



**DISTRICTS MUTUAL INSURANCE
& RISK MANAGEMENT SERVICES**
| Collaborators in Risk Management |

VOLUME 21 • ISSUE 12 • JUNE 2026

THE Incident REPORT

a publication of Districts Mutual Insurance and Risk Management Services
Collaborators in Risk Management

212 West Pinehurst Trail | Dakota Dunes, SD 57049 | DistrictsMutualInsurance.com | 605.422.2655

The DEC Page

Steven Stoeger-Moore, President

The DMI Board of Directors approved three stipends to attend the URMIA Annual Conference in person. Furthermore, the Board approved three stipends for virtual attendance at the URMIA Annual Conference. The stipend awardees for in-person attendance are Angie Lind (Madison), Theresa Phrakousonh (Gateway), and Matthew Beno (Fox Valley). Michael Dassler (Nicolet) will also attend in person as the DMI Risk Mitigation Forum raffle winner. Attending the virtual URMIA Annual Conference will be Western - Megan Hoffman, Mid-State - Brian King, and Waukesha County - Michelle Skinder. Congratulations to all the stipend awardees! DMI is delighted to support this initiative.

Travelers, a United States based, multi-national insurance carrier, recently released an analysis of 1.2M workers' comp. claims. The analysis reveals how an aging workforce and new employees are impacting the risk environment. The Travelers report finds that even as workplace injury rates decline, the injuries that do occur are growing more complex, taking longer to heal, noting a trend driven by an aging workforce and the disproportionate vulnerability of first-year employees. Traveler's states that injured workers are missing an average of 80 workdays. Despite representing a much smaller share of the total workforce, first-year employees account for approximately 37% of all injuries and 34% of overall claim costs. Just like the DMI data, slips, trips, and falls rank among the leading causes of the costliest claims. For the aging employees, 60 years and older, slips, trips, and falls are the #1 cause of injury. The colleges can take the following steps to attempt to strengthen the culture of safety.

- Protect new hires by identifying workplace risks, improving safety controls, and clearly defining safe work practices.
- Support and engage employees by building a culture of trust and safety where workers feel valued and are encouraged to participate in the safety process.
- Prepare for injuries before they happen by implementing a return-to-work program that brings the injured employee back to work as soon as medically permissible. For more information on modified duty/return to work, please contact Willie Henning (willie@districtsmutualinsurance.com) or your loss control representative from United Heartland.

All the best toward a safe and enjoyable summer.



We can't help everyone, but
everyone can help someone.

Ronald Reagan - 1911-1984
Former President of The United States

DMI Presents... Topical Snapshots

"Policy and Procedure Best Practices"

By *Lance Klukas, DMI Security Consultant*

This month's Topical Snapshot video by Lance Klukas spotlights institutional risk and loss due to outdated campus policies and procedures. Outdated policies and procedures can create an "invisible safety net" that gives a false sense of security while leaving your college vulnerable to evolving physical, digital, and legal threats. Schools relying on legacy systems, slow reporting procedures, and obsolete codes risk severe operational and reputational damage. From a risk management and insurance perspective, the greatest danger often isn't the complete absence of a policy—it is the false assumption that an outdated policy is still protecting the institution. How current are your College's policies and procedures? Do they provide operational consistency, have strategic value, guide decision making during routine operations and critical incidents, or do they create risk, leaving your college highly vulnerable to severe liability, financial loss, and catastrophic reputational damage?



To view the video click here.

UPCOMING EVENTS

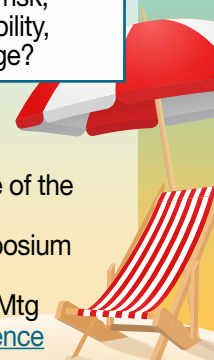
July 3rd - DMI Offices will be Closed in Observance of the July 4th Holiday

July 8-9th - WTCS Compliance Collaborative Symposium

July 22nd - DMI Virtual Board of Directors Mtg

July 23rd - DMI Virtual RM/EHS/DS/EM Managers Mtg

October 10-14, 2026 - [URMIA 57th Annual Conference](#)





Beat the Heat: Staying Cool and Safe this Summer

Willie Henning,
DMI Environmental Health & Safety Consultant

As you read this article, you have already noticed the warmer-than-normal start to June. Heat-related illnesses can happen quickly, so make sure any college staff exposed to high heat are aware of the signs, symptoms, and first aid actions to protect themselves and coworkers from falling victim to heat-related illness. Identify who may be exposed to heat-related hazards and discuss the topic to ensure they understand the issues around heat stress. The following article is from the Wisconsin Safety and Health Consultation Program. Take time to share it with your colleagues. Enjoy the summer and be safe in the hot summer sun.

Summer officially starts this month, but the heat is already here. While the longer days and warm weather are great for backyard barbecues, they also bring a serious workplace hazard: heat stress. When your body can't cool itself down fast enough, it can lead to heat-related illnesses such as heat cramps, heat exhaustion, or even life-threatening heat stroke.

When it comes to workplace safety, getting overheated is never a cool look. To keep your team safe, healthy, and operating at peak performance, remember these three core pillars of heat safety: Water, Rest, and Shade.

The Heat Safety Trifecta

- Hydrate Early and Often: Don't wait until you're thirsty to start drinking water. By then, you're already running on a deficit. Encourage workers to drink water or drinks containing electrolytes often when working in the heat.
- Take a Break: Frequent, short rest breaks in a cool, designated area give the body a chance to recover. It's not slacking—it's necessary physiological maintenance.
- Seek the Shade: Providing a shaded or air-conditioned area for breaks is crucial. Getting out of the direct sun can lower the perceived temperature by up to 15 degrees!
- Watch for the Warning Signs – Heat-related illnesses can escalate quickly. Keep a close eye on your employees, train and encourage them to look out for each other, and follow the college's heat illness prevention plan if they notice signs of heat-related illnesses.
- Signs of Heat Exhaustion can include heavy sweating, dizziness, headache, nausea, weakness, and irritability.
- Signs of Heat Stroke can include confusion, slurred speech, fainting, hot/dry skin, or profuse sweating.

Don't Be a Fan of Complacency – remember the importance of acclimatization. The body needs time to adapt to hot environments. Gradually build up the workload and pace for new workers or those returning from an extended absence.

Ultimately, preventing heat stress is all about teamwork and awareness. Let's look out for one another out there.



Are We Designing Security Offices for Work Actually Performed?

Lance Klukas, DMI Security Consultant

Across higher education, a familiar trend is emerging. Individual offices are disappearing and open workspaces, cubicles, and shared environments are taking their place.

The reasons are understandable, and it makes sense for some areas. Open office concepts are often promoted as a way to reduce construction costs, improve flexibility, maximize available space, and encourage collaboration among employees. For institutions facing budget pressures and changing workplace expectations, the appeal can be difficult to ignore.

Yet for campus security departments, the conversation deserves closer examination. The question should not be whether open workspaces are good or bad. Instead, colleges should ask a more important question:

Are open workspaces appropriate for the type of work being performed?

For many campus security professionals, the answer is often no.

Why Institutions Are Moving Away from Private Offices

The shift toward open workspaces did not happen by accident. Many organizations embraced open office designs

[Click here to read the article](#)

Announcing DMI's Risk Management Project Awards 2026-2027

For over a decade, DMI has effected transformative change through the Risk Management Project Awards (RMPAs), by empowering Wisconsin's Technical Colleges to tackle significant risks with bold, creative solutions. Each year, the colleges submit one application, showcasing innovative ideas from departments across campuses. The proposals never fail to inspire. Need inspiration? Check out the ever-growing 11-page list of past projects on the DMI website. It is sure to inspire your next risk-reducing breakthrough!

The announcement for the 2026-2027 RMPA Award was emailed to the Colleges on June 8th. Applications are due by July 31st. Awards will be announced during DMI's October Quarterly Risk Managers Meeting, held at Western Technical College. Now's the time to rally your team and propose a project that elevates safety and reduces risk on your campus or across the state. Work with your college's leader or team that reviews applications, and send them to DMI! If needed, visit the "Awards" tab on the DMI website for the announcement, the application, and past project details. We're excited to see your bold ideas shine—let's drive innovation and safety forward!

