty, it's slightly older than that. And then the years of service at IU is generally 28 years for those that are retiring with retiree status. Because we've had so many retirements, we decided to launch what's called our road to retirement series in spring of 2021. And it's designed to help IU employees figure out what they need to do to retire.

How do you transition from being an employee to a retiree? We have a wide range of topics we cover. In the spring of 2022, we repeat this series every single semester. Over 800 faculty and staff members attended a session or potentially more sessions. And we measure feedback after every single session. And then at the end we do an overall survey of the entire series. And everyone reported back that they felt more confident in understanding what they needed to do for retirement. Again, we offered every semester we send targeted emails to those who are eligible if you are interested, we always tell all faculty and staff if you're retiring five years from now, but you just want to start to understand it's okay to attend the series every year, every semester. Sometimes hearing it more than once is helpful.

Again, mentioned most of what's on this slide already I would point out, bring your partner, bring your spouse. Everything is done by Zoom. A lot of the feedback, over 90% of the feedback is that individuals wanted it to continue on Zoom. It's helpful for them because then they can bring a partner with them. Again, more you listen to things, probably the improved retirement planning and experience and preparation you will have.

So, feel free to attend more than once. We cover a huge number of topics. Jim helps us lead the psychology of retirement. How do we help faculty ease into retirement, stay connected? What's the maritime house? All of those things are covered. And we also cover faculty phased retirement.

So last year when we did this report to the faculty council, we explained a lot about our enhanced phased retirement program. We enhanced that program in 2019. So, we look at the statistics. In 2018, we had 13 individuals that applied for phased retirement. Since we enhanced the program in 2019, we've had almost 125 faculty applies. So, it's becoming more popular

when Jim goes out to the departments, as he mentioned earlier, this is a topic that we cover to make sure those who are nearing retirement understand how they can phase into retirement. And we're always happy to take questions or give a presentation on that. And again, we bring in experts from Social Security office, from Fidelity and other organizations as well.

Feedback from the benefits committee was that we needed to provide more webinars and training for those who are younger. So, we launched the retirement series, and then just last spring we launched our financial wellness series. So, we cover a whole host of different topics there. The college savings 529 and tuition benefit is probably one of the more popular ones.

AGENDA ITEM NINE: QUESTIONS/COMMENTS ON IU BLOOMINGTON BENEFITS

Royer: So that concludes our section. I'm not sure if there's time for questions, but happy to take.

SHRIVASTAV: Thank you, Christine. We have time for one, maybe two questions. Anything?

Elizabeth?

HOUSWORTH: When IU started offering high deductible health care plans, the IU contribution matched the deductible. And of course, it has not been keeping up with the deductible and I was wondering if you could comment on that.

ROYER: Yeah, absolutely. That is a great question. When it was initially launched back in around 2011, the contribution to the HSA matched the deductible, essentially making it a \$0 deductible plan. As more and more individuals are on the plan, and again, as we talked about managing from a fiscal, since that \$285 million budget, balancing what employees pay in premium with what we contribute to the HSA became very important. And so, there is a little bit of difference today.

I can tell you that we went out and benchmarked our benefits actually earlier this year. And we're happy to share that data with anybody who's interested, specifically benchmarked against our big 10 peers. And IU by far leads in terms of an HSA contribution.

And so, we feel pretty confident that we're providing a robust benefit. Hopefully, that helps answer your question.

SHRIVASTAV: One more question.

GUPTA: Hi. I think this may have been asked last year as well, but I have several new colleagues who are looking for physicians and particularly primary care physicians and they're unable to find any in town. So, I was wondering if HR has any updates on what's going on with IU Health and whether they are planning to increase the supply of doctors.

ROYER: Yeah. I'm happy to answer that and then I'll have Todd add if that's okay. I hear you. I know. I struggle with it for my family as well. And it's not just an IU problem, it's a community-wide problem.

So, the Health Resources and Services Administration, which is a department under HHS, has a designated Monroe County as a physician shortage area. So, we're a little bit of an issue within the state of Indiana and that's seen at a federal level. We continue to talk with IU Health, take feedback to them, meet with them when we can.

I'll let Todd add because I know he's been talking with them as well. I mean, three months in and this is one of his top priorities also. But we continue to focus on telemedicine options. So even I believe last month, we send out some information about mental health and we listed out, make sure you access telemedicine. You can do that both for urgent and primary care type situations as well as ongoing mental health behavioral health counseling.

So that's been a focus of trying to expand and get that out to employees. And if there's someone who is in really a crisis situation, please have them reach out to ask HR. We're happy to work with our partners at IU Health to see if we can help someone on an urgent basis. Todd, do you have anything to add?

RICHARDSON: Yeah. I'll just emphasize I'm meeting with them weekly now, which is a fantastic time to spend with them. The issue is significant. It's the number one concern that's been brought to my attention here. I will tell you the time to get primary care appointments is going down, but it's still at an unreasonable level. We should have a whole list of ways that we're going to help solve for this. We have some really novel approaches that we are working through right now. Hopefully in future meetings will be able to share some meaningful improvements there.

SHRIVASTAV: Thank you, Todd and Christine. I know there are a few more questions, but we're running out of time, so please ask HR at indiana.edu and hopefully, they can answer that quickly. Also want to say thank you to Nancy and Jim. I know Jim takes his job very seriously because the week I was here, he pulled me aside and said Ted have you signed up for your benefits yet.

[LAUGHTER]

So, thank you, Jim, please.

[APPLAUSE]

AGENDA ITEM TEN: AMMENDMENT OF BFC BYLAWS TO RECONSTITUTE THE STUDENT ACADEMIC APPOINTMENT AFFAIRS COMMITTEE (SAAC) AS A STANDING COMMITTEE

SHRIVASTAV: Next item on the agenda is the amendment of VFC bylaws to reconstitute the student academic appointment Affairs Committee SAAAC as a standing committee. This is for Rachel Cohen our parliamentarian.

COHEN: Just a reminder that these are coming from the executive committee. What I am talking about is the bylaws, Danielle will talk about the policy change and that both of these are just a rollback from what we did in 2016 with no changes otherwise. So again, for the bylaws, all we are doing is literally adding the Student Academic Appointee Affairs Committee or SAAAC as I'm calling it as a committee into first the list of committees and then B listing it as a consultative committee. That is all we are changing in the bylaws here.

That is the two things we're going to ask you to vote on.

AGENDA ITEM ELEVEN: QUESTIONS/COMMENTS ON AMMENDMENT OF BFC BYLAWS TO RECONSTITUTE THE STUDENT ACADEMIC APPOINTMENT AFFAIRS COMMITTEE (SAAC) AS A STANDING COMMITTEE

COHEN: Any questions?

SHRIVASTAV: This is an action item, so it will need a vote before we have any vote. So, I just want to make sure if there are any questions, sounds like there are none. In that case, are we ready to vote?

All in favor of reinstating the SAAAC as a standing committee vote I or raise your hands. Are we doing the count planner?

I guess I can.

COHEN: We should be good.

SHRIVASTAV: All opposed I think that was an easy one. Motion passes.

[LAUGHTER]

COHEN: Pass it to Danielle.

AGENDA ITEM TWELVE: REQUEST TO REINSTATE PREVIOUS POLICY BL-ACA-D23 SAA MEDIATION COMMITTEE

SHRIVASTAV: The next item is a request to reinstate previous policy. BLACA D23 SAA Mediation Committee. Danielle DeSawal, secretary in 2021-22, Co-chair of the Student Affairs Committee.

Also, an action item, so it'll need a vote and we'll have questions before that. Danielle.

DESAWAL: So same thing. We're rolling back the piece to the original with two components which was to update institutional structure reference, which aligns with VFC bylaw 17A 7A [LAUGHTER] to update those offices, and then also to adjust the language to become gender neutral. Otherwise, it is an exact rollback.

AGENDA ITEM THIRTEEN: QUESTIONS/COMMENTS ON REQUEST TO REINSTATE PREVIOUS POLICY BL-ACA-D23 SAA MEDIATION COMMITTEE

SHRIVASTAV: Question? And request to reinstate. Sounds like there are no questions. If we're ready to vote all in favor, please raise your hands.

COHEN: We are good.

SHRIVASTAV: All opposed. No need to do that. Motion passes. Thank you very much.

AGENDA ITEM FOURTEEN: EXECUTIVE COMMITTEE REPORT ON DISCUSSIONS WITH GPSG

SHRIVASTAV: The next item is the executive committee report on discussions with GPSG. This is Cate Reck and Colin Johnson.

RECK: Not even working. There we go. [LAUGHTER].

SHRIVASTAV: That's why she ended that up—

RECK: I just got Punked because it's not working. So, I want to spend some time talking to the council about upcoming changes so that things aren't a shock in the future and to get as many ideas out of you as we proceed. So, Collin and I spent some time talking to graduate students in GPSG. We've had some very good conversations. I think we're making good progress and relationships. We're going to continue to meet over time.

And I just want to walk you through what it's going to look like going forward. We will be bringing different policy changes and different discussions up. This is not the only time, but this is an entree into where we think that the plan is going so that you can have a heads up.

I think you know, BFC has always felt that the GPSG is a trusted partner, and we value them being on the council. In many of the policies, it still says GPSO, and we will change that and update that as we go. So, GPSG, if you look to policies and it says GPSO, it's not the same organization, but the inferences that it's the same organization. The BFC Executive Committee strongly supports making sure we enhance recognition for graduate students on the council, expanding representation of SAA interests on the council. And this is part of what I'll talk about today, strengthening the grievance process.

I would argue we need to strengthen the grievance process for not only SAAs but also a faculty, faculty mediation, faculty board of review. I've learned some over the summer about things that we can improve on both the student and faculty sides of mediation. And then amplify the voices

overall of student academic appointees. And what our goal and our hope is to formalize a framework so that we don't lose the structure going forward. Because we're sitting in this room. But 10 years from now, 15 years from now. When I read minutes from 1970. And you see the same issues coming up over and over again every decade where it resurfaces like the phoenix from the flame. We do not want that to be what happens now; we want to formalize and institutionalize things appropriately, so we don't want when someone's not reading minutes from 2022 going, "They almost had it and they failed."

We want to make sure that we do this correctly, So here's what's in progress. Thank you very much for voting positively. I don't know why you wouldn't, but this is what we voted on today. We now have an SAAAC committee. Fantastic. Thank you. And then ACAD23 has been reinstated with formal changes.

What that looks like going forward is that the nominations committee now, we've already had some behind-the-scenes conversations, but formally, nominations committee will then identify people who will be on that roster. We work with GPSG to make sure we have student representatives, et cetera, and that will be charged pretty quickly.

Another set of next steps is we need to develop a charge for SAAAC, such that then we can put it into, make sure I say write ACAB10. B10 was passed I think at our last meeting in the spring. And what this policy does, it breaks out each of the standing committees and provides charges and expectations. They were always implied, but it wasn't policy driven, it wasn't actually put into a document.

So, I think B10 is fantastic. Now we have to update it in order to now put SAAAC in as a charge. And like I said, I already hinted at the fact nominations committee will work to get a roster.

So, what are some other proposed actions going forward? One proposed action is changing our constitution. So, we would like to change the Constitution where right now it says three graduate students selected in accordance with the procedures of the graduate and professional student government. It's ambiguous who those three representatives are. And what we would like to do is institutionalize and formalize moving forward that GPSG, the representatives would be then the President, the Vice President, and then what we're calling a GPSG/SAA. So that we'll formalize having an SAAA on the BFC.

So, before it was rather ambiguous, it's just three members. And depending on who's on GPSG, they could just appoint whomever they want this well, actually, I believe formalize it in a more I guess I'm going to say formal way again. One thing to mention, the reason we couldn't or didn't want to do this now, meaning today, we thought we'd run out of time. But B, we also need to change the Constitution, which means we have very strict guidelines by which when we present it, then when we vote, then when we send out the Qualtrics to all the faculty, we have to get our ducks in a row. Make sure that we follow that process, and we don't sneak into thanksgiving because you don't want to be doing this over.

So, the timing of this will be coming. But we've got to get our timing correctly.

Another proposed action. Currently, there are six standing committees that have a graduate student and an undergraduate representative on them. They're listed here, diversity, EPC, International Affairs Research student in tech policy. They have one undergraduate and one graduate. What we're proposing or going to propose is that we add one additional GPSG/SAA position onto four committees that relate to how SAAs interact on campus with respect to teaching and research and other issues.

So, an additional student on EPC, International Affairs, research affairs, and student affairs. So, on four of those committees, we'd have two representatives from graduate students. One of them would be designated as an SAA.

And then I think the last thing I have to remember, my slide deck, I think the last thing to talk about is I have assumed to be reconstituted SAAAC because I didn't know how you're going to vote. I wasn't really sure.

[LAUGHTER]

So, the reason the newly constituted SAAAC What we're suggesting is that four of those appointees would be GPSG/SAA appointees. And one of those SAAs would be a co-chair. And so, what we normally do on standing committees is that we have a TT co-chair, and we have an NTT co-chair. What we're thinking about recommending right now is that we'd actually have three co-chairs. This is going to be a relatively large committee in order to meet the 60/40 rule. So, what we're thinking about suggesting is to have a TT co-chair and an NTT co-chair and a graduate student SAA co-chair. In order to meet the 60/40 rule in meter policies to have four GPSG students and the appropriate number of NTT. This would be a committee of 16. It'd be a large committee. So, I think there's some pros and cons with that, but that's the forecast of where we would go with that.

The last thing I alluded to it, we're going to work with CARC to walk through all the policies and find where we need to, where it says, graduate and professional student organization, which is I don't even know what the time period was when that was used. David probably knows best and change it the correct policies to say graduate and professional student government.

AGENDA ITEM FIFTEEN: QUESTIONS COMMENTS ON EXECUTIVE REPORT

RECK: Questions?

DALEKE: Thanks for that and for all of the actions. I just want to make a point. And the last point I think you can just make those changes without any need for a vote or action or decision. When you have a name change of an organization within the constitution and bylaws, I'm surprised that they were still there, but I think you can do that. Is that correct, Rachel? Rachel knows.

COHEN: We can Executive Committee has the authority to do that and it's on my list or just bring them to an exact meeting and say, I'm just going to change these because we're allowed to do this. So yes.

DALEKE: And just there's an interesting history, the GPSG that was correlated and posted on the GPSG website at some point it's interesting reading, if you want to read back, it goes back to the 1970s. And GPSG has had many names over the years. [LAUGHTER] So anytime there are other names are there, we should also correct them too.

RECK: Cool. Well, thank you. Both of you just made my day. So, I mean, look how effective we are. We can do these changes so quickly. I'm so incredibly excited. No, that's really actually quite good to know. Thank you.

Other questions? Elizabeth.

HOUSWORTH: So, some SAAs change their roles during the middle of the year, perhaps. Maybe by becoming an RA instead of an SAA. Are those going to be essentially the same thing? I'm just saying that faculty are pretty stable throughout the year, but graduate student appointees may change their roles more often. And I was wondering if you had some idea of your procedures in place for that.

JOHNSON: So, what I can say is in the context of our discussions with GPSG, and other parties, the spirit of this was really to make sure that the interests of SAAs as a group like broadly understood are represented. Not necessarily, I think, that that person holds the position of SAA at any given moment, but they be charged by the GPSG specifically with representing those interests.

One of the things that was quite important to us in our conversations with GPSG and with others was that we essentially defer to the GPSG's sovereignty in order to be able to determine how it wants to represent, who it wants to select to represent those interests, and that sort of thing. So I think the spirit of this will definitely be the designation of a seat on the council and the designation of a seat on these committees for people who the GPSG is willing to recognize as speaking for the interests of people who occupied that category, which overlaps in some regards, obviously, with the interests of the graduate student population in general. But people who are in various SAA positions I think also shares, for example, some of the same interests that we have as people with instructional responsibilities or supervisory responsibility.

So that's the way that we were thinking of it as GPSG says we trust these members to represent these interests and that's then we'll respect their decision.

TANFORD: One comment on the so-called 60, 40 rule under the constitution. And I'm chair for people who don't know me of the University Faculty Council policy review committee. And so, I spent my last five years memorizing all the university policies and the constitution. And the 60/40 rule does not limit committee voting on matters that do not affect the academic integrity of the university. The 60/40 rule, if you look at the actual constitution and you look at the language in the NTT policies where it resides in the cracks, the constitution of the university

faculty specifically say that campuses and units can make their own determination on voting rights. And the ACA 18 and 19 or 18, 19, and 20 that deal with NTTs talk about the integrity of the academic mission as being where the tenure track faculty have to have 60% of the vote. It does not refer to most matters that will be covered by the SAA committee in my view.

COHEN: I may need to talk to you because the resolution that the BFC past does include committee seats. So, as well as I was going with the Bloomington not the university level policies since we have the right to make policies here.

So, I will say that there was a debate about the SAAs 60/40 there. But it did say committee seats when I was looking at it. So, I wasn't sure. We'll look at it.

TANFORD: If it's a BFC policy, we can change it because it is not dictated by university policy, which is specific. I was not meant to comment on how we've got for years and years, we've assumed the 60/40 rule was this master controlling principle and we started looking at it this year on the policy review committee and it's not.

RECK: But Alex my response to that would be for right now to move forward. You're right. We can change policy, but right now, just to make progress, we need to be within the construct that we have in your exactly right, we can change it going forward or if you choose to.

Yeah.

SHRIVASTAV: Any other questions on this issue?

I just wanted to—[inaudible]—Israel?

HERRERA: Yes. So just to clarify, so we are having the committee back. We are discussing the composition of the committee. So are we starting this new committee or bringing back in spring or you will be starting in fall 2023?

RECK: As soon as nominations committee can actually put a roster together, we're going to charge them to move forward.

HERRERA: Okay. So—

[OVERLAPPING].

RECK: Give me until 4:30.

[LAUGHTER].

SHRIVASTAV: Other questions? That was the last item on the agenda. I think everybody's earned 24 minutes back. Thank you very much and have a good rest of the semester.