

**Quarterly  
Human Resources  
Communication Forum**  
**Wednesday, September 26, 2012**



Human  
Resources

# Agenda

Item	Presenter
Welcome	Jamie Payne
2013 Annual Benefits Update	Christa Louthan and Shelby Morris
Chronicle 2012 Great Colleges to Work For Survey	Jamie Payne
Service Reviews	Jamie Payne
Ethics on Campus	Jamie Payne
Action Item Log & Emerging Issues	Jamie Payne
Questions	All

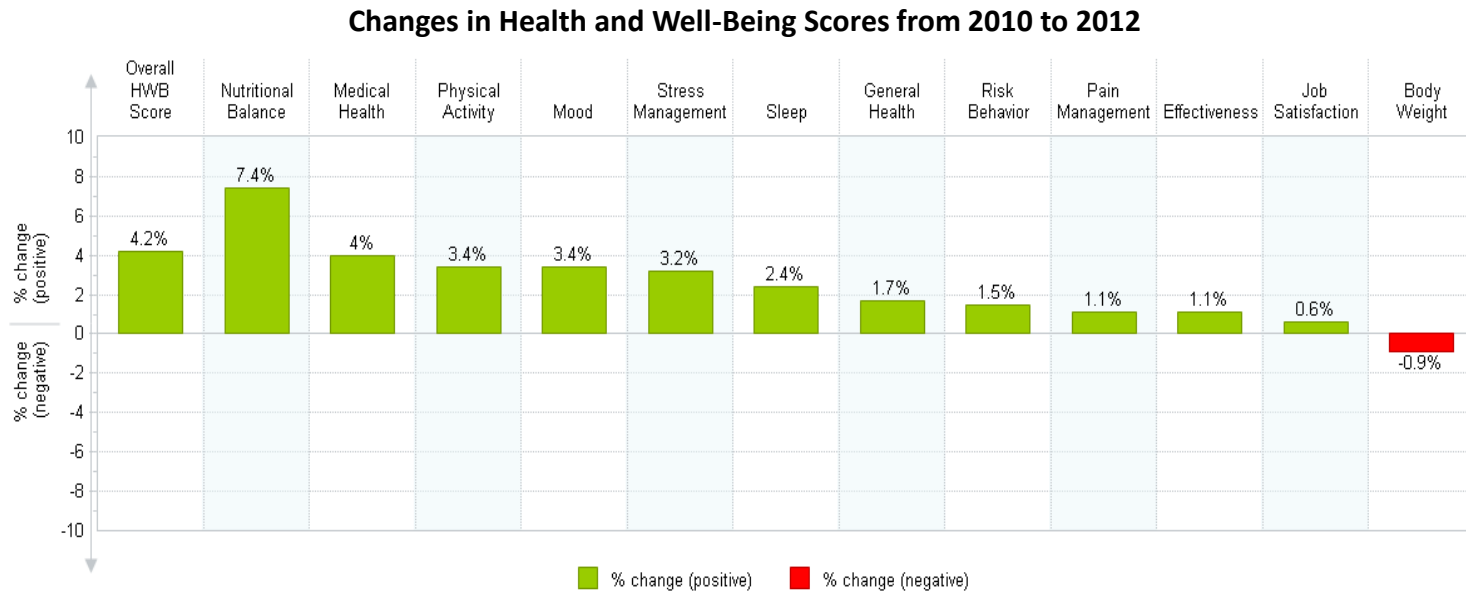
# 2013 Annual Benefits Update



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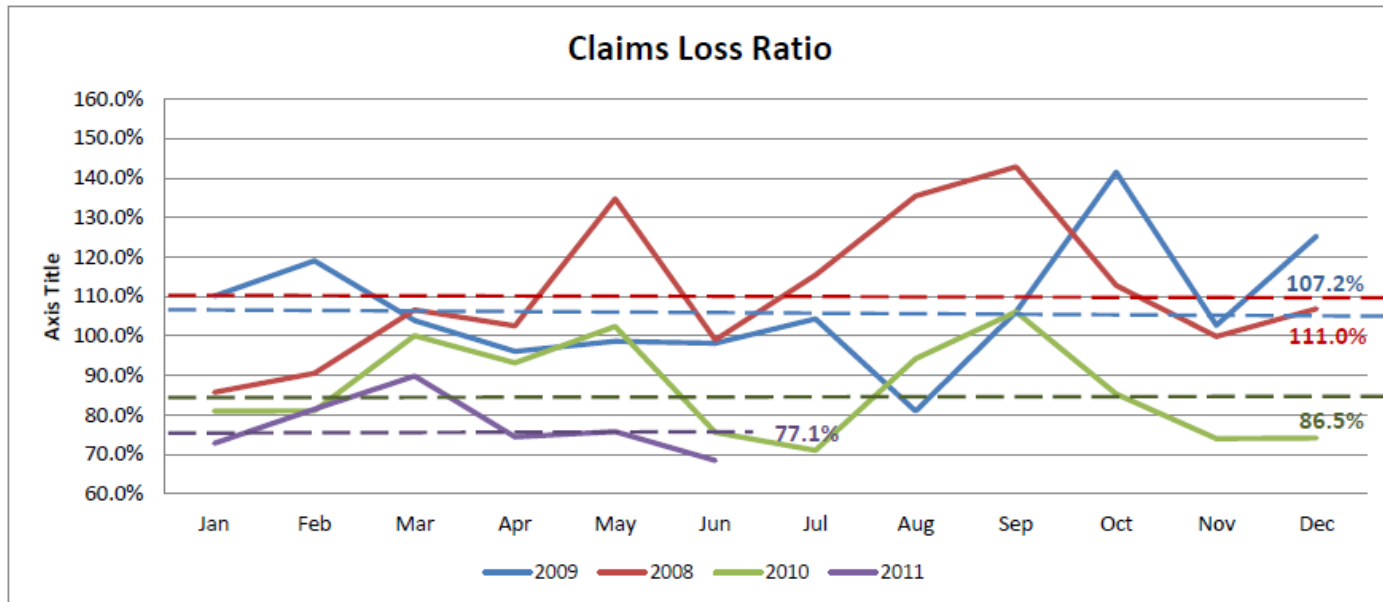
# Health Assessment Results

- Overall health and wellbeing score improved by 4.2% from December 2010 to December 2011



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# Loss Ratios



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# Premiums

- **3% Premium reduction**

	Employee Only		Employee/ Spouse		Employee/ Child(ren)		Family	
	OSU Cost	Employee Cost	OSU Cost	Employee Cost	OSU Cost	Employee Cost	OSU Cost	Employee Cost
<b>BlueChoice PPO</b>	\$ 452.30	\$ 62.14	\$ 827.84	\$ 460.32	\$ 599.24	\$ 333.20	\$ 1,089.14	\$ 605.60
<b>BlueOptions</b>	\$ 452.30	\$ 20.00	\$ 827.84	\$ 354.80	\$ 599.24	\$ 256.82	\$ 1,089.14	\$ 466.78
<b>BlueEdge HSA</b>	\$ 452.30	*\$ -76.56	\$ 827.84	\$ 113.04	\$ 599.24	\$ 81.86	\$ 1,089.14	\$ 148.40
<b>Waived Healthcare</b>		\$ (200.00)	Deposited into a Flexible Spending or Dependent Daycare Account					

2013 Premium increases: 6.5% higher education; 7.5% national average  
 \$250 deductible credit for Health Assessment participation  
 \$250 deductible credit for Special Beginnings enrollment in first trimester

# Improvements

- Additional preventive women's coverage (Affordable Care Act)
- Cholesterol-lowering drugs included in the Coronary Artery Disease Condition Management Program
- Hypertensive drugs included in the Diabetes Management Program
- Well on Target (web portal)
- Additional wellness coaching



# Long-Term Disability Changes

- Best practice
- Premium increases based on increased claims experience
- Non-occupational plan
- Two-year maximum benefit for self-reported symptoms
- Targeted communications



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# Web for Employees

- Annual Benefits Enrollment October 1 – October 31, 2012
- <http://webemp.okstate.edu>
- Must make positive election
  - Flexible Spending Account
  - Health Savings Account – individual contributions
  - Dependent Care Account
- Waive – two-part process
- Update demographics
  - Education
  - Veteran status
  - Disability



# The Chronicle 2012 Great Colleges to Work For Survey

- Benchmarking data recognizes great workplaces
- 294 schools participated in 2012
- Two-part assessment: random sampling faculty/staff survey; institutional audit
- Significant improvement in all categories from last year
- OSU ranked higher than the 2012 Carnegie Research national average in all categories
- Sense of community, dedicated friendly, caring employees who work together and support each other like family
- More liberal tuition assistance program; stronger communication between administration and lower levels of faculty and staff; awards and recognition program

# OSU's Survey Results

	Poor 0% - 44%	Warrants Attention 45% - 54%	Fair to Mediocre 55% - 64%	Good 65% - 74%	Very Good to Excellent 75% - 100%
				<b>2012 Honor Roll &gt; 10,000</b>	<b>2012 Carnegie Research</b>
				<b>2012</b>	<b>2011</b>
Job Satisfaction/Support				81%	70%
Teaching Environment				69%	58%
Professional Development				78%	70%
Compensation, Benefits & Work/Life Balance				76%	61%
Facilities				80%	71%
Policies, Resources & Efficiency				69%	54%
Shared Governance				71%	52%
Pride				84%	68%
Supervisors/Department Chairs				78%	62%
Senior Leadership				69%	53%
Faculty, Administration & Staff Relations				69%	53%
Communication				64%	49%
Collaboration				71%	54%
Fairness				70%	54%
Respect & Appreciation				67%	55%
<b>Survey Average</b>				<b>73%</b>	<b>58%</b>

\*Results in the first one or two columns (two if you participated in the program last year) of the table reflect your school's overall percent positive for each survey dimension, that is, the percentage of your faculty and staff that responded "Strongly Agree" or "Agree" to the statements comprising each theme.

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# Service Reviews

- Background Checks: TrueScreen selected
- Childcare
- Employee Assistance Program (expanding services)
- Retirement Consultant
- Temporary Services
- PeopleAdmin Upgrade

# Ethics on Campus

- EthicsPoint, <http://xxxxxxxxxx>
- 432 Claims since inception
  - FY13 YTD: 21 claims (17/81% anonymous)
  - FY12: 86 claims (67/77.9% anonymous)
- What is an ethics violation?
  - Activities that may involve criminal, unethical, or otherwise inappropriate behavior in violation of OSU policies and/or state and federal laws

# Ethics on Campus

## Compliance Officers

Brenda Ganders	Joyce Hise
Brenna Dixon	Kathy Elliott
Christa Louthan	Kevin Fite
David Altman	Lee Bird
Denise Weaver	Leigh Goodson
Pam Fry	Mackenzie Wilfong
Floyd Cobb	Mike Bale
Alan Shryock	Steve O'Geary
Jamie Payne	Susie Burks
Darlene Hightower	Toni Shaklee
Jim Hess	

# Action Item Log & Emerging Issues

- Thank you for the suggestions and input!
- Action log on website  
<http://hr.okstate.edu/hrcommforum.php>
- Emerging issues
  - CAP Incentive
  - New HR Partner Jennifer Moody
  - Recruiting for Assistant Director, Employee Services
  - Wellness - Cancer Prevention Study

Mail new suggestions to *coral.white@okstate.edu*

# Questions

Next meeting January 2013

