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<td>Ethics Awareness</td>
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<td>Health and Wellness</td>
<td>Jamie Payne, Shelby Morris, Holli Bonee, Rindy Cook, Christa Louthan</td>
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<td>Progress and Emerging Issues</td>
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NEW STAFF IN HUMAN RESOURCES

- Welcome Evie, the furry Human Resources Pet Therapy Dog!
- Welcome Liz Tarbutton, Accountant
- Congratulations, Jessica Cottom!
ETHICSPOINT

- System-Wide Implementation
- Investigation Training
- System webinar for compliance officers
- Possible URL Change
- Chain of Command Process
- Encourage chat feature of follow-up
Wellness Consultant Review – Week of Sept. 16
- Data Analysis
- Executive Interviews
- Focus Groups
- Physical Assessment

Chief Wellness Officer – Welcome Suzy Harrington
- Report to President Hargis
- Establishing wellness framework for the entire campus population (faculty/staff/students)
First Quarterly Utilization Report

- Over 1,000 contacts
  - 147 utilized telephonic access
    - 121 cases confirmed
  - 945 utilized guidanceresources.com
- 36 Face-to-Face Referrals
  - Related to family/child, medical, mood disorder, occupational, partner/relationship, stress, and psychological issues
- ComPsych Service
  - 98% inquiries were satisfactory
  - Avg speed of answer – 13 seconds
  - Abandonment rate 0%
- The Real Benefit
  - Utilization reports offer guidance
  - Focused onsite training for all OSU campuses

EMPLOYEE ASSISTANCE PROGRAM (EAP)
CATAPULT HEALTH SCREENING

- Eligibility
  - Members of BlueCross/BlueShield
- Lab Accurate Results
- Personal Coaching from Medical Professional
- Immunizations
- Schedule

Communication Plan
What has Already Changed Due to ACA?
What will 2014 Bring?
How will OSU be Impacted?
OUTCOME-BASED BENEFITS

- Health and Wellness Taskforce Review
  - Medical Premiums
    - ACA surcharge
    - Utilization
    - Single coverage market review
  - Tobacco-Free Incentive
  - BlueChoice Plan Review
  - ACA Impact on Out-of-Pocket Maximum
COMPENSATION PROCEDURES

- FTE Variable
- Faculty Appointment Length
- Fiscal Officer Position Review
- Executive Approval for Exceptions
- Minimum Wage Increase
- Dual Exemption Statuses
RECRUITING

- OSU LinkedIn Account
- Response rate
- Cost reduction
- How to post
ENTERPRISE RESOURCE PLANNING

- Student, Financial, and HR system
- Two vendors
  - Ellucian/Banner
  - Oracle/PeopleSoft
- Reference checking
TRAINING AND DEVELOPMENT

- Staff Development Day
- New Employee Orientation
- Administrative Certification Incentive
- Skillsoft On-line Training
ACTIONS LOG

- **Implemented**
  - Recruitment advertisement with LinkedIn
  - “Recall Button” for Employee Action (EA) process
  - *News You Can Use* Redesign
  - Background Screening Improvements

- **Pending**
  - Systems issues related to Enterprise Resource Planning
Emerging Themes & Issues