

**QUARTERLY
HUMAN RESOURCES
COMMUNICATION FORUM**

August 22, 2013

AGENDA

Topic	Presenter
Welcome New HR Staff	Jamie Payne
Ethics Awareness	Jamie Payne
Health and Wellness	Jamie Payne, Shelby Morris, Holli Bonee, Rindy Cook, Christa Louthan
Compensation Procedures	Christa Louthan
Recruiting	Brenda Ganders
Enterprise Resource Planning	Jamie Payne
Training & Development	Bonnie Hess
Progress and Emerging Issues	Group

NEW STAFF IN HUMAN RESOURCES

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



ETHICSPPOINT

- System-Wide Implementation
- Investigation Training
- System webinar for compliance officers
- Possible URL Change
- Chain of Command Process
- Encourage chat feature of follow-up



WELLNESS UPDATE

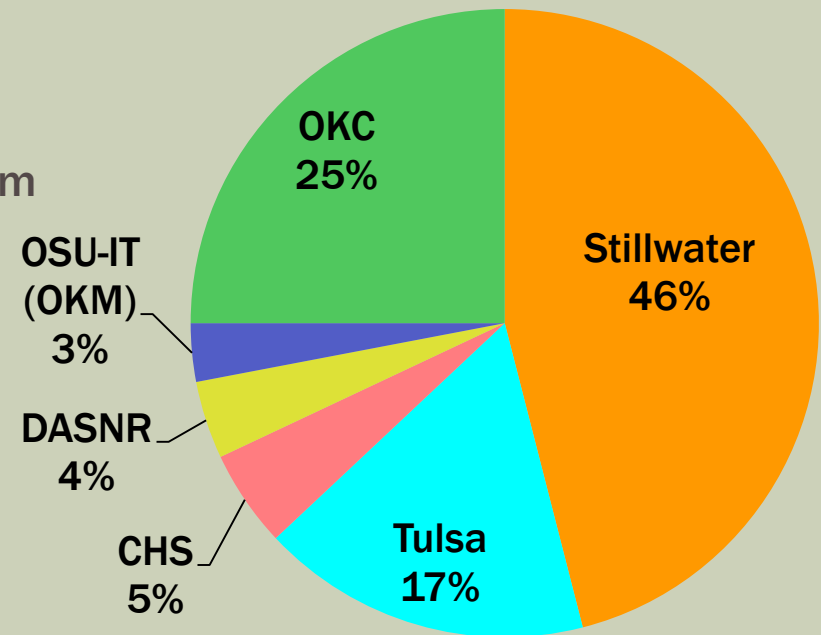
- Wellness Consultant Review – Week of Sept. 16
 - Data Analysis
 - Executive Interviews
 - Focus Groups
 - Physical Assessment
- Chief Wellness Officer – Welcome Suzy Harrington
 - Report to President Hargis
 - Establishing wellness framework for the entire campus population (faculty/staff/students)



EMPLOYEE ASSISTANCE PROGRAM (EAP)

■ 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



CATAPULT HEALTH SCREENING

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

<http://www.ostate.tv/?play=4B22E9C6-2622-DA61-97EA-E395C73E96D8>



AFFORDABLE CARE ACT

- 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



ACTION 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