Benefits Contributions Strategy: Changes for ‘08

The OU Regents have recently approved changes to the university health insurance plan. The most significant changes involve the introduction of employee contributions and a related reduction in the cost of dependent coverage. The new plan considers an employee’s ability to pay in determining the contribution strategy. Employee contributions are determined according to a six-tier compensation-based structure. Additionally, the university will initiate a process later this year to evaluate medical and dental options that will become available in January 2009. Wellness programs and incentives are also being developed to encourage and support our employees’ healthy lifestyles.

Additional information and rates for 2008 can be found on the Healthcare Options website: www.ou.edu/healthcareoptions.

Benefits Fairs: Don’t miss out!

Each campus hosts a Benefits Fair the week of October 29, 2007. Read HR News at www.hr.ou.edu for dates and details. Visit with and ask questions of all of our insurance and retirement vendors. In keeping with the Regents’ approved changes to the university health plan, there will be an increased emphasis on wellness at this year’s fair. Representatives offering various health screenings and wellness tips will be present. Look for increased wellness offerings on all the campuses over the next year. Register for door prizes, and learn more about your benefits and keeping yourself in good health!
Annual Benefits Enrollment
Nov. 5 - Nov. 18, 2007

Select the plan and coverage level that best meets your and your family's needs for the upcoming year.

Annual Benefits Enrollment for the 2008 plan year is from November 5 through November 18, 2007. Employees can add or drop insurance coverage for themselves or their dependents during this time. They can also enroll in their flexible spending accounts for dependent care and medical reimbursement for 2008. These accounts must be renewed at this time if you wish to continue contributions during 2008.

In addition, this is an open enrollment period for CNA long-term care insurance. This is a one-time opportunity for active employees to enroll in long-term care insurance without medical evidence of insurability. Long-term care is the kind of care people need when suffering from a severe injury or chronic illness. Over 50% of long-term care patients are between 18 and 65 years of age. Several changes in long-term care insurance will be in effect for 2008. Learn more about long-term care insurance on the HR website in benefits statements of upcoming information announcements in “HR News” on the website. Online enrollment through employee self-service will be available 24 hours a day, 7 days a week. If you have not received enrollment materials by November 5th, contact your benefits office. After the enrollment period closes, each employee will receive a Benefits Confirmation letter. If you have questions after reviewing this confirmation, contact your benefits office. For assistance and announcements of upcoming information sessions, please visit www.hr.ou.edu.

Long-term care insurance premiums are based on your age when you enroll. The younger you are, the lower your premiums will be.

Training with You in Mind

In the next quarter, look for some new additions to the Training and Development website video training options. Check out Training at www.hr.ou.edu for details.

Tulsa Training for managers on the Tulsa campus will begin January 2008. Whether you’re a new manager or a seasoned manager, these classes are for you. Team Building, Performance Management, Hiring Processes are just a few of the sessions we have planned. Be looking for additional announcements as information becomes available. If you have any suggestions on what you would like to see offered, please e-mail Tricia Staires at tricia-staires@ouhsc.edu.

HSC On the HSC campus, training on performance management, the Family and Medical Leave Act, and Violence in the Workplace are just some of the offerings available in Spring 2008. These seminars are open to the HSC community.

Norman HR and OUPD will be partnering to conduct Emergency Procedures trainings. Presentations will address violence, aggressive individuals, safety concerns, procedures, and responses. These trainings will be focused on increasing skills of managers and employees to identify, prevent, and address issues of workplace violence and aggression.

Tulsa HR Changes

Melodie Frederick has taken over the ePAF and payroll responsibilities for the Tulsa Campus. If you have any questions, please let her know – she will be happy to help! Contact Melodie at 660-3197 or melodie frederick@ouhsc.edu.

Contact HR

The Office of Human Resources serves all three OU campuses. The best way to find contact information for your local HR office is on our website at the bottom of every page: www.hr.ou.edu. From that “Contact,” send us an email, find phone numbers for specific HR services, and the address for your campus office.
PeopleAdmin: Outstanding Value

“We are truly excited for the opportunity to move toward a paper-less recruiting and PDQ process. Our hiring managers and supervisors have been quite supportive of the system and its potential improvements for our processes.”
-- Barbara Abercrombie, OU-Tulsa

HR is involved in a project that impacts all campus locations to enhance the applicant recruiting system and the Position Description Questionnaire (PDQ) process. The goal is to provide enhanced consistency and improved efficiency. Through careful consideration, the PeopleAdmin system has been selected for use based on the company’s experience as the leading vendor in higher education, their record of excellent customer service, cost effectiveness, and system functionality and flexibility. This web-based system will be an upgrade and improvement to the work flow in Norman where PeopleAdmin is currently used. It will replace and significantly improve the HSC employment system and provide Tulsa with a new automated system. Presently the project team is reviewing existing and proposed business processes, as well as reviewing and customizing system functionality to best suit the university’s requirements. As part of the implementation process, key department representatives will be invited to demos and have an opportunity to provide feedback. HR will be providing more in-depth overviews and training in preparation for a targeted launch date of December 3rd. We will be sharing more in the coming weeks and look forward to implementing this value-added product and service for all of OU. Check out “HR News” at www.hr.ou.edu for details as they become available.

New Faces in HR

The People Behind the Services...

HR is pleased to announce the addition of several new members to our team. Please join us in welcoming them.

**Tulsa**

Kevyn Bagby-Grayson is the new administrative secretary in Tulsa. Kevyn comes to us from OSU-Tulsa after eleven years of service with an extensive background in procurement card and inventory audits. Kevyn and her husband have four children and one grandchild. She enjoys shopping, singing, and playing the piano.

**Tulsa**

Kim Little is the new Senior Human Resources Representative in Tulsa. Kim is an OSU alum and was a nurse for 10 years before changing careers and becoming a Paralegal. She provides administrative coordination for the Staff Senate, handles workers compensation issues, and assists with compensation, classification, and employee relations matters as needed. A lifelong musician, Kim is also a certified marching band and colorguard judge. Kim and her husband have three children and two granddaughters.

**Norman**

Sean Byrne is the new manager of training and development in Norman. Sean is a UCO alum and formerly served as executive director of PreventionWorkz, Inc. He has been involved in training and substance abuse prevention for over fourteen years and will use his experience in media and training to offer OU new services such as online video training. Sean is soon to be married and is looking forward to starting his new family.

**HSC**

Nichole Hood is the new HR analyst at HSC. As an alum of the University of Phoenix, Nichole has worked as an HR generalist for four years. She earned her Professional in Human Resources (PHR) certification last year. She and her husband have four children.

Kim Gaines is the new human resources assistant in Tulsa. Kim comes from OU-Tulsa after eleven years of service. Kim and her husband have four children and one granddaughter. She enjoys shopping, singing, and playing the piano.

Over four hundred employees recently attended a dozen presentations offered in the Oklahoma Memorial Union, making the Retirement Education Conference in Norman a great success. Topics included university retirement benefits, investing and planning for retirement, social security, and Oklahoma Teachers’ Retirement System. Presenters included OTRS Director Tommy Beavers, Larry Jones from the Social Security Administration, Brian Biehn and Chris Chavez from Fidelity Investments, James Baird of TIAA-CREF and Renda Passek and Doug Sauls of the Office of Human Resources. Look for this event at HSC and Tulsa in the spring and again in Norman next year.