

# News You Can Use

## IMPORTANT INFORMATION

### Benefits Is Going Green

Emory's Benefits Department is making the switch from printed and mailed communications to electronic communications. This change will support Emory's Sustainability Initiatives by reducing printing and paper consumption, as well as reducing overall costs. Over the years, whenever important information needed to be communicated with employees we have heavily relied on print to deliver the message. Going forward we will be utilizing technology, where it makes sense, to help us communicate with you.

Beginning this July (2009), you will begin receiving benefits information, updates, alerts, reminders, etc. via your email box. Messages will be sent from a central email address – [MyBenefits@emory.edu](mailto:MyBenefits@emory.edu). It is important that you take time to read the email as it will contain essential information regarding your benefits at Emory.

**Annual Enrollment for 2010 will be entirely online!** Be sure to check your [MyBenefits@emory.edu](mailto:MyBenefits@emory.edu) email to learn about:

- Important benefit plan updates and changes
- Annual Enrollment meeting schedule
- Access to the **NEW** online, interactive 2010 Annual Enrollment Benefits Guide
- And much more!

**Ensure you receive your email.** Take a few minutes to check your email address in PeopleSoft.

- Step 1: Login to PeopleSoft (<https://psofthr.cc.emory.edu>)
- Step 2: Enter your Network User Id and Password (If you do not remember your information call the Help Desk at 7-7777 (404-727-7777). Support technicians are available Monday - Friday, 7:00am - 6:00pm.)
- Step 3: Select "Self Service"
- Step 4: Select "Personal Information"
- Step 5: Select "Email Addresses"
- Step 6: To verify that you are able to access mail sent to the email addresses shown, click the TEST button and an email will be delivered to that address.

**Check your email from any computer with internet connectivity.** You do not have to be on an Emory computer to check your Emory email account as long as the computer has internet connectivity.

- Depending on the type of email account you have, you can access your email through:  
- [webmail.service.emory.edu](mailto:webmail.service.emory.edu) OR [owa.emory.edu](http://owa.emory.edu)

**Note:** You do not need to type "www" before either url to access the site.

- For both systems you will need to enter your Network ID and Password (If you do not remember your information call the Help Desk at 7-7777 (404-727-7777). Support technicians are available Monday - Friday, 7:00am - 6:00pm.)



### The Cost of Health Care

In the April 27 issue of News You Can Use, we provided the cost of health care costs nationally and for Emory. In this article, we are expanding on how Emory's health care dollars are spent.

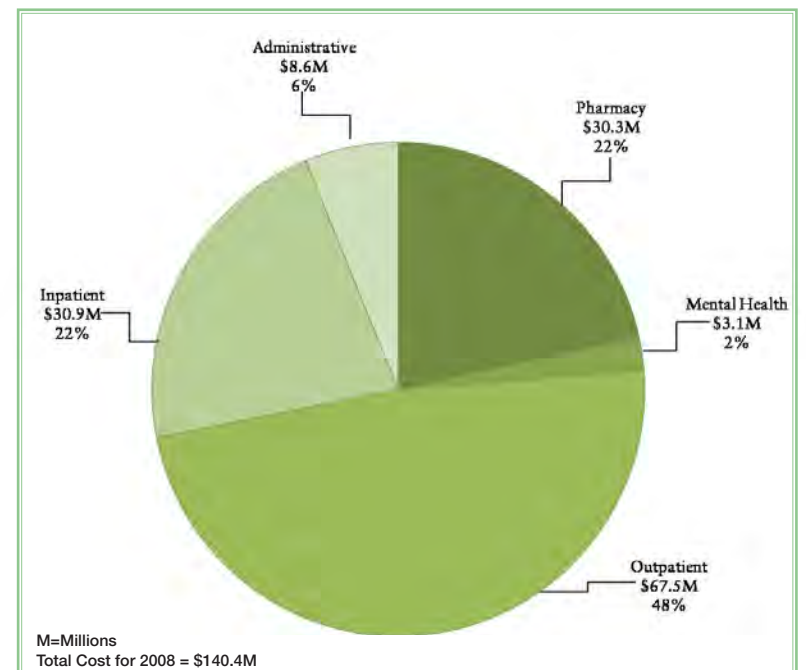
#### So Where do Emory's health care dollars go?

In 2008, Emory spent \$140.4 million on its health plans. This cost is divided into several categories: outpatient services (doctor visits and emergency room visits), inpatient services, behavioral health, prescriptions (brand name and generic), and administrative/miscellaneous costs. The graphic to the right indicates how much was spent in each category.

#### In addition to these costs, you might also be interested in knowing that:

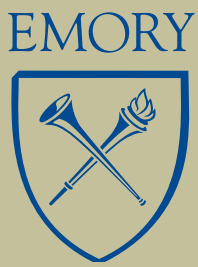
- The \$140.6 million that Emory spent covered health related costs for 18,768 participating employees and 17,806 eligible family members.
- Emory spent approximately \$510.04 per employee per month and an average of \$250 per member each month. (Note: On average, there are 1.9 members per employee.)
- We had 2,274 hospital admissions last year, at an average cost of \$13,588 per admission. (Fun fact: In 2008 517 babies were born into the Emory family.)
- There were 7,242 emergency room visits in 2008, at a cost to Emory of \$590 per visit.
- The average cost in 2008 for a generic prescription was \$26.34 while the average cost for a brand name prescription was \$184.16. Generic prescription claims increased to 216,989 while brand name prescription claims decreased to 130,868. This means employees are taking advantage of Tier Zero generic drugs for treatment of diabetes, high blood pressure, high cholesterol and congestive heart failure.

How Emory's Health Care Dollars Are Spent



In the next issue of News You Can Use we will discuss ways that Emory has addressed the rising cost of health care over the last several years.

(Note: In reviewing the 2008 Annual Plan Report and looking at the costs associated with providing health care coverage for all participants, Emory defines a member as a regular employee, any eligible family members of an employee and retirees. However, for purposes of this article only those numbers associated with active employees and their eligible family members were used.)



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## Using ESG is “A No—Brainer”



The Emory Search Group, also known as ESG, is an internal search group designed to identify and recruit outstanding talent for hard to fill and mid- to executive level positions. Much more cost effective than using an outside search firm, ESG has an internal knowledge of the Emory culture and takes an active role in the recruiting/hiring process.

With over 26 years of combined experience, the professional staff of ESG offers a complete range of services to meet your recruitment needs.

A recent customer of ESG is quoted as saying, “The turn-key service offered by the Emory Search Group has made utilizing their services a no-brainer for me...This is really a no-stress solution for hiring managers to land great employees for Emory.”

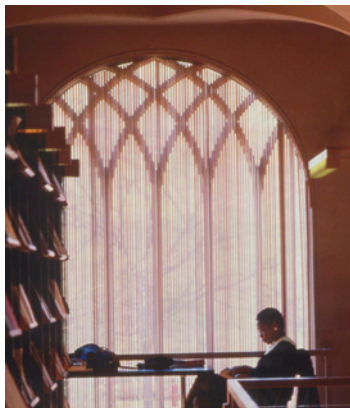
For additional information visit the HR website at [www.hr.emory.edu](http://www.hr.emory.edu) and select the “Manager and HR Rep Toolkit” tab, then click on the “Emory Search Group (ESG)” link under the “Recruiting New Employees” header.

For additional questions, contact an ESG representative by calling 404-727-7252 or emailing [esg@emory.edu](mailto:esg@emory.edu).

## Evening at Emory Offers Intensive SAT Prep

In response to the increasingly competitive college entrance environment, Evening at Emory is offering Intensive SAT Prep for the first time this summer. This course provides high school students and their families with a high-quality, affordable alternative to other SAT (Scholastic Aptitude Test) programs in the area.

Emory’s Intensive SAT Prep covers the Critical Reading, Math, and Writing sections using the latest comprehensive test prep materials. Students will learn strategies, tips and tricks, and are required to take two full-length tests that will help identify strengths and weaknesses and better prepare them for the actual test. The \$795 tuition includes materials and study guides.



The first session of Emory’s Intensive SAT Prep is being held over two weeks this summer to accommodate students who plan to take the SAT this fall and wish to get an early start studying for it. **The program runs July 6 through July 17. Classes are held on Mondays from 9am-1pm and Tuesdays thru Fridays from 10am-1pm.**

For more information please visit: <http://www.cll.emory.edu/eate/index.cfm> and select “SAT prep class” under the “Test Prep Courses” link or call 404-727-6000.

*Evening at Emory is a program of the Emory University Center for Lifelong Learning committed to nurturing the timeless passion for lifelong learning through innovative, sophisticated personal enrichment classes for adults. Since 1951, the program has encouraged personal growth in an atmosphere that fosters creativity, discussion, and intellectual exploration.*

### About the Instructor

The instructor, Dr. Devin Stewart, has taught test prep courses for 20 years and has a proven record of helping students improve their scores dramatically. Stewart received his B.A. magna cum laude from Princeton University and his Ph.D. with distinction from the University of Pennsylvania. He has been teaching at Emory since 1990 and is an expert on standardized tests, having scored 800 on both the verbal and math sections of the GRE. He is also familiar with the ins-and-outs of the undergraduate school admissions processes and can help students avoid application pitfalls and increase their chances of acceptance to their top choice schools.

## Conference on National & International Medical Volunteerism

An opportunity to share your experience or seek out new experiences



Many of Emory University’s personnel and students volunteer in providing health care services or teaching medicine throughout the world and in free clinics in the USA. Neil Shulman, MD, Department of Medicine is conducting a simple survey to collect some basic information about this volunteer work.

Dr. Shulman is inviting Emory healthcare professionals, students, and lay persons to share their volunteer experiences with the general public and other healthcare professionals who may want to volunteer or support these programs. The ultimate goal is to put on a conference at Emory where healthcare professionals at Emory can share their experience with the general public and other healthcare professionals who may want to support or get involved with their projects. Non-profit organizations supporting these programs will be invited to provide exhibits highlighting these activities.

If you participate in volunteer work and are interested in sharing your experiences at the conference, please send an email to [zoe\\_haugo@bellsouth.net](mailto:zoe_haugo@bellsouth.net) to receive a quick, nine (9) question survey.

## Work-Life: Did You Know?

Alternative Work Arrangements (AWA) provide employees with programs and resources to improve productivity, support effective work-life strategies, and address our transportation and commuting challenges.



Designed to offer employees and employers options to the Monday through Friday, 9am-5pm work schedule, this program includes telecommuting, compressed workweeks, flexible hours, etc.

- Want to learn more about AWA?
- Been thinking about asking your manager if you can work different hours or from home?
- Not sure how to implement AWA in your department?

There are different types of alternative work arrangements (AWA). Some employee positions may be conducive to a particular AWA, but not others. There are pros and cons associated with each arrangement; therefore, it is important to evaluate the cost and benefit of each option. Learn more with the “Workplace Flexibility Options at a Glance” found on the WorkLife Resource Center website, [www.worklife.emory.edu](http://www.worklife.emory.edu).

The answers to all of these questions and more are available on the WorkLife Resource Center website, [www.worklife.emory.edu](http://www.worklife.emory.edu), under the “Workplace Flexibility” tab. Additionally, AWA training for employees and managers is currently under development and should be available in the late summer/early fall. Stay tuned for more information on these training opportunities.