

Minutes of the
First Regular Meeting of the Thirtieth Senate
Indiana University-Purdue University Fort Wayne
September 13, 2010
12:00 P.M., Kettler G46

Agenda

1. Call to order
2. Approval of the minutes of April 12 and 19, 2010
3. Acceptance of the agenda – K. Pollock
4. Reports of the Speakers of the Faculties
 - a. Purdue University – R. Barrett
 - b. Indiana University – S. Davis
5. Report of the Presiding Officer (Senate Reference No. 10-1) – M. Nusbaumer
6. Committee reports requiring action
 - a. Educational Policy Committee (Senate Document SD 10-1) – L. Hite
 - b. Executive Committee (Senate Document SD 10-2) – K. Pollock
 - c. Executive Committee (Senate Document SD 10-3) – K. Pollock
7.
 - a. Question Time (Senate Reference No. 10-2)
 - b. Question Time (Senate Reference No. 10-3)
8. New business
9. Committee reports “for information only”
10. The general good and welfare of the University
 - a. Re-Imagining IPFW (presented at Deans/Chairs Retreat) – W. McKinney
 - b. Crisis Management Training (for all faculty and staff) – S. Flinn and K. Grote
 - c. Health Care Plan for 2011 – R. Costello and T. Grady
11. Adjournment*

*The meeting will adjourn or recess by 1:15 p.m.

Presiding Officer: M. Nusbaumer
Parliamentarian: A. Downs
Sergeant-at-Arms: G. Steffen
Secretary: J. Petersen

Attachments:

- “Amendments to Senate Document SD 08-6 (Academic Calendar 2011-2012)” (SD 10-1)
- “Academic Calendar 2011-2012” (SD 08-6, as amended)
- “Amendment to the Constitution of the Faculty: Inclusion of the Senate Parliamentarian as an ex-officio member of the Executive Committee of the IPFW Senate” (SD 10-2)
- “Approval of replacement member of the Indiana University Committee on Institutional Affairs” (SD 10-3)
- “BSA Team Members – Ft. Wayne” (Attachment A)
- “Crisis Management Training” (Attachment B)
- “Health Care Plan for 2011” (Attachment C)

Senate Members Present:

B. Abbott, A. Argast, S. Ashur, R. Barrett, S. Batagiannis, S. Beckman, A. Benito, C. Bradley, J. Casazza, C. Crisler, J. Dalby, S. Davis, Y. Deng, S. Dhawale, S. Ding, M. Dixon, C. Drummond, E. Foley, J. Garrison, L. Hite, Z. Isik-Ercan, R. Jensen, M. Kim, S. LaVere, D. Liu, A. Livschiz, G. McClellan, W. McKinney, A. Merz, D. Miller, G. Miller, D. Moore, G. Mourad, D. Mueller, P. Ng, C. Nicholson, J. Niser, K. Otani, K. Pollock, M. Qasim, D. Redett, L. Roberts, Z. Todorovic, J. Toole, G. Wang (ENGR), M. Wartell, R. Weiner, M. Wolf

Senate Members Absent:

W. Branson, P. Dragnev (sabbatical), D. Huffman, H. Luo, M. Masters, R. Murray, A. Ushenko, S. C. Yen

Faculty Members Present: L. Finke, J. Khamalah, J. Nichols, K. O'Connell

Visitors Present: R. Costello, J. Dahl, S. Flinn, M. Franke, T. Grady, K. Grote, D. Haynie (*Journal Gazette*), R. Kostrubanic, P. McLaughlin, M. Sljivar (*The Communicator*)

Acta

1. Call to order: M. Nusbaumer called the meeting to order at 12:00 p.m.
2. Approval of the minutes of April 12 and 19, 2010: The minutes were approved as distributed.
3. Acceptance of the agenda:

K. Pollock moved to approve the agenda as distributed.

The agenda was approved as distributed.

4. Reports of the Speakers of the Faculties:

- a. Purdue University:

R. Barrett: It is nice to be here, and I want to make just two observations. It appears we had a really smooth introduction: fewer student questions and student confusion, and that probably came from the program over the summer with all the student phone banks that were run; and, 2) parking: the police did a great job. We had less confusion this year than any other.

It is really a great time to be a new senator at IPFW. Take advantage of it. Participate and give us your input. It is just going to be a wonderful year to be a senator, I think. I should mention, working with Stan Davis and Mike Nusbaumer is really nice. Both of them have the highest concern for faculty issues; and, if you could work with and listen to them like I do, you also find out they have a very high concern for IPFW, and it is a wonderful mix.

As the Purdue Speaker, I have two main issues that I will continue to carry forward: 1) new full-time faculty, and 2) merit increases. You should know that the three of us (Mike, Stan, and I) have been in one meeting after another throughout the summer: meeting, traveling, program involvement, and discussion about the 3R (reduce, require, rebalance) program that starts January 1, 2011. We have all been on the SNS (Sustaining New Synergies) task force, and they are still working on the final report on how they are going to handle their \$67,000,000 shortfall at West Lafayette. I expect that they will have to have that to the Board of Trustees by October 14 and 15, 2010.

I am sitting on a new committee: the Faculty Benefits and Compensation Subcommittee of the West Lafayette Senate. I am listed as a regional guest member because we are not officially on that committee, but we are sitting on the right one with some right input on that. We all know about the switch from TIAA-CREF to Fidelity. I got to participate in that, very late, but we did have somebody on it all the time. We had a lot of input on the early retirement program through the SNS Committee. We will hear about the health plan from Rose Costello and Tina Grady today, and we are working with them, keeping up to date.

We had a whole series of meetings with our chancellor and vice chancellor of academic affairs over the summer. The three faculty leaders have stayed tuned in fairly well. When I get my chance at the Board of Trustees later this year, I am going to bring up a few items. One of them is the memo from Sam Liles last year. He was the chair of the Senate at Calumet. In case you did not know, we are now part of the Northern Corridor as labeled by the Commission on Higher Education. We have 26 percent of the faculty in Purdue University system wide, in the Northern Corridor. More importantly, we teach 43 percent of the undergraduate students. We are trying to convince West Lafayette that we need a bigger voice. We will continue to do that. I will once again point out that we are the 5th-largest university in Indiana. We will note again all of the faculty accomplishments. We do some things here that they do not do down there.

There is another item to discuss, which Stan Davis brought up when we met with the Commission on Higher Education, and I will bring it back up at the Board of Trustees meeting. We are stuck in the same measurement as Purdue, Indiana University, and Ball State. They measure graduation rates on a four- and six-year scale. Stan put the word out there, and I put the word out there, and we are going to start mentioning to the Board that we need a different measure, and it comes from what our chancellor has said often: Life gets in the way of a lot of our students. They quit and come back, and we need something for some of our students like a persistence rate. It probably will not go anywhere, but it will at least get mentioned.

As the year goes along, if there is anything I can do for anybody, please feel free to contact me, and I will be glad to help.

b. Indiana University:

S. Davis: Welcome to everyone! Kudos to Bob, along with Mike, for the work that they have done this summer and the past year.

1) One of the items, which is a handout (see Attachment A), should give you an idea of what Indiana University is doing as far as their regional campus involvement. The following contains information from a March 10, 2010 news release:

“Indiana University president Michael McRobbie announced today the creation of a new office to lead an initiative to develop and implement a distinct collective mission for IU’s regional campuses which highlights their critical role within the university and the state’s higher education system.

The office will be headed by John S. Applegate, currently vice president for planning and policy. With his new responsibilities, his title will be changed to vice president for university regional affairs, planning and policy (VPURAPP).

The responsibilities of the new office will include shared academic planning, standards and programming for the regional campuses, improved degree completion, as well as direction of the campuses’ collective relationships with the university, state government, Ivy Tech, and other similar campuses in Indiana.”

The Vice Chancellor of Academic Affairs and I had to put in 12-15 names of faculty and administrators to serve on what are going to be six different committees.

If you look at Page 1, you will see that these are the people from the IPFW campus who have agreed to serve, and also a couple of people whose names we suggested who made the list. Then we have the administrators: Vice Chancellor McKinney, Mark Franke, and right down the line. It shows you the six areas. This BSA is the group for student attainment.

Notice there are the six action teams. They took one faculty member and one administrator from each campus and spread them around these six. So that is what you see on the back; for example, the one I am on is “Meeting Regional and State Needs” as are my colleagues from different campuses. Jihad Albayyari is the administrator for this team from IPFW. David Frantz from Indiana University East and I are the co-chairs of this team. The committee’s reports are going to go to the Commission of the Chairs, which will end up going to the VCAAs, which will then be reviewed by the chancellor. This is just to respond to the regional concerns.

Thank you very much if you are on this. I see some of you here are on this committee. I think it will be a good committee and you will help move it forward.

2) Along with Bob, I am encouraging all of my colleagues to be involved. We need people to get involved, especially if you are interested in becoming part of this leadership. The chancellor, two years ago, did his share by putting up a \$3,000 stipend for the leadership. There are leadership meetings where you are involved in the decision making; but we need at least an informal succession plan, and, if you want to talk about the role of a leader, and where you can possibly fit in, I truly encourage you to talk to Bob, Mike, or me, because we need the leadership coming up through the ranks.

5. Report of the Presiding Officer – M. Nusbaumer:

M. Nusbaumer: We thank Chancellor Wartell for the treats. We appreciate having them.

I have appreciated working with both Bob and Stan now for a year. My name is Mike Nusbaumer, if you do not know me already. Let me introduce a couple of other people who will be working with me: Andy Downs is the Parliamentarian and Gary Steffen is the Sergeant-at-Arms. What I would also like to do is to have the senators introduce themselves and the department they are representing. (The senators introduced themselves.)

One of the things all of you have received is an e-mail asking for spring semester book orders by September 30. For many of you, that seems unreasonably early. I would, however, encourage you to get those in as soon as possible because of recent federal legislation where book sellers are allowed to compete for student business. If you get your book orders in earlier, students can then search for cheaper places to get their books. It helps students with their finances, so I strongly encourage all of you to get those in as soon as possible.

In the recent *Chronicle of Higher Education*, it indicated that across the board, higher education public institutions in the United States are receiving an average of 1.3 percent salary increases for this year. As all of you know, we did not receive one this year nor last. Almost all public institutions in the state of Indiana have been proposing or implementing raises to their various campuses at various times still this year. To date Purdue University, which is the fiscal manager of this campus, has remained silent on this. I, as a faculty member whose increments are dependent upon their decision, would encourage them to show support and reward the efforts of the faculty over the last two years. I look forward to seeing if they make any decisions in that regard.

I have given speaking privileges to four people: Stephanie Flinn, Rose Costello, Mark Franke, and Tina Grady.

Senate Reference No. 10-1 is a list of all of the Senate documents that were presented last year.

7. Committee reports requiring action:

a. Educational Policy Committee (Senate Document SD 10-1) – L. Hite:

L. Hite moved to approve Senate Document SD 10-1 (Amendments to Senate Document SD 08-6 [Academic Calendar 2011-2012]).

Motion to approve passed on a voice vote.

b. Executive Committee (Senate Document SD 10-2) – K. Pollock:

K. Pollock moved to approve Senate Document SD 10-2 (Amendment to the Constitution of the Faculty: Inclusion of the Senate Parliamentarian as an ex-officio member of the Executive Committee of the IPFW Senate).

Motion to approve passed on a voice vote.

c. Executive Committee (Senate Document SD 10-3) – K. Pollock:

K. Pollock moved to approve Senate Document SD 10-3 (Approval of replacement member of the Indiana University Committee on Institutional Affairs).

Motion to approve passed on a voice vote.

7. a. Question Time: (Senate Reference No. 10-2):

Q: 1) Recently the directorship of the Office of International Programs was changed to a new position: the Assistant Director for International Programming and moved from Academic Affairs to Student Affairs.

1) Why was this move made?

2) When will the position be filled so that students seeking exchange opportunities will be served?

Many faculty sat on the OIP's steering committee, worked with the Director on exchange programs for students, and many also have had on-going scholarly exchanges with foreign universities that were positively helped by the Office of International Programs' Director. The shift from Academic Affairs to Student Affairs would seem to organizationally mean that faculty scholarly exchanges would not be a responsibility of the new position.

3) Does OAA plan to develop a position held by a person with a terminal academic degree to help maintain, foster, and grow such exchanges for IPFW's faculty – at least as a coordinator with the numerous grant and exchange opportunities offered by Indiana University's and/or Purdue's International Programs offices?

As a growing university with rising research expectations, it would seem an important position to have for our faculty.

Michael Wolf
Department of Political Science

M. Franke: As many of you know, one of the goals of an education at IPFW is to increase the international component. That includes not only getting international students and international scholars to come here, but also opportunities for IPFW students to study abroad. Since we had two small offices working on this, one in Academic Affairs and one in Student Affairs, the chancellor thought they ought to be merged together. When that merger occurred, they were actually placed in Enrollment Management as a unit there.

We had an opening for the director's job on the Student Services side, and we changed that job description to encompass skills reflecting both the student service aspect as well as the academic program support aspect. We hired director Brian Mylrea who has experience on both sides of that.

When there was a resignation in what used to be the Director of International Programs, that job was pretty much kept in place as it was, and a search has been going on. There were three candidates selected for interview, one of whom took a job before she could come for an interview, so two were interviewed. Those interviews occurred the week before classes began and last week. The search committee is meeting this week to make a recommendation on who should be hired, and then that recommendation will go up the normal chain of command, ultimately to the chancellor for approval.

In addition to that, in order to better integrate the academic as well as the student support side, an international education council was formed. The name of the combined office was changed to be the Office of International Education. This council was formed to support that. The chair of the council is the vice chancellor for academic affairs.

W. McKinney: One of the wonderful features of this council is that the new director, Brian Mylrea, approached me about this shortly after he came on board (which was around the beginning of last spring semester) with the sole purpose of actually increasing the Academic Affairs voice in the activities of international programming.

Between enrollment management, Mark Franke; Student Affairs, George McClellan; and me, we talked about the composition of that council. There is faculty representation on that council. Suin Roberts is on the council as is Bill Todorovic. Jihad Albayyari is an ex officio member on the council and Charles O'Connor represents the deans on that council.

The entire purpose of that body is to frame a set of policies and procedures to make international exchange agreements much easier and much more transparent for the academic side of the institution to be able to work with Brian's office. So far, it has worked extremely well. We have seen a number of MOUs (Memorandum of Understanding) signed, a large part due to Jihad Albayyari, which is an initiative to bring international scholars over to IPFW. The hope is that we will be able to get more and more of our scholars to go abroad as a part of this arrangement, so that really sums up the changes in international programs. I would be happy to answer anything additional or clarify anything, and I am sure Mark would as well.

b. Question Time: (Senate Reference No. 10-3):

Indiana's governor recently announced that Western Governors University would be a new public university in Indiana. What does the administration view as the consequence of this action in two realms?

1) First, does the governor have statutory authority to name public universities? This would seem to require legislation.

If WGU is simply being called another Indiana university by Governor Daniels, who sits on WGU's board, and has the higher education leadership throughout the state had any official reaction to this action?

Are there any public funds being used to finance the advertising campaign for WGU? Will IPFW's administration note any concerns?

2) Second, and related, while the number of programs offered by WGU is limited, it will at least on paper compete for students with IPFW Distance Learning students in some key IPFW academic programs. As Chapter 4 of the Continuing Accreditation self study demonstrates, the percentage of online credit hours rose to 10% of regular semesters and 25% of summer sessions in the 2007-2008 academic year and certainly must have increased subsequently.

What is IPFW planning to do to avoid losing credit hours to WGU? And, related to the first point, will IPFW and other higher education officials, protest that a governor is in effect steering business away from our own state universities? Should IPFW faculty, who are typically Indiana residents, taxpayers, and public employees, have any fear that their positions may be put in jeopardy by an "Indiana" university in Salt Lake City, Utah?

Michael Wolf
Department of Political Science

M. Wolf: I wrote this question in the early part of August. The first part of the question is answered. There is a *Chronicle of Higher Education* article that answered the question so now it is not relevant.

W. McKinney: I think we can start with the last paragraph of Question 1: Are there any public funds ... My understanding is that there are no public funds being used for the advertising campaign. I think what is interesting about it is that it is all grant funded,

foundation funding. You have Lumina Foundation funding, and Gates Foundation funding that really drives a lot of what WGU in general does nationwide. It is certainly driving the funding for the publicity campaign that Indiana's version of WGU is doing right now. In terms of IPFW reaction to that, I am actually rather impressed at how they have been able to leverage that kind of foundation support.

Beyond that, my understanding is that WGU's model, in general, has always been not to use public funding. They have actually done a fairly impressive job in seeking that kind of private foundation support. That is part of their modus operandi since the founding of the institution.

The second part of the question, I think, relates more to the heart of the matter, and that is how Western Governors University Indiana will have a direct impact on us. Mike is absolutely correct when he points to those numbers, and you can look at the self study that we will be sending to the North Central Commission on Higher Education for our continuing institutional reaccreditation. I will mention more about that later in general good and welfare. There is a significant percentage of credit hours that are online credit hours here at IPFW, and it continues to grow. However, if you look at the Western Governors model as opposed to our model, they are very different models of online education. Western Governors is not the kind of institution where you can just go in and grab a course or two here and there. The vast majority of our online credit hours are individual courses. They are not programs. Students do not get their degree at IPFW online. With very few exceptions, we have not gone down that road, whereas WGU's approach has been to go after those place-bound "adult learners" who are seeking full-bore academic programs.

The minute the press release came out, I sat down with Continuing Studies, and we had conversations with the deans to simply ask, "Are we missing any niches within which we could compete for that particular group of students?" My understanding is that the entire region Governor Daniels engaged in this in the first place is really the same reason WGU came into existence in the first place. It fills a niche that, traditionally, universities like ours simply have not done. That is not to boost one and criticize the other, it is just a niche within which we have not played. I think there are some areas in specific programs, and Steve Sarratore and the deans are working on that, where this was, in a sense, a kind of wake-up call; but at the same time, I do not really see anything severely damaging to us.

The last part of the question, "Should IPFW faculty, who are typically Indiana residents, taxpayers, and public employees ..." They are two very different online markets. I really do not see a threat, but I see lessons to be learned. That is the best way I can sum up my response. I am happy to answer any questions.

8. New business: There was no new business.
9. Committee reports "for information only": There were no reports for information only.

10. The general good and welfare of the University:

a. Re-Imagining IPFW:

W. McKinney: I approached the leadership, and as you heard from them, one of the things that is wonderful about working with this group is that, when this meeting is over, we head back up to the chancellor's conference room and we meet as a group. One of the items I brought up last year was that every August I do a leadership retreat for chairs and deans and lay out an action agenda for academic affairs. It occurred to me that I never share that agenda with this group, and I asked the question about why it was not shared in the past. I felt it would be a good idea to have that kind of transparency, so I am delighted to have a couple minutes to talk about that with you. I had a PowerPoint all set up, but it really is not worth it to take a whole lot of time: it is about a 30-minute PowerPoint, and our time is short.

The gist of what we are about this year, and what I particularly want to talk to you about, is what I hope you will find an interesting opportunity for you and your faculty colleagues. The PowerPoint presentation will be e-mailed to Jacqui and will be up on the Senate website, and you can look at it and e-mail me and let me know what you think.

I found some interesting conversation developing last year, shortly after the Commission on Higher Education released its new policy document on regional campuses, and there were some conversations within this body. Of course we see how both Purdue and Indiana, as university systems, have approached it in characteristic fashion in very different ways. What I found to be interesting about it, in addition to how both Indiana University and Purdue University approached it very differently, was that it is actually more an opportunity for us than a threat. What it does in the end is ask for some things that you are beginning to hear in all of the national dialogue on higher education, particularly national dialogue as it affects public comprehensives. It is asking a couple of things that you hear all the time: more attention, persistence, and graduation which involve more attention to collaboration with two-year institutions with flagship institutions, and also the K-12 sector. Also more attention is paid to General Education and assessment, and how General Education links with the major.

Some of you in this room have heard me talk about the American Association of State Colleges and Universities, and what they are calling their Red Balloon Project. IPFW was one of 25 institutions selected to be on the leadership committee of the Red Balloon Project. The Red Balloon Project at IPFW will launch within the next week, and what that means is, for the most part for this group, a series of four faculty forums, two of which will be co-sponsored by our friends here in the Senate. Those forums will deal most particularly with faculty issues, but I would argue that they all deal with faculty issues. Why it is called the Red Balloon Project is kind of interesting. A few years back, when the Defense Advanced Research Projects Agency (DARPA), the research arm of the defense department, was celebrating the 40th anniversary of the internet, they decided that they would offer a \$40,000 prize to the first individual or group who could use information technology to find ten randomly scattered weather balloons across the continental United States. A graduate student at MIT assembled a team, and when DARPA said, "Go," in less than nine hours he and his team found all ten randomly scattered red weather balloons.

The reason for the name “Red Balloon Project” is this: for those of us in higher education, particularly in public comprehensives, right now the 430 American Association of State Colleges and Universities institutions teach 56 percent of all students in public four-year universities nationwide. That number is expected to go up to 60 percent with no prospect of an increase in state appropriations from any of our state capitals, and a lot of our neighboring states are seeing decreases a lot worse than ours. The funding model is not going to go back to the way it was prior to the recession, and it was not that great prior to the recession. You hear all this talk in Washington of a new “normal.” Well, this is really what that new “normal” is going to look like: a funding model totally different. We are going to be expected to do more with less, probably to a greater extent than at any time in our recent history.

At the same time, we do what we do, for the most part, with a curricular model that grew out of 11th-century monasteries functioning on a 19th-century agrarian calendar. We are expected to educate the students in the years of the 21st century. The argument that AASCU is making 430 (which we are part of) public comprehensive universities, maybe it is time to rethink, in some ways, how we do what we do so that we can grow and thrive and be in a position of being proactive when these economic changes happen rather than always having to be reactive when budget cuts come, and the like. I was on one of the panels in July at the AASCU academic affairs meeting that launched the project. I mentioned that the sobering fact of the matter is that chief academic officers at any AASCU institutions last five or six years tops. You are a cultural continuity: it is the faculty and staff. You are going to be the ones who make the changes, move the university forward, and sustain it, not me. I can start the dialogue, and I can put things in place. Chief academic officers do not last very long. I hope I last long, but the reality is that the faculty are the institution. That is why, starting in two weeks, in this room, at this time, we will have the first of these open dialogues on reimagining IPFW. This is parallel to the AASCU projects. The Red Balloon Project: reimagining higher education for the 21st century.

This will be our chance to start looking at what some of our challenges are; and certainly we know what they are: budget and staffing, which Bob mentioned. We were very fortunate last year. We added 11 new tenure-track positions, in addition to all the replacement ones we added. We welcomed a lot of new faculty this year. I stood up at the convocation and read a lot of names. That was exciting. That is what we should be doing. We may not always be in that position financially. That will always be a priority, but we may not always be there. What are some other alternatives? Part of the taskforces that Stan pointed out on the Indiana University side really runs parallel to that AASCU project. We will have a website and blog site, and we are going to go up on iTunes U, so if you cannot make the meeting, you can still participate. We need your best ideas, we need you to be open and candid. I think this can also be a lot of fun. It is an opportunity for us, as an institution, as we are moving toward our 50th anniversary, to ask ourselves where we want to be in the next 50. What do we want our signature to be in the next 50 years? Now is really the time to do that.

The full PowerPoint that I presented to the deans and chairs will be up on the Senate web site (www.ipfw.edu/senate). I will e-mail that to Jacqui as soon as we wrap up here, but I really do invite your participation, your ideas, your intellect, your experience, and your voices. It is an exciting time, but it is a challenging time for public higher education in the United States. With that, I will wrap this piece up, but what I will say is that this ties

in perfectly well to what will be happening here on campus in mid-November, and that will be the visit of our site team for reaccreditation through the Higher Learning Commission of the North Central Association. If you have not heard this enough, that is OK. You will continue to hear it between now and November 15. Thank you.

S. Davis: That is two weeks from today?

W. McKinney: Yes, sir. We have this room reserved at noon on that date. The unfortunate coincidence is that is also the Arts and Sciences convocation date and time. That is why we are up on iTunes U – that is why everyone will get a chance.

b. Crisis Management Training:

S. Flinn: Kate Grote and I are with the Department of Radiological and Environmental Management here on campus. We head up all the environmental health and safety things on campus. We both sit on the crisis management committee. I am going to have Kate talk with you a little bit about the crisis management training that is going to be required for the entire campus community.

I wanted to bring up something that a lot of you have already heard about: the integrated safety plans. In April we had a department-head training session where we went over, with all department heads, what type of safety training is expected for all new employees on campus. We wanted each department head to be aware of what is expected to make sure that new employees are trained as far as safety and environmental management goes. The integrated safety plan is a program that Purdue University put together to help promote a safer environment and more safety awareness across the campus. With that program they encourage different departments to develop safety committees, and that is a way for people to get safety concerns out throughout their department and to other people on campus.

As part of the program, your department would do a self audit, and we have a self-audit check list that people can use that goes through any kind of safety program that would be on campus. It gives you a checklist to go through and make sure that you are complying with all of the particular safety issues within your department. Then, once you go through those self audits within your department, our department would come through and do a safety audit. We would then recommend you to the Vice Chancellor of Financial Affairs for indemnification so that, if a regulatory agency were to come in and fine you for a particular violation (if your department is indemnified), then the funds for those fines for violations would not come out of your particular department budget, but would come out of a university-type fund instead. It is a pretty interesting program; and, in light of a recent laboratory accident that we had on campus, where the indemnification process used to be voluntary, now it is mandatory for departments that have laboratories, shop, and studio-type settings: basically Fine Arts, Engineering, Chemistry, Biology, etc. They would be required to get indemnified every year. It is a big to-do in the beginning, but once you get everything in place for your safety programs, it is really just a simple upkeep every year. We just want to reiterate those safety programs.

K. Grote: This is found at ipfw.edu/crisis. Everyone will receive an e-mail. It will be in *Inside IPFW* and on my.ipfw. There will be a lot of notifications for everybody when this takes place.

This is the new crisis training-crisis response document, and this came from that. It is a brief overview of everything that is contained in that document just to give people a basic idea of what to do in emergency situations. You will be asked to go through this information and then, at the end, it will ask you to look at the active shooter video. You can choose to look at either classroom setting or office setting based on where you spend most of your time, or you can look at both of them. After you read through the information and watch the video, there is a link for a quiz. The last page in this packet is the first page of the quiz. As you can see, they are just simple questions. You pick which one you think is right. It will tell you whether you got it right or wrong. At the end, you enter your e-mail address and your full name and hit submit. Then you are done. We are asking everyone on campus to do it, but it is required for faculty and staff.

M. Nusbaumer: Just to clarify, the accident a year ago involved was more of a “poof” than an explosion as it was described in the newspaper.

M. Dixon: You said this is going to be required for all faculty and staff. When is the deadline?

K. Grote: We are working on that. After the e-mail and all the information goes out to everybody, we are asking people to do it within a month. It is really short. The longest part is the video, and it is 20 minutes long. It should take you maybe half an hour. It is up now. If you go to this website, the information is sent to a database in Human Resources, and they will be keeping track of everybody who has taken it.

M. Dixon: When you say “by all faculty and staff,” are you talking full- or part-time?

S. Flinn: Everybody. This safety information is what generally should be in a campus emergency handbook, and everybody gets a copy of that, but I know everybody knows that that kind of gets tossed aside. We really needed a way to make sure that people were getting a grasp of this information so they could help their students in an emergency situation if one came up. That was the whole point of the training.

S. Davis: I went through this demonstration the other day. One of the things that was sort of left hanging was whether this would have to be done yearly, or every three years ...

S. Flinn: I think we decided to just do it once.

G. McClellan: This information stays pretty stable so, once you complete the training one time, unless something really new comes up, you should be set.

M. Nusbaumer: I have been told that we are going to see, as faculty, more systems like this to guarantee that we are in compliance with a variety of federal laws and regulations similar to this.

c. Health Care Plan for 2011:

R. Costello: Health care at Purdue has been shifting pretty significantly. There are some things we know for sure that are coming, and Tina will share those with you. There are still some factors that are being considered at this point. They shifted greatly. We will

share with you what we know today. Please keep in mind that it is all subject to change. We will know more at the end of October.

T. Grady: The plan design will be presented and approved in October. We broke this into two things as far as Purdue University: what we know is going to happen and what is being discussed. Then we are also going to talk a bit about Indiana University because they have things going on this year as well as Purdue.

We split the Purdue presentation into “what we do know.” As of January 1, 2011, we will have the 3 Rs (Reduce, Require, Rebalance), and we will have Fidelity as record keeper.

We do not know if any of this is going to happen, but I am going to cautiously proceed.

Medical Plan:

These are going to the Board of Trustees for approval in October. They are targeting open enrollment to be somewhere around late October. We have also heard a date of November 1.

Pharmacy benefits: I think we are going to see some changes there. That out-of-pocket maximum for pharmacy has been \$1,000. I think it is going to go up to \$1,300. For individuals hired on or after January 1, 2011, they are talking that there may be a 30-day waiting period for eligibility. I know, as you are recruiting, that this is an important piece. It has not been implemented yet.

The medical credit for opting out (\$550) is probably going to go away. People did not really see a lot of value.

Part-time employees may be charged premiums based on full-time salary rates.

Purdue and employees will share equally in the premium increase. That is good news, but we are not sure that is going to happen. Average rate increases are estimated to be about five or six percent. Rates are based on salary. If people got salary increases and went over that \$40,000 tier in the middle of the year, they got the higher premium. That is now going to happen on January 1.

Purdue did receive a proposal from an additional network for a new health plan. This would be an exclusive provider, so it is going to run a lot like an HMO. This has currently been tabled for future discussion. I do not see this happening January 1 at all. I am not sure this will go away, either.

There are some things that did happen with Indiana University benefits. On September 1, 2010, there was an implementation of Indiana University health engagement program. Indiana University faculty and staff here have been very self sufficient, and so I hardly have much interaction with Indiana University Bloomington. However, I saw this in the newspaper. This does include employees, spouses, and same-sex domestic partners:

Biometric screenings must be done September 1, 2010 through February 28, 2011. There is a November 12, 2010 deadline. You must have your biometrics done, health risk assessment done, and a tobacco-free affidavit done. These are all online. You might have

received a big packet. To go online, employees would use their ten-digit university ID number with an “E” on the end, and the password would be the last four digits of their Social Security Number. For spouses and same-sex domestic partners, it would be the same university ID number, an “S” at the end, and the last four digits of their Social Security Number.

You can contact the Clarian Healthy Results customer service center if you have any questions about what is happening with that. That was also in that packet.

They are having two more sessions for the Biometric screening. They have some in September. On October 27 and November 2, the screening can be done for free in Walb Union Room G21. Employees and their spouses must have an appointment. You can schedule that online once you log in with the login information, or you can call Clarian Healthy Results and they will get you an appointment. This does apply to both spouses and employees.

The impact of not doing those three things is a financial penalty. This will take place in 2011. If an employee does not do it, and their spouse does, they are going to have a \$20 increase per month. If the spouse does not do it, they will have a \$20 increase. That is if they make less than \$30,000. It is salary based. There will be some kind of financial impact if you do not do this.

M. Nusbaumer: I believe I had an option of either signing the tobacco affidavit or taking the online health survey. The other is, if you do not do the biometric screening through Clarian, you can go to your physician and have him run the same tests.

T. Grady: That is correct. The forms are online. I am able to get to them.

A. Argast: Who pays if you go to your physician?

T. Grady: You are responsible for co-pays and lab fees.

A. Argast: So the expectation is that spouses and others will take off work and come on one of two days and complete this. Is this the same sort of inflexibility that the Bloomington faculty are enjoying?

M. Nusbaumer: I do not know how many days the Bloomington folks got.

T. Grady: I do not know, either. I know that there have at least been three days on campus here. One was in September, and the other two are the dates I gave you.

I do believe that our wellness staff does do the biometric screening, which I believe includes most of these, and that is a \$14 charge. They are doing that here on campus.

M. Nusbaumer: I believe that, if you are getting an annual physical, they are running these same biometric tests, so if you normally get a physical at the physician’s office, you just fill out the form based upon that data.

T. Grady: If you have any questions, you can contact me.

S. Davis: I was at a meeting at West Lafayette, and their plan is to go to the same type of program for the new people.

T. Grady: There were a lot of things that were completely on and off the table that we did not mention. This is becoming a lot more common in many industries because health care costs are rising.

M. Nusbaumer: I understand the Indiana University policy only applies to Indiana University-benefited faculty.

M. Wartell: Welcome back, everybody. I am delighted to see you.

Enrollments are up about 3.8 percent in headcount and 4.8 percent in credit hours. We are doing very well. We are also doing very well in terms of minority enrollments. We are far beyond our projected numbers.

I want to compliment Bob Barrett and the other faculty leaders on all of their work this summer.

All of the projects on campus are going very well. I know they are incredibly inconvenient, or they cause an incredible amount of inconvenience. The parking garage will really help the north part of campus. The rest of the projects are on schedule, and we hope to see them completed in a reasonable time.

The Nursing Department has moved to the 3rd floor of the Liberal Arts Building, and they are having an open house on Thursday, September 16, from 4-6. If you have a chance, go up there and take a look at their new area. It looks really nice.

Whether there will be increments is really an open question right now. As Mike said, it has been done at every other state institution, and it certainly is being discussed at West Lafayette now. It is a Board of Trustees issue, and we will just wait and see what happens.

With regard to the Western Governors University, I wanted to add that it really is kind of an interesting model because you pay tuition for however many courses you want to take. After six months, if you have not completed the courses, you pay tuition again. You simply pay to be in the system, and it is all online. It is a very different model than we use for our online offerings. As was said before, it is not directly competitive for the kinds of students we get.

Remember that this year is a long session of the legislature. We will be working hard to change parts of our funding. There has been a very interesting shift in how we are funded, and it was pointed out that we are on the same set of requirements that more selective institutions have as well: graduation rates and retention rates, things like that. The important thing to remember is that it is the **changes** in those rates that are being funded, not the rates themselves. For example, just because West Lafayette might have a 70 percent graduation rate and ours is 25 percent, does not mean that we are going to suffer from that. If ours **changes** from 25 percent to 27 percent, and theirs **does not change or theirs goes down**, they are going to be decremented, and we are going to be increased. So, it is based on **changes**.

However, the important part of the funding formulas now is that we have a much better argument for increasing our share of state resources. We are now 11th out of 14 in per capita state funding. That will drop a little because of our increases in enrollment. The playing field that we are on, with respect to the other institutions in Indiana, needs to be leveled in that regard. If we are expected to retain more students, we ought to get commensurate funding with other institutions that are basically being judged in the same way. The institutions that have low graduation and retention rates are the regional institutions. Some of those are funded at nearly double what we get. The institutions that I consider to be equivalent, but some that the state considers to be on a different tier than we are, are funded at a considerably different level than we are. We are arguing that we should be funded at the same level. It is very important to our future to change the funding model on which our share is based. We will see what happens, but I think we have a much better argument now than simply, "They are getting more than we are." Now we can say, "Previously we were judged on enrollment increases, now we are judged on the outcomes. The funding base needs to change."

Another item that was also mentioned was the required training. There is going to be more required training on campus, and it really protects all of us. It will be for things like HIPPA, FERPA, and ADA requirements. More and more we are having students with disabilities who need to be accommodated. We all need to realize that that accommodation is mandated by federal law. Everybody really ought to know what reasonable accommodations are and what are not. This training will help us to do that. The same goes with HIPPA and FERPA. There are now requirements for privacy that we really all ought to know about. I had not heard the information before from Vice Chancellor McClellan. We may end up doing that annually, but it will be a relatively short, semi-painless experience on your own computer. We will do that in the best way we possibly can. We have to protect both you and the institution; and in the end, our students.

Thank you. Good luck this year.

11. The meeting adjourned at 1:11 p.m.

Jacqueline J. Petersen
Secretary of the Faculty

TO: Fort Wayne Senate
FROM: Educational Policy Committee
DATE: August 5, 2010
SUBJ: Amendments to Senate Document SD 08-6
(Academic Calendar 2011-2012)
DISPOSITION: To the presiding officer for implementation

Whereas, the Academic Calendar for 2011-2012 needs to be amended due to changes in the dates of the Presidents' Designated Holiday and Observance of New Year's Day; therefore,

Resolved, That Senate Document SD 08-6, Academic Calendar for 2011-2012, be amended as follows:

Winter Inter-session, 2011-2012:

Friday 23 December	Classes Suspended (Christmas Holiday)
Thurs.-Fri. 22-23 December	Classes Suspended (Presidents' Designated Holiday)
Thursday 29 December	Classes Suspended (Presidents' Designated Holiday)
Friday 30 December	(Observance of New Year's Day)

ACADEMIC CALENDAR FOR 2011-2012**Fall Semester, 2011**

Monday	22 August	Classes Begin
Friday	2 September	Classes Suspended at 4:30 p.m. (Labor Day Recess)
Tuesday	6 September	Classes Resume
Mon.-Tues.	10 - 11 October	Fall Recess
Wednesday	12 October	Classes Resume
Tuesday	22 November	Thanksgiving Recess Begins After Last Class
Monday	28 November	Classes Resume
Mon.-Sun.	12-18 December	Final Exam Week/Last Week of Classes

Winter Inter-session, 2011-2012

Monday	19 December	Classes Begin
Thurs.-Friday	22-23 December	Classes Suspended (Christmas Holiday)
Monday	26 December	Classes Resume
Thursday	29 December	Classes Suspended (Presidents' Designated Holiday)
Friday	30 December	Classes Suspended (Observance of New Year's Day)
Monday	2 January	Classes Resume
Sunday	8 January	Last Day of Classes

Spring Semester, 2012

Monday	9 January	Classes Begin
Monday	16 January	Martin Luther King Jr. Holiday
Mon.-Sun.	5 - 11 March	Spring Recess
Monday	12 March	Classes Resume
Friday	6 April	Classes Suspended at 4:30 p.m.
Monday	9 April	Classes Resume
Mon.-Sun.	30 April - 6 May	Final Exam Week/Last Week of Classes
Wednesday	9 May	Tentative Date of Commencement

Summer Semester, 2012

Monday	7 May	Summer Semester Begins
Monday	14 May	Summer Session I: Classes Begin
Friday	25 May	Memorial Day Recess Begins at 4:30 p.m.
Tuesday	29 May	Classes Resume
Friday	22 June	Summer Session I: Classes End at 4:30 p.m.
Monday	25 June	Summer Session II: Classes Begin
Tuesday	3 July	Classes Suspended at 4:30 p.m. (Independence Day Holiday Recess)
Wednesday	4 July	Independence Day Holiday Observed
Thursday	5 July	Classes Resume
Friday	3 August	Summer Session II: Classes End at 4:30 p.m.
Sunday	19 August	Summer Semester Ends

TO: Fort Wayne Senate

FROM: Executive Committee

DATE: August 30, 2010

SUBJ: Amendment to the Constitution of the Faculty: Inclusion of the Senate Parliamentarian as an ex-officio member of the Executive Committee of the IPFW Senate

DISPOSITION: To the Nominations and Elections Committee for submission to the Voting Faculty for approval by secret mail ballot; upon approval, to the presiding officer for implementation

WHEREAS, the Executive Committee, for the last year, has had the Parliamentarian attend its meetings; and,

WHEREAS, it has helped the flow of Senate meetings to have the Parliamentarian aware of the issues scheduled to come before the Senate; and

WHEREAS, the Executive Committee has benefited by having the Parliamentarian available to answer questions of due process and Robert's Rules of Order;

BE IT RESOLVED, THAT the Parliamentarian for the Senate be included on the Executive Committee as an ex officio, non voting member; and

BE IT RESOLVED, THAT the Constitution of the Faculty be amended as follows:

VII. B. 3.b. *Executive Committee*. The Executive Committee shall consist of the Presiding Officer, the Speakers of both Faculties, the Parliamentarian of the Senate, and four Senators elected by the Senate. ...

MEMORANDUM

TO: Fort Wayne Senate

FROM: K. Pollock, Chair
Executive Committee

DATE: 30 August 2010

SUBJ: Approval of replacement members of the Indiana University Committee on Institutional Affairs

DISPOSITION: To the Presiding Officer for implementation

WHEREAS, The Bylaws of the Senate provide (5.1.2.) that "... Senate Committees ... shall have the power to fill Committee vacancies for the remainder of an academic year, subject to Senate approval at its next regular meeting"; and

WHEREAS, There are two vacancies on the Indiana University Committee on Institutional Affairs; and

WHEREAS, The Indiana University Committee on Institutional Affairs has appointed Ann Livschiz and Geralyn Miller as the replacement members for the remainder of the 2010-2011 academic year;

BE IT RESOLVED, That the Senate approve these appointments.

BSA Team Members - Ft. Wayne

Name	Title	Department	Team	Accepted
<u>Faculty</u>				
Geralyn M. Miller	Assoc. Professor	Business	Excelent, Distinctive Education	X
Yvonne M. Zubovic	Assoc. Professor	Mathematics	Student Success	X
Mark F. Masters	██████ Professor	Physics	Access and Innovation	X
Michael Wolf	Assoc. Professor	Political Science	Pathways and Transitions	X
Janet C. Papiernik	Assoc. Professor	Accounting & Finance	Affordability and Efficiency	X
Stan Davis	Professor	Accounting & Finance	Meeting Regional and State Needs	Co-chair X
<u>Administrators</u>				
Bill McKinney	Vice Chancellor	Academic Affairs	Excellent, Distinctive Education	X
Mark Franke	Assoc. Vice Chancellor	Enrollment Management	Student Success	Co-chair X
Carl Drummond	Dean	Arts and Sciences-Geosciences	Access and Innovation	X
Kathy O'Connell	Assoc. Vice Chancellor	Community Engagement	Pathways and Transitions	X
Steve Sarratore	Assoc. Vice Chancellor	Academic Programs	Affordability and Efficiency	X
Jihad Albayyari	Assoc. Vice Chancellor	Research & External Support	Meeting Regional and State Needs	X

BSA - Priority Action Team
Meeting Regional and State Needs
Co-chairs Stan Davis and David Frantz

Name	Title	Department	Campus	Email	Telephone	Address
<u>Staff</u>						
Judy Palmer	Project Director	OVPURAPP/OVPPAGR	Indianapolis	jpalmcr@indiana.edu	317-231-2113	101 W Ohio, Ste. 1776
Barb Bichelmeyer	Assoc. Vice President	OVPURAPP	Bloomington	bjc@indiana.edu	812-856-7101	Poplars 814
Jenny Kincaid	Chief of Staff	OVPURAPP	Bloomington	jkincaid@indiana.edu	812-856-1291	Bryan Hall 207
<u>Faculty</u>						
Stan Davis	Professor	Accounting & Finance	Ft. Wayne	davissw@ipfw.edu	260-481-5472	NF 350B
Dorothy Ige	Professor	Communications	Northwest	dige@iup.edu	219-980-6880	Hawthorn 213
Karen B. Clark	Assoc. Prof./Asst. Dean	Special Education	South Bend	kbcclark@iusb.edu	574-520-4350	Greenlawn 101
Neil Sabine	Assoc. Professor	Biology	East	nsabine@uo.edu	765-973-8389	Whitewater Hall
Fran Squires	Assoc. Professor	Education	Southeast	fsquires@iug.edu	812-941-2310	LF 249
Bridget Whitmore	Clinical Assoc. Prof.	Nursing	Kokomo	bwhitmor@iuk.edu	765-455-9274	KE 316
<u>Administrators</u>						
Jihad Albayyari	Assoc. Vice Chancellor	Research & External Support	Ft. Wayne	albayyari@ipfw.edu	260-481-6391	KT 252
Rob Ducoffe	Dean	School of Business & Economics	South Bend	rducoffe@iug.edu	574-520-4228	Administration 204B
David Frantz	Dean	School of Business & Economics	East	dfrantz@iue.edu	765-973-8557	Hayes Hall
Fred Hakes	Director	Continuing Studies	Kokomo	fhakes@iuk.edu	765-455-9407	KO 286A
Joseph Pellicciotti	Vice Chancellor	Administration	Northwest	jpellic@iup.edu	219-980-6841	Lindenwood 416
Jerry Wayne	Interim Vice Chancellor	Alumni & Community Relations	Southeast	jerrywayne@iug.edu	812-941-2384	US-155

IPFW & the Integrated Safety Plan

Safety is a vital part of our everyday roles at IPFW. We rely on the actions of all employees to help maintain a safe environment for everyone at the university. Purdue created the Integrated Safety Plan (ISP) as a strategic plan for safety at Purdue campuses.


What is the ISP? The ISP provides a structure to communicate environmental health and safety issues across the organization. Working toward increased awareness, the Integrated Safety Plan provides a mechanism for safety committees, self-audits, and departmental indemnification from regulatory fines.

Who must participate? Some departments have voluntarily participated in the ISP in the past, however in light of a recent laboratory accident IPFW administration has made participation in this plan mandatory for certain departments. Any department with laboratories, studios, shops, or similar facilities are required to participate in the ISP.

For more information or to see if your department must participate, please contact Stephanie Flinn at IPFW REM at 481-4193 or visit

<http://www.purdue.edu/rem>

<http://www.purdue.edu/rem/home/files/ispinfo.htm>



This information may also be found at www.ipfw.edu/crisis/resources/CrisisTraining.shtml

Crisis Response Training

Welcome to IPFW's online Crisis Response Training program containing information on what to do in specific crisis situations. Please read the following and take the quiz at the end to record that you have completed the training.

Weather and Natural Disaster Crisis

- The Chancellor's office monitors weather situations and will determine the appropriate actions.
- For information on how the campus is affected by a current weather condition, check local television channels, radio stations or the IPFW website.

Heavy Snow/Ice

- Monitor local radio and TV weather reports.
- Call the IPFW Weather Line at 48-15770 or 48-16050 for information on how the administration is responding to current weather conditions.
- Comply with all safety directives issued by IPFW Administration and the University Police.

Earthquake

- If indoors, remain calm and seek shelter in a doorway or under a desk.
- Stay away from windows and things that could fall and injure you.
- If outdoors, move into an open area away from things that could fall on you.
- Do NOT approach downed power or utility lines.

Floods/Flash Floods

- If a flood watch is issued, monitor local news and the IPFW website for information on how this will affect the campus.
- If there is a flood warning, a flood is imminent, be ready to evacuate away from the rising water.
- Be aware of your surroundings and be prepared to take action.

Severe Thunderstorm

- Move to a substantial shelter if there is a warning in your area.
- Stay away from windows.
- Monitor local news and weather reports along with the IPFW website for information on how this will affect the campus.

Tornado/High Winds

- If there is danger of a tornado on campus, a siren will sound throughout the campus.
- Seek shelter in an interior area on the lowest floor possible and avoid windows and glass.
- Monitor local news and the IPFW website for further instructions.

Chemical, Biological or Radiological Spill or Release

- If there is a spill of any size, the University Police should be contacted at 48-16911, they will contact Radiological and Environmental Management to advise on the proper clean up of the spill.

- In the event of a small spill or release, trained users are qualified to clean up the spill.
- Untrained people should touch nothing.
- In the event of a large spill or release, contact the University Police at 48-16911.
- The Police will coordinate with Radiological and Environmental Management to get the spill cleaned up properly and alert the necessary regulatory agencies.

Fire/Smoke/Fire Alarm

- Evacuate the building immediately and pull the fire alarm on your way out. (Fire alarms are located near the exits)
- The alarm will sound **continuously**.
- Call the University Police at 48-16911 and provide them with information on the building name, location of the fire within the building and how the fire started (if known).
- If you cannot escape the building, move to a room with an outside window and stuff clothing around the cracks in the door.
- Wave something light colored in front of the window so rescuers can find you.
- Open the window and try to stay where you are until help arrives.

Loss of Building Utilities

- Physical Plant personnel will respond and either fix the problem or contact the proper utility company to fix the problem.
- Administrators will determine if the building(s) needs to be closed.
- Employees should maintain contact with their supervisors for further instruction.

Dangerous, Threatening or Intimidating Behavior

- Behavior that is intimidating or threatening to a person or property.
- Move to a safe place and call the University Police at 48-16911 if it is safe to do so.
- If you cannot move to a safe place, take shelter, barricade the door if possible and turn off lights.
- Make sure cell phones are set to silent.
- Be ready to defend yourself if necessary.

Bomb Threat

- Keep the caller talking if possible to determine things like gender and age.
- Try to find out information regarding when, where, what kind, what it looks like and why.
- Immediately call the University Police at 48-16911 and give them all the information you have.

Suspicious Package/Object

- This could be a wide range of things from a package that has no return address to a book bag left sitting in a common area.
- Do NOT handle the object.
- Call the University Police at 48-16911 from a land line with information on location and status of the object.
- Cell phones and radios should not be used near a suspicious object.
- Move away from suspicious objects and clear the area if possible.
- If anyone has touched the object, they should wash their hands to reduce the potential for exposure to hazardous materials.
- Remain calm and wait for the proper authorities to respond.

Demonstration/Civil Disturbance

- This is a group act of violence or disorder that can cause damage to people or property.
- If you witness a developing demonstration call the University Police at 48-16911.
- Do NOT engage people involved in a demonstration in discussion or negotiation, this will be handled by the Police.

Crime In Progress

- Observe the crime and call the University Police at 481-6911.
- Gather as much information about the person as possible such as height, age, location of crime, etc.
- Do NOT get personally involved unless self-defense demands it.

Building Evacuation

- The Chancellor or Chancellor's designee will determine if a building needs to be evacuated.
- If your building alarm sounds to signify an evacuation, do so immediately without using elevators.
- If you have a physical disability and need help evacuating, call University Police at 481-6911 with info on your location.
- If you see that a person with disabilities is in immediate danger, please help them if you can.
- Always ask someone with disabilities how you can best help them before doing anything.
- Wait for official notification before re-entering the building.

Active Shooter

- We now ask that you visit the 20-minute video on what to do in case of an active shooter. Please click on the link below.

This is a shortened version of the Crisis Response Plan. If you would like more detailed information it can be found on the [Crisis Response Plan](#) page.

Please complete the online form to record that you have completed the Crisis Response Training.

Thank you for your cooperation!

If you have any question please contact: crisistraining@ipfw.edu

URL: <http://www.ipfw.edu/crisis/resources/CrisisTraining.shtml>

Updated: September 13, 2010

This quiz may also be found at www.ipfw.edu/crisis/data/CrisisResponseQuiz.htm

IPFW Crisis Response Training Quiz

Welcome to IPFW's online Crisis Response Training program containing information on what to do in specific crisis situations.

If you have not already done so, please go back and read the Training Material and watch the Safety Tips Videos. Then proceed to take this quiz.

Be sure to complete the form at the end requesting your Name and eMail address to record that you have completed the Crisis Response Training.

Show all questions

1 / 13 =>

In the event of a flood, you should be ready to:

- A. Evacuate the area
- B. Move to the top floor of your building
- C. Rent a boat

Enter your Email Address (email_ID@ipfw.edu):

Enter your full name:

Do not press submit until you have completed the quiz.

Submit

This will record that you have completed the Campus Emergency Training.



Benefits Update

Tina Grady

Rose Costello

Date: September 13, 2010



Purdue Benefits 1/1/2011 Implementation

- 3 R's – Reduce, Require and Rebalance
- Fidelity as “Record Keeper”

3 R's

- Reduce: Purdue will reduce its retirement contribution to 10% annual budgeted pay – includes Summer Pay
- Require: Mandatory 4% of pay to retirement savings – to 401(a) retirement savings plan account
- Rebalance: Purdue will increase employee's salary to offset the mandatory contribution – will vary for each so that net salary is not reduced

Fidelity – Record Keeper

- All future contributions to all retirement accounts
- Purdue's 10% contribution will default to Target Retirement Date Funds (IF no action taken)
- **Must** reenroll in TDA's 403(b)/457(b) or contributions will stop
 - Still must reenroll if with Fidelity now.
- Roth option
 - After-tax contributions

Fidelity – Record Keeper

- September 21, 2010 – Open Enrollment begins
- 4 Tiers
 - Tier 1: Target Retirement Date Funds
 - Tier 2: Index Funds
 - Tier 3: Actively Managed Funds
 - Tier 4: Fidelity BrokerageLink® - self-directed acct
- Vanguard; American Funds; and others



Purdue Benefits ????? Implementation

- Medical Plans – Items being discussed
NOT implemented and subject to change
 - Going to BOT for approval in October



Medical Plans under consideration

- Merge the Incentive and Co-pay plans into one plan
- The Purdue Choice Fund plan will continue



Medical Plans under consideration

- Pharmacy benefits for both plans would have an increase in annual out-of-pocket costs set at \$1,300 up from \$1,000
- For individuals hired on or after 1 January, 2011 there will be a 30 day waiting period before eligibility for benefits.
- The medical credit for opting out will be eliminated.



Medical Plans under consideration

- Part-time employees may be charged premiums based on the full-time salary rates.
- Purdue and employees will share equally the premium increases for 2011. These are estimated to be 5 or 6%.
- Rates based on salary will only change as of 1 January each year.

Medical Plans under consideration

- Purdue has received a proposal from an additional network for a new health plan option that would be an exclusive provider plan with benefits only when using their providers. Emergency care will be covered in the event non-network providers are used.
- Currently tabled for future discussion



IU Benefits 9/1/2010 Implementation

- IU Health Engagement Program
 - Includes Employees and Spouse/SSDP



IU Health Engagement Program

- Biometric screening
 - 9/1/2010 – 2/28/2011
- November 12, 2010 – Due Date
 - Biometrics
 - Health Risk Assessment (HRA)
 - Tobacco Free Affidavit



IU Health Engagement Program

- **Login information:**

Employees:

Username: 10-digit university ID with “e” at the end (Example: 0001234567e)

Password: last four digits of employee’s SSN

Spouses and Domestic Partners:

Username: 10-digit university ID with “s” at the end (Example: 0001234567s)

Password: last four digits of spouse’s SSN

If you have questions contact Clarian Healthy Results Customer Service Center at 866-895-5835.



IU Health Engagement Program

- Biometric Screenings – Walb Union Room G21:
 - October 27, 2010
 - November 2, 2010
- Employees and spouses **must** **have an appointment**
 - Schedule online
 - Call Clarian Healthy Results Customer Service Center at 866-895-5835.



IU Health Engagement Program

Employee Annual Base Salary	Additional Premium for Employee Coverage	Additional Premium for Spouse Coverage
Less than \$30,000	\$20	\$20
\$30,000 to \$59,999	\$40	\$40
\$60,000 to \$119,999	\$60	\$60
\$120,000 plus	\$80	\$80



*One university.
Two great names.*

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