



News You Can Use!

Important Information for Employees of Oklahoma State University

Human Resources

April 2011

Do You Have Metabolic Syndrome?

Metabolic syndrome can place you at high risk for developing a host of debilitating illnesses – heart disease, stroke, diabetes, just to name a few. Metabolic syndrome can increase your medical costs an estimated \$259 a month.

What is Metabolic Syndrome? Metabolic syndrome is a cluster of conditions that may be abnormally elevated:

- Waist circumference;
- Triglycerides;
- Glucose;
- Blood pressure;
- Reduced HDL or “good” cholesterol.

If you have three or more of these conditions, you are at high risk of developing chronic diseases.

What is the Cure? Metabolic syndrome indicates a need for intensive lifestyle modification. BlueCross BlueShield has a multi-faceted approach to fight against metabolic syndrome. In the near future, OSU-Stillwater will offer online workshops consisting of a 10-week series of classes held by health coaches. These workshops will encourage permanent behavior change by:

- Teaching participants how to eat the foods they like in appropriate amounts.
- Focusing on weight loss through understanding eating and hunger cues; accessing online diet trackers to help log behavior.
- Identifying ways to incorporate regular exercise into personal lifestyles.
- Providing pre- and post-workshop biometric screenings for Body Mass Index (BMI), waist circumference, blood pressure, blood glucose and cholesterol.
- Providing personalized two-way email support from health coaches.

Does the Program Work? BlueCross BlueShield of Oklahoma conducted the program for 200 employees and showed employee participation resulted in meaningful outcomes:

- 37.6 percent reversed their metabolic syndrome in 10 weeks.
- 29.9 percent reported a reduction in medication usage.
- 91.9 percent lost weight with an average loss of 12.9 pounds.

More information will be available in the near future. If you suffer from three or more of the five symptoms of metabolic syndrome and are interested in better health and lower medical costs, this may be the program for you.

TIAA-CREF Retirement Seminars

Representatives from TIAA-CREF will be on the Stillwater campus to present seminars on the following dates. Registration is not required.

Thursday, April 7, 2011

9:00 a.m. - 10:00 a.m., 101 Ag Hall

What’s Your Vision of Retirement?

Enjoying a comfortable and potentially rewarding retirement will depend upon having enough income to live on in addition to good health and relationships with family and friends. A sound retirement strategy can help make all the difference. Topics will include:

- Getting to where you need to be.
- Potential hazards in planning for an enjoyable, comfortable retirement.
- Determining if you have enough for your retirement income needs.
- Determining how you will pay yourself in retirement.

Thursday, April 7, 2011

10:30 a.m. - 11:30 a.m., 101 Ag Hall

or

Tuesday, April 26, 2011

9:00 a.m. - 10:00 a.m., 214A Engineering South

Your TIAA-CREF Retirement Income Options

Developing a sound financial strategy for retirement can make a big difference. If you are considering retirement in the next several years, we can help you review your options and determine what to do next. Now is the time to get answers to some important questions and begin planning. Topics will include:

- When can I retire?
- Where will it come from? Is there a shortfall?
- How will I pay myself in retirement to help meet my needs?
- What income options best fit my situation?

Tuesday, April 26, 2011

10:30 a.m. - 11:30 a.m., 214 Engineering South

Women’s Seminar

Each phase of a woman’s life brings unique financial challenges. With smart planning, you can make the most of your money, whether you’re just starting out, single, married with a family, starting over, or in your golden years. Topics will include key financial challenges that women face along with:

- Saving and investing basics.
- Evaluating your financial health.
- Making your money work for you.
- Selecting the best products to help meet your financial goals.

Adult Immunizations Now Available at University Health Services

University Health Services is now providing immunizations at 100% coverage to all covered OSU employees as recommended under the Affordable Care Act.

Employees must call University Health Services at (405) 744-7665 to make an appointment for immunizations.

University Health Services will bill BlueCross BlueShield for applicable charges so remember to take your BlueCross BlueShield ID Card with you to your appointment.

**OSU is participating in
National Walk at Lunch Day
Wednesday, April 27, 2011**

Walk at your convenience
Any time between 11:30 a.m. and 1:30 p.m.
Meet at the Library Lawn

*Participate and enter a drawing for a
Wii Fit or one of several Visa gift cards*

Internal Revenue Service Declares Breast Pumps and Lactation Supplies to be Medical Care Expenses

The Internal Revenue Service recently issued Announcement 2011-14 announcing that breast pumps and supplies that assist lactation are items eligible for reimbursement from a medical account, such as a Flexible Spending Account (FSA) or a Health Savings Account (HSA). With the ruling, medical accounts can be used to purchase or be reimbursed for eligible lactation-related expenses.

A lounge for nursing mothers is available in room 300A Whitehurst. Two additional locations on the Stillwater campus are also being renovated: Engineering South, second floor, room 200B; and Physical Sciences, first floor, room 100D. A fourth room will be available in the Student Union when it re-opens in the fall.

Save Money at the Pharmacy! Check Your Prescriptions!

If your trip to the pharmacy has you thinking you may not have been charged correctly, ask your pharmacist to explain how it was calculated and if the prescription were written differently would it make a difference in overall cost.

Remember the *Top 50 OSU Generic Drugs*, <http://hr.okstate.edu/benefits/health.php>, have a \$4.00 copay for a 34-day (100 units) or \$10.00 copay for a 90-day supply. Other generics have a maximum copay of \$25.00; preferred drugs up to \$50.00 copay; and non-preferred drugs up to \$100.00 copay. Speciality drugs will be \$150.00 when obtained through Triessant, a speciality provider.

Prescription drugs are available in a 34-day or 100 units, whichever is less, under the BlueOptions and BlueChoice plans. If it is a defined maintenance drug, you should be able to get a three-month supply (102 days or 300 units whichever is less), but it will cost you three co-pays. For the lowest cost, you may want to consider mail order or a 90-day supply pharmacy where your copays for a three month supply may be reduced to 2 ½ copays.

Use your *Blue Access for Members* by using the logon on the www.bcbsok.com/osu website for more information. If you click on the big blue Rx on the right side of the home screen, and then under "Prescription Drugs Benefits & Services" click "Prime Therapeutics", you will go to the "My Prime" website. Search "Find a Pharmacy" and you can locate the 90-day supply pharmacies that will honor the 2 ½ copays for the three month supply. Or consider mail order through My-PrimeMail.

The BlueCross BlueShield Drug List, also known as the formulary, can be found at www.bcbsok.com/osu. This list will tell you if the drug you are taking is generic, preferred, or non-preferred, which affects the cost.

Also remember in order to maximize prescription cost savings, be sure to ask your doctor if a generic drug might be an alternative for you. Check the prescription to see if it is written to allow the pharmacy to minimize your cost.

TIAA-CREF Visits

TIAA-CREF representatives will be on the Stillwater campus on the following dates to meet one-on-one with employees: April 12, 13, 14, 19, 20 and 21.

To make an appointment, call TIAA-CREF at 1-800-732-8353.

Training Opportunities

Please pre-register for training opportunities.

April

5	Respect for Diversity
5	Socially Orange: An Introduction into the World of Social Media
6	At Your Service!
6	Word 2007 Level 2 (Day 1)
6	PowerPoint 2007 Level 2 (Day 1)
7	New Employee Orientation
7	Purchasing Policies and Procedures
8	Word 2007 Level 2 (Day 2)
8	PowerPoint 2007 Level 2 (Day 2)
12	Change Management
12	Communication Skills
12	Publisher 2007 (Day 1)
12	Bridging from Office 2003 to 2007
13	Disability: Issues and Paradigms
13	Sustainable Leadership
14	What is Affirmative Action? NEW!
14	Publisher 2007 (Day 2)
14	Word 2007 Mail Merge
14	Introduction to Computing at OSU
18	FOCUS Computer Language (Day 1)
19	FOCUS Computer Language (Day 2)
20	Excel 2007 Level 2 (Day 1)
20	Stop Lying to Employees on Performance Reviews NEW!
20	Assignment Checks
20	Sustainability in the Workplace
21	Purchasing Card Training
21	Information Security Awareness
21	Sexual Harassment Policy Training
22	Excel 2007 Level 2 (Day 2)
26	Online Travel Vouchers
27	The Business Professional NEW!
27	The Power of Management Skills--Even if You Are Not the Boss! NEW!
28	Payroll Accounting
28	Bad Debt Assessment
28	Bursar Processes
28	Creating a Service Quality Culture NEW!

For a description of the classes or to register, go to <http://hr.okstate.edu>, or call Training Services, (405) 744-5374. Also, find us on Facebook, Twitter, and LinkedIn.

Free Skin Cancer Screenings in April

According to the American Cancer Society, skin cancer is by far the most common type of cancer. Over 2 million new cases of skin cancer are diagnosed each year. Early detection and prevention is key!

During the month of April, free skin cancer screenings will be offered at the Employee Health Clinic at the Seretean Wellness Center. Screenings are available to OSU employees by appointment only. Call (405) 744-7556 to schedule yours.

Just another way OSU is striving to be America's HEALTHIEST Campus!

Save the Date!

Staff Appreciation Picnic May 19

The annual Staff Appreciation Day Picnic is scheduled for Thursday, May 19, 2011. All staff members will receive an admission ticket for the lunch. Door prizes will be awarded to staff during the picnic.

Campus Threats and Violence Policy and Procedure Letter Revised

The recently revised Policy and Procedure Letter 3-0523, *Campus Threats and Violence*, has been updated on the web, http://hr.okstate.edu/policy_proced.php.