

**Ball State University Staff Council**  
**Meeting #6**  
**Thursday, March 15, 2012**  
**Student Center, Room 301-302**

Members Present:

Brenda Ayers, Rhonda Clark, Amanda Collins, Kay Collins, Cathy Cunningham, Marilyn Davis, John DeVoss, Bartley Hainz, Kathleen Harrold, Bradley Johnston, David Kaufman, Sarah Kreps, Sarah McKillip, Kate Murray, Angela Pickett, Andrea Sadler, Shawna Sewell, Loretta Smith, Josephine Turner, Melanie Turner, Angela Zahner

Excused Absences: Shannon Bell, Susan Calvin, Kimberlee Fogle, Lisa Kaufman, Teresa Kennedy, Dorothy Marvell, Teresa Rector

Unexcused Absences: Janet Johnson, Ted Workman

Substitutes Present: Doc Hunter, Judy Stearns

Guests Present: Judy Burke, Tammy Edwards

I. & II. **Call to Order-Welcome Guests.** President Loretta Smith called the meeting to order at 1:15 p.m. and welcomed guests to the meeting.

III. Kate Murray introduced today's speaker, Stephanie Reinhart, Assistant Director of Outdoor Pursuits.

Stephanie discussed with the council the five program areas Outdoor Pursuits oversees: Climbing wall, top rope, bouldering, climbing clinic, and the bike program. They are also available for private functions and birthday parties. The program also includes a rental center with daily and weekly rates. There are many adventure trips planned throughout the academic year and during spring break, or you are welcome to utilize the resource center in planning your own adventure. The resource center includes guidebooks, maps, trail guides, computer software, and consultations. Outdoor Pursuits runs a bike shop and plans are being made to being a full-service shop with a bike mechanic on staff. Outdoor Pursuits is always hiring students who are interested in the outdoors.

More information is available at the recreation services website: [www.bsu.edu/recreation](http://www.bsu.edu/recreation), as well as the student-created newsletter Expedition, mailed out twice a semester.

IV. **Roll Call** – M. Turner called the roll of representatives and alternates. Roll called showed 20 representatives present, eight excused absences, and two unexcused absences.

IV. **Approval of Minutes from February 16, 2012**

A motion was made and seconded (Collins/Sadler) to approve the minutes.

The motion carried.

V. **Committee Reports**

- a. **Employee Relations** – B. Hainz – no report.
- b. **Public Relations** – A. Collins - No report.
- c. **Elections** – T. Kennedy – no report.

- d. **Hospitality** – A. Zahner. Angie reported that Human Resource Services needs volunteers at the Staff Recognition Dinner to help set up in the afternoon and several to direct individuals to their seats. Contact her if you are interested in assisting.
- e. **Research** – No report. Loretta informed the council that Eric Buchanan must resign from the council because of health reasons. There are several members on the research committee and the executive committee is looking at how to handle anything that might come to this committee until the end of the year.
- f. **Salary and Employee Benefits** – D. Kaufman – no report.
- g. **Angels for Life** – C. Cunningham. Cathy reported the March Angels will take place on March 28/29. This drive will include a fraternity/sorority competition, hoping to get more people to donate. They will advertise on residence hall/dorm television, and John DeVoss made two large sandwich signs for the event. There will be one sorority or fraternity member and one staff council member at the registration table. Andrea Sadler is passing around the sign-up sheet today.
- h. **Special Committees**
  - 1. **A. Jane Morton Award** – K. Murray. Kate reported nominations have been received and the committee has selected a winner. They will be prepared to present the award at the Staff Recognition Dinner on April 19.
  - 2. **Public Safety** – L. Smith – no report.

## VI. Unfinished Business

- A. Follow-Up to RFI #35-2009/2010 – Weekend parking situation for library employees with restricted pass for Emens garage. After discussion in June, referred back to Research Committee for creation of a small task force to try to work out a resolution with Parking Services.

*Response: Cathy Cunningham reported the parking subcommittee will be meeting on Wednesday, March 21. She will have a report at the next meeting.*

## VII. Request for Information/Policy Change

- a. RFI #4 2011/2012 I have been talking to the people that work with our health insurance at BSU about the exclusion attached to our policy to cover weight loss surgery. I have found out that it would be a denied claim even if it were deemed medically necessary to sustain life. I would like to have the exclusion removed or changed to read when deemed medically necessary by physician. I understand from a phone conversation with Susan Girton that not many employees have inquired about this. During our conversation, I had asked about how to find out if other employees may want to see this exclusion changed or lifted. I was told that very few people had asked about it. I posted an inquiry on what I thought was Ball State Communicator. I have had many (41 as of this hour) replies stating to please investigate this option. I have had two responses against it. I would like to have staff council please present this to the correct individuals in order for a change or options to be made of our insurance coverage.

*Response from Marie Kavanagh, Director of Payroll and Employee Benefits 11/20/08: Your question on Gastric Bypass surgery always leads to some interesting discussions relative to covering it as part of our benefit program. To be honest, there has not been extensive discussion on this topic in my brief tenure but when it is discussed, adding it to our coverage is not a consideration. This decision is based on two critical factors: cost and outcome. Gastric bypass surgeries are expensive with an average cost being about \$25,000. There are also related costs if there are complications or if cosmetic surgery is needed for those individuals who have excess skin as a result of the weight loss. This is just a brief summary of the concerns associated with this surgery. Moreover, the University Benefits Plan has not promoted traditional weight loss programs extensively in the past and it is felt we need to do this first, through the Wellness Program, before we leap into covering bariatric surgery. I am sure the*

*issue of covering this procedure will come up again particularly if we have had extensive programs in place targeting weight loss and our results have been poor. If we do consider it in the future, I wouldn't want to offer the benefit unless we have an extensive behavior modification program in place that was mandatory for anyone applying for the benefit.*

Discussion ensued. Will there be consideration allowed if a team of doctors wrote up an extensive report supporting the patient and at least be allowed to go to the physician advisory board? Loretta believes our insurance covers nothing related to weight loss and will take the request again to Marie.

It is an expensive procedure, so perhaps they might consider covering even part of it.

Is bariatric surgery the same as gastric bypass surgery? Has supplemental insurance been considered as a possibility to cover it?

Staff member Tammy Edwards spoke regarding the RFI; she needs the surgery primarily for diabetes, and not for weight loss. With the surgery, the food passes through a little bit quicker absorbing only the nutrients it needs. It doesn't absorb the fat, but allows you to expel it. It's the only way to get the sugars out of your system quicker. She is in the process of going through an appeal, but believes it will most likely go nowhere. She received 46 responses in an hour after her survey e-mail was sent to staff asking if they felt bariatric surgery should be added as a covered procedure on our health insurance.

This RFI will be forwarded to Employee Benefits. It was suggested to supply the e-mails/testimonials and perhaps take it to administration.

- b. RFI #5 2011/2012 I am writing to you because I am concerned about how the bomb threat was handled on February 20, 2012. At 12:31pm I received an emergency text alert that there was a bomb threat in the Student Recreation and Wellness Center avoid the building and area. I immediately called a co-worker who works in the Health and Physical Activity Building (adjacent to SRWC) to see if she was being evacuated from her work area. When I called she was not even aware of the bomb threat. At 12:34pm a second emergency text message was sent; "Bomb threat in the SRWC. Avoid the building and area. Locker rooms and Gym2 evacuated. Otherwise secure in place." At 12:38pm an email was sent conveying the same as the second text message. Then at 12:42pm I received a voicemail informing me about the bomb threat, but no flash alert on my phone indicating of a voicemail. Another email update was sent at 12:46 pm stating more about bomb threat. The co-worker and others in her area still have not been evacuated! Seventeen minutes after the first emergency text message, 12:48 pm, my co-worker's work area was evacuated, not by emergency personnel, but by another co-worker. Everyone stood just outside the front doors which I feel was not adequate. At 12:53pm I received an emergency text message stating; "Bomb threat Student Rec and Wellness. Locker rooms and Gym 2 evacuated. Continue to avoid area or secure in place within SRWC. Bomb detection in progress." Was BSU assuming that this was just a small bomb, but large enough to blow up only the SRWC, locker rooms, and Gym 2? Apparently because these were the only areas that were evacuated by emergency personnel! Who assumed that the bomb was in the SRWC area? According to the Muncie Star they stated that a message written on a bathroom mirror indicating there would be a bomb at 12:30pm today. Was it assumed again that the bomb was only in the area where the message was written? I read nothing of where a bomb was located. I sense that this threat was not taken seriously enough by the haphazardly way the situation was handled. At 1:21pm an all clear message was sent. It's in good fortune that a bomb was not actually placed or detonated on campus, because many people may have been killed or injured due to the lack of truly taking this threat seriously.

Considerable discussion took place reviewing the procedures utilized during this bomb threat. Staff Council member and First Police Sargent Rhonda Clark explained the procedures taken during a possible

bomb threat. The procedures are different if no bomb has been observed after a search of the building. New procedures indicate if a bomb has not been found, the best practice procedure is to not allow anyone to leave the building as there might be a bomb outside when they leave. This is a relatively new procedure and one that is suggested for educational institutions across the country. She welcomed any questions to her or Gene Burton, Director of Public Safety.

**IX. New Business**

- a. The resignation of Eric Buchanan was addressed in the committee reports.

**X. Announcements**

- a. Next Meeting April 19<sup>th</sup>. The speaker will be Dr. Jo Ann Gora
- b. -Sharon Isbin (Sursa) 3/16/12
- Susan Werner (Pruis) 3/22/12
- The Intergalactic Nemesis (Emens) 3/29/12
- Moscow Festival Ballet: Sleeping Beauty (Emens) 4/18/12  
Special Pricing \$15/ticket for BSU faculty and staff
- Franc D' Ambrosio (Pruis) 4/24/12

**XI. Adjournment**

A motion was made and seconded (Cunningham/K.Collins) to adjourn. The meeting adjourned at 2:20p.m.

Respectfully submitted,

Melanie Turner  
Secretary, Staff Council