



THE AICUP SPOTLIGHT

Monthly Newsletter

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Latest from AICUP

Rental of Office Space at AICUP Headquarters

AICUP is seeking a tenant or tenants(s) for 3 offices at 101 North Front Street, Harrisburg, PA (the James McCormick Mansion/home to AICUP). These three (3) offices are on the 2nd floor (by walkup) and contain roughly 1,000 square feet and one private bathroom. AICUP would be very interested in securing a tenant that is a member college, but any interest from a current Corporate Affiliate or Endorsed Program Provider would also be welcomed. For more information about this space and/or to schedule a visit, please contact [Tim Alexander](#) or 717-418-9670. The McCormick Mansion is not ADA compliant.

Add AICUP to Email Safe Sender List

AICUP asks that you make sure AICUP is on your college or university's email safe sender list. This will ensure that important AICUP communications arrive in your email inbox.

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How AICUP Efficiency Programs Help Member Colleges

Every year AICUP delivers an annual report on AICUP's collaborative and business efficiency programs through the [Business Efficiency Programs Manual](#) publication. Within this report we share the success of these efforts and the measurable value offered by each. This report does not attempt to calculate savings or increased revenue from AICUP's advocacy before state and federal governments.

The [Business Efficiency Program Manual](#) outlines: 1) the range of business efficiency and research programs that AICUP sponsors for members; 2) institutional participation rates; and 3) the estimated cost-savings per institution from those programs. It is important to measure these programs over time as part of the normal performance measurement of our AICUP work. Our findings are as follows:

- In 2022, AICUP offered **forty (40) different cost savings programs**—of which, 30 are vendor driven and the remaining 10 are driven by AICUP staff activities.
- Thirty-seven (37) of these programs leveraged volume and lowered costs in a way that could be documented—resulting in **\$29.6 million of calculable savings** in 2022.

- Eighteen (18) of these ***programs provided service to 35 or more AICUP members*** and only five (5) programs had participation of less than 10 AICUP members. All AICUP Members and Associate Members participated in at least one of these 40 programs.
- \$29.6 million of calculable 2022 savings equates to an ***average savings of \$325,688 per AICUP member or roughly 24 times the average 2022 membership dues (\$13,391)***.
- Six (6) of these programs each provided annual 2022 savings that ***exceeded the total 2022 AICUP membership dues of \$1,218,536***. These include: Aggregate Group Purchasing, Campus Commerce Solutions, Purchasing Card Programs, Software Licensing (all software), Student Health Insurance and the Monthly Presidents' Updates. Many of these business efficiency programs also offer member schools the ability to collaborate with each other, and without AICUP's coordination role, these opportunities could not be developed to the necessary critical mass on a regional or state-wide level.

It is, of course, not possible to quantify savings on all programs or activities, but the business efficiency team once again this year did its best in those areas conducive to quantitative dollar-based savings measurement. Not all colleges experience the same level of savings; however, the aggregate and average savings figures reflect staff's conservative assumptions.

Stated another way, we have tried to not overstate the value of any one program. By doing this, we risk understating elements of value or savings that are not obvious to us.

Contact: Tim Alexander at tim.alexander@aicup.org

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LTC Coverage Employee Benefit Program

~AffinityLTC

Tuesday, February 6th

11:00 AM

[Register](#)

You are invited to learn more about the AICUP LTCi program with Allstate Life.

Program Features include:

- Allstate Benefits: A+ rated carrier.
- Utilizes Life Insurance with a LTC rider which eliminates the “*use it or lose it*” drawback of a traditional LTC product.
- Completely voluntary program for employees ages 18-80. Full-time and part-time/adjuncts working 20+ hours per week are eligible.
- True *Guarantee Issue* with benefit up to \$175,000 for employees ages 18-70. (Simplified Issue for ages 71-80).
- Can be set up as direct billing or payroll deduction.
- Does NOT compete against current term life benefits.
- Easy turn key enrollment - driven towards online employee entered enrollment - *no agent pressure and no cost to institution to enroll!*
- Available to all AICUP members - regardless of size of institution.

[Download this Fact Sheet](#)

[AffinityLTC](#) has been an AICUP Board-endorsed program provider since 2006, specializing in the marketing and administration of employer and association sponsored Long Term Care (LTC) Insurance programs. AffinityLTC remains exclusively focused in the LTC insurance marketplace.

AffinityLTC is offering AICUP members the next generation of LTC protection available in the marketplace. This is a Voluntary Hybrid Life/LTC benefit underwritten by Allstate that can be added to your benefit portfolio at no expense to the institution.

Contact: Michael VanGavree, mike@affinityltc.com or 717-737-3060 x300

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Energy Management & Procurement Program
~Constellation

For over 8 decades, electricity was generated, transmitted, distributed, sold, and bought in the same manner. This all changed in December 1996 when Pennsylvania passed a law, which, among other requirements, provided customers the option of competitively buying their electric supply needs. To assist AICUP and its members in sorting through the issues created by retail deregulation, AICUP

contracted with Utility Solutions Inc. (USI). Member colleges are priced individually to assure that one does not subsidize another. By participating in the program, AICUP members can be assured of getting excellent rates, stability over a longer term, and many other value-added products (e.g. Green Power).

Outcomes:

- AICUP Member Participants: 32
- Dollar Volume for 1st 12 Months of Current Contracts: \$18 Million
- Dollar Volume for Full Term of All Current Contracts: \$53 Million

[Constellation](#) is the endorsed program provider of the Energy Management & Procurement Program. By participating in the program, AICUP members can be assured of getting excellent rates, stability over a longer term, and many other value-added products (e.g. Green Power). Member colleges are priced individually to assure that one does not subsidize another.

Contact: Blaire Miller at blaire.miller@constellation.com or 443-610-6259

***Blaire Miller - AICUP's longtime contact at Constellation - would appreciate the opportunity to speak with you about how Constellation can help your campus through the AICUP program. If you are interested, please contact [Blaire](#) today to evaluate your current and future energy contracts and consider purchasing strategies to minimize cost impacts moving forward.*

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How JourneyEd Works for Your Campus *~JourneyEd*

Get Chromebooks with Essential Products & Services for Schools

[Learn More](#)

Get the Best Deal on Your Microsoft Agreement

[Learn More](#)

Technology Financing for Schools 98% approval rate, same day quoting, low rates, monthly/annual payments

[Learn More](#)

Choose the Right Cybersecurity Solutions for Your School Get the best pricing on installs, upgrades and renewals for leading brands. [Get a Quote](#)

Want to Save Big on Your School's Current Technology? JourneyED can

provide comparison pricing on technology leasing, security and antivirus, device management, disaster recovery, virtualization and web filtering.

[Get a Quote](#)

[JourneyEd](#) provides AICUP members with contractual pricing for commonly used software products from vendors such as Microsoft, Adobe, and VMWare. [Download the Product Linecard](#)

Contact: Jason Watson at jwatson@journeyed.com or 800-876-3507, ext.7111

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Addressing Student Debt w/Past Due Notices ~Nelnet Campus Commerce

In a recent Lunch & Learn webinar, Nelnet discussed the following:

- How new and potential regulations are making collecting outstanding receivables more difficult
- Debt is not just a collection issue, it's also an enrollment issue
- How leveraging Past Due Payment Plans can have a positive impact on both financial cost as well as reputational
- The ability to leverage Long Term Past Due Payment Plans to make larger balances more affordable

If you missed it, you can access the video and slide deck:

[Recording](#)

[Slide Deck](#)

[Nelnet Campus Commerce](#): Partners with more than 1,200 campuses across the country, providing a suite of PCI Level 1 validated solutions that integrate with every major ERP to process every payment on campus.

Contact: Laurie Holbrook, Laurie.Holbrook@nelnet.net or 207-329-8029

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PAICU MEP Zoom Meetings on Tuesdays

The leverage of the PAICU MEP is building in Pennsylvania and it is driving plan expenses downward. The employees in this plan are the immediate and direct beneficiaries as are the campuses that choose to join. Learn more about this program during one of Tim Alexander's regular Tuesday Zoom meetings at 2:30 PM each week. So please take another close look at this program, which is run by AICUP members for AICUP members.

Zoom Meeting Every Week -- PAICU MEP Multiple Employer Retirement Plan

Learn More at AICUP Member Zoom-Ins
Tuesdays, 2:30 to 3:30 PM

[Join Here](#)



Academic Impressions

Why Is It Hard to Promote Innovation in the Academy?

The disruptions of the current era call for institutions and their leaders to develop an innovative mindset. But fostering that mindset is easier said than done. Why is it challenging to nurture innovation at an institution? [Melissa Morriss-Olson](#) identifies ten common barriers to change and innovation in higher education:

1. Risk Avoidance: those who work in higher education, like everyone else, are slow to embrace change, particularly in the face of the unknown.
2. Zero-Sum Thinking: new initiatives are viewed as supplanting old initiatives, which fosters a protectiveness of the old ways.
3. Accreditation: the standards and policies of the accreditor can merely reinforce the status quo.

4. Tradition and Culture: tradition is a powerful force that spurs many to action to maintain it.
5. Leadership: leaders aren't often trained to handle change management and may not understand how to navigate the process.
6. Internal Systems, Structures, and Decision-Making Processes: these processes and structures came to be to maintain how the institution currently works.
7. Staffing and Recruitment Processes: these processes were created to staff the institution as it currently exists and naturally reinforce the status quo.
8. Faculty Governance: faculty, particularly tenure track faculty, play a prominent role in control over teaching and learning, and changes to those processes often appear to threaten academic integrity.
9. Organizational Silos: leaders and faculty often work in silos, leaving them potentially unaware of the influences impacting their institution outside the scope of their roles.
10. Success: if your institution is successful, you may not see the need for anything about it to change.

Read Dr. Morriss-Olson's piece [here for further details](#). This spring, we'll be launching a member-exclusive program geared toward helping leaders recognize and harness innovation on their campuses.

[Academic Impressions](#) focuses solely on providing leadership, personal development and skills-based training opportunities to faculty and staff in higher ed. We help individuals, teams, and institutions across the US and Canada build upon their knowledge and expertise to reach new levels and find practical solutions to the challenges they are facing.

Contact: Dr. Stephen Whitehead, steve@academicimpressions.com or 720-988-1266

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Aon

Workshop on Improving Health Equity

Tuesday, February 6th

2:00 - 4:00 PM Workshop

4:00 - 6:00 PM Networking Happy Hour

**The Duquesne Club,
Pittsburgh**

One of the top concerns for employers today is making healthcare accessible and affordable for everyone. The market continues to create new solutions, but evaluating all of them can be daunting. Aon is bringing together 3 innovative and actionable solutions to encourage thought provoking discussion.

- Crossover
- Garner
- Paytient

Join Aon and your peers for an afternoon workshop of strategic problem-solving, along with our co-sponsors and co-innovators.

We'll start the workshop by framing employer access and affordability concerns, then explore the above innovative vendor solutions to address these challenges, and end the session with a networking happy hour.

This is a complementary event; please invite members of your team.

[RSVP here](#)

[Aon's Higher Education Practice](#) advances the Mission of Colleges and Universities: Aon helps develop innovative and cost-effective risk management and human capital solutions to support the overarching mission of your institution. Our practice includes more than 250 professionals who provide consulting services in risk (property, casualty, cyber solutions, and captive management) and human capital (health, retirement, compensation, and investment advisory) to more than 300 public and private colleges, universities, and university systems with a 98% retention rate.

Contact: Reagan Mickey, Reagan.mickey@aon.com or 412-973-9319

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Aspect Consulting

Non-Profit Campuses: Catalysts for Social Responsibility

Non-profit universities play a pivotal role in cultivating socially responsible individuals, transcending the traditional academic landscape. Operating with a commitment to societal welfare rather than profit, these institutions uniquely shape the values and perspectives of their students, preparing them for impactful contributions to their communities and the world.

Non-profit universities prioritize the development of ethical leaders. By embedding ethics into their curricula, these institutions guide students towards principled decision-making and actions, fostering a culture of integrity that proves invaluable in navigating complex societal challenges.

Community engagement and service learning are integral components of non-profit university education. Through partnerships with local communities, students gain hands-on experience, deepening their understanding of societal issues and instilling empathy. This active involvement fosters a sense of responsibility towards the well-being of others.

In addition to ethical leadership, socially conscious research is a cornerstone of non-profit universities. These institutions prioritize research initiatives addressing pressing social issues, offering valuable insights and potential solutions. By encouraging students and faculty to tackle problems like poverty and inequality, non-profit universities contribute to positive change at both local and global levels.

Non-profit universities champion inclusive and diverse learning environments. Exposure to varied perspectives enhances students' understanding of social issues, promoting cultural competence and sensitivity as they prepare for a globalized world.

Moreover, these institutions lead by example in sustainability practices on campus. Through eco-friendly initiatives such as energy conservation and waste reduction, non-profit universities instill in students a commitment to environmental stewardship.

In conclusion, non-profit universities serve as crucibles for socially responsible individuals, emphasizing ethical leadership, community engagement, socially conscious research, inclusivity, and sustainability. As the world faces increasing

interconnected challenges, the role of non-profit universities in fostering social responsibility becomes paramount.

[Aspect Consulting, Inc](#) provides low cost/high quality higher education functional and technical support across the entire campus ecosystem; specializing in Academic ERP/CRM/LMS systems.

Contact: Chris Bressi, cbressi@aspect-consulting.com or 610-783-0600 ext.130

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Barley Snyder

Colleges Should Make Title IX/Clery Act Training Compliance Their New Year's Resolution

Title IX and the Clery Act impose requirements on how institutions of higher education train individuals charged with processing allegations of sexual misconduct. This means that colleges covered by these laws must ensure that everyone involved in the institution's sexual misconduct grievance process — the Title IX Coordinator, investigators, hearing board members, hearing officers, and informal resolution facilitators — receives the training required by these laws . . .

[Read More](#)

[Barley Snyder](#): A strategically focused, full service law firm representing educational institutions, businesses and individuals throughout Pennsylvania and beyond.

Contact: David J. Freedman, dfreedman@barley.com or 717-399-1578

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Workday Higher Ed

2024 Global Study: Closing the AI Trust Gap

Workday recently released its [latest global study](#), which found an AI trust gap has formed in the workplace. Business leaders and employees are in agreement that AI holds great opportunities for business transformation, however, there is a lack of trust that it will be deployed responsibly, with employees showing an even deeper level of skepticism than their leadership counterparts.

Key findings include:

- Only 62% of business leaders (C-suite or their direct reports) welcome AI. This number is even lower among employees, at 52%.
- 23% of employees are not confident their organization puts employee interests above its own when implementing AI.
- 70% of business leaders agree AI should be developed in a way that easily allows for human review and intervention.
- 42% of employees believe their company does not have a clear understanding of which systems should be fully automated and which require human intervention.
- 3 in 4 employees say their organization is not collaborating on AI regulation.
- 4 in 5 employees say their company has yet to share guidelines on responsible AI use.

[Read More](#)

[Workday Higher Education](#) has partnered with 300+ higher-ed institutions to help navigate and thrive in the rapidly changing higher-ed landscape. Unlike fragmented legacy ERP systems, Workday provides best in class HR, Finance and Student applications with AI built in to allow institutions to make confident decisions faster, increase operational efficiencies and empower your faculty, staff, administrators, and students with access to real-time information.

Contact: Justin Brantley, justin.brantley@workday.com or 513.512.0048

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**AICUP
Business Efficiency
Programs**

www.aicup.org/Collaboration/BEP

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