Quarterly Human Resources Communication Forum

Thursday
April 27, 2017
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Welcome, Leslie Robison!

- Director, Human Resources Information Management
- OSU graduate!
- B.S. Business Administration
- Majored in Accounting; minored in Business Law
- Master Certificate in Project Management for IS/IT Professions
Employee Engagement Survey

- Fall 2016
- 3,205 responses, 55%
- 5,300 comments

Workplace Dynamics

Human Resources
Wellness Update

Catapult Health Assessment – Participation

- Incentive for 2017 - $20.00 monthly premium credit
- 124 clinics across all OSU/A&M campuses
- No longer offer flu vaccinations
- Adding depression screening questions

*Average age – 45.2 years
Livongo® – Diabetes Management

Livongo for Diabetes is a new health benefit that makes living with diabetes easier.

Who is eligible:
• Employees and family members with
  – coverage on BCBS health plan and
  – diagnosed with type 1 or type 2 diabetes

What participants receive:
• Connected meter
• Health coaches
• Unlimited test strips at no cost to employee

Current enrollment:
• 251 participants (29% enrollment)
ComPsych® – GuidanceResources®

- 2016 total utilization – 2321
- Top 3 accessed services
  - Employee Assistant Program (counseling services)
  - LegalConnect® (attorney consultation)
  - FamilySource® (work-life solution services)
- Monthly webinar series
Wellness Support

- Fitness Center Subsidy
- Weight Watchers at Work
- Naturally Slim
- Wellness Wednesday
- Choose You
- Colorful Choices
- Family Fitness Events
- Weight Loss Challenges
- Employee Health Fairs
Raise your financial game!
Take the OSU/A&M 2017 Financial Fitness Challenge

OSU/A&M Retirement Program
Achieve financial independence

TIAA

Human Resources
Performance Reviews

- Annual performance review
- Signed by supervisor and employee
- Copy to employee
- Policy and Procedure 3-0741.3
- Forms: [http://hr.okstate.edu/docfiles](http://hr.okstate.edu/docfiles)
- Questions? Call your HR Partner, (405) 744-2909
Summer Schedules

• Reduced Hours
  – Alternative Work Schedule
  – EPAF/Continuation of Benefits

• Leave Without Pay (LWOP)
  – Policy 3-0713; 11.1 – requires that all appropriate leave be exhausted prior to status of LWOP
Graduate Student Health

- Voluntary Domestic
- International
- GTA/GRA

$4.8 m
~3,300 members
Coding

Graduate Students (GTA/GRA)

- Three prong test
  - Salary level = $2,080 @ 1.0 FTE
  - 0.5 FTE
  - Enrollment levels

- Timing

Faculty

- Rank/Tenure
  - Procedures in process
  - Need volunteers for review

- Suffixes
  - In process
  - More news to come on EPAF timing
Benefits Administration Software

you spoke
we listened
HIPAA Training

• Now available on LMS
• Employment/Access requirement for select jobs with Personal Health Information (PHI) access
Open Discussion
THANK YOU!