Announcements

Benefits Fair July 25th at the Campus Recreation and Wellness Center

The Human Resources department invites you to the 5th annual Benefits Fair. The Benefits Fair is a great opportunity to meet with health and wellness providers, learn about community partnerships, explore on-campus resources as well as the benefits available to UH employees. By attending, faculty and staff will have the opportunity to enter a drawing to win one of many wonderful giveaways. Additionally, T-shirts will be given away while quantities last.

Faculty and Staff are also invited to show their community spirit and pay it forward by bringing non-perishable food items for donation to the Star of Hope.

Theme: Wellness....Benefits of a Lifestyle
Date: Wednesday, July 25, 2012
Time: 11:00 a.m. to 3:00 p.m.
Location: Campus Recreation and Wellness Center

IMPACT UH – Executive Excellence Nominations Open

Nominations are open for the Fall 2012 Impact UH Executive Excellence program. Find out more at the Executive Excellence web page!

FY13 Holiday Schedule Approved

The approved Holiday schedule is now available at UH Holiday Schedule.

Summer Brings $5 Fridays Every Friday

Faculty and Staff can enjoy $5 Friday every Friday until August 10th at Moody Towers. For summer hours and dining locations go to Summer Dining Hours and Locations.

Staff Tuition Scholarship Fall Applications will Opens July 5th through July 30th

For more information on the Staff Tuition Scholarship or College Program, or to apply go to Staff Tuition Scholarship Program

Division of Student Affairs Holds First Annual Divisional Awards Program

The University of Houston’s Division of Student Affairs held its first annual Division of Student Affairs Awards Program and Luncheon at the University Center. For more details on how DSA is focused on Student Success go to http://www.uh.edu/dsa/news/dsa_awards_results.html.
ERS has designated July 16 – 27, 2012 as the University of Houston's online benefits enrollment period. In an effort to help reduce system overload and better serve customers, this year's online enrollment will be conducted in two-week phases by group.

During this time, you will be able to make changes to your benefit elections online with ERS at www.ers.state.tx.us. Such changes include: adding dependents to medical coverage without going through the medical underwriting process; changing, enrolling, or adding dependents to a dental plan; enrolling or changing the annual pledge amount for TexFlex health and dependent accounts; or dropping ineligible dependents from your coverage.

Changes made during annual enrollment will become effective on September 1, 2012.

**Insurance Rates Approved by ERS Effective September 1, 2012**

Insurance rates for plan year 2013 have been set by Employees Retirement System (ERS). The University of Houston System and all UH components are participating employers in ERS to provide state insurance benefits to eligible employees and retirees.

The Good News:

- No Change to Dental Rates, Disability and Accidental Death & Dismemberment (AD&D) Rates
- Lower Life Insurance Rates
- Optional life insurance rates will decrease 10% effective September 1, 2012
- TexFlex Health Care and Day Care Maximum Annual Contribution remains $5,000

For specific rates click on Plan Year 2013 Benefits Updates.

**UnitedHealthCare Services Inc. Replaces Blue Cross/Blue Shield this September**

Beginning September 1, 2012, UnitedHealthCare Services Inc. will serve as the third party administrators (TPA) for the self-funded HealthSelectSM of Texas health plan. United was selected after a rigorous eight-month selection process to replace BlueCross BlueShield.

United HealthCare Services Inc. TPA Transition FAQ
Provider Search Tool at www.healthselectoftexas.com
If your Primary Care Provider (PCP) is in the UnitedHealthcare network, you do not need to take action. However, if your PCP has not joined the UnitedHealthCare network, UnitedHealthcare will send you a letter with a toll-free number for designating a network PCP.

**Tobacco Users That Fail to Certify May Permanently Lose Coverage in the ERS Plan**

A new state law authorizes ERS to charge higher premiums for people that use tobacco. If you or any family members are enrolled in the ERS health insurance plan, you must certify tobacco use for yourself and those enrolled family members to avoid losing coverage in the ERS Plan.

For more information on tobacco certification, monthly premiums, and tobacco cessation, visit the ERS website and click on “Employees,” “Other Programs,” and “Tobacco Policies.”

**Evidence of Insurability Not Required for Medical Insurance during Enrollment**

During annual enrollment only, no Evidence of Insurability (EOI) will be required to add self or qualified dependents to the medical insurance. EOI will be required through Fort Dearborn Life for disability optional benefits (short and long-term disability). Minnesota Life will begin accepting EOI applications for life insurance (optional life and dependent life).

**Enrollment for Optional Benefits – Aflac & MetLife**

Open enrollment for optional benefits is July 2 through August 10, 2012.

Aflac has partnered with the University of Houston System to offer four types of insurance policies available to employees during open enrollment:

- Accident
- Cancer/Specified-Disease Insurance
- Hospital Confinement Indemnity
- Specified Health Event

Please visit their website to schedule an appointment [www.aflac.com/uhs](http://www.aflac.com/uhs) or call 832-390-2536

Metlife offers Permanent Life Insurance and Living benefits for Long Term Care through Trustmark Voluntary Benefit Solutions call 713-963-4114 to schedule an appointment.
UH Dental Office Takes UH Employees PPO Dental Plan and Offers FREE Teeth Whitening

The UH Dental Office located at the UH Health Center accepts UH employees PPO Dental Plan. So save the time and hassle of off campus appointments and make an appointment today. Something a little extra - any UH employee can also receive FREE Teeth Whitening with any routine visit. If you do not have a PPO Dental Plan, UH Dental also offers discount plans.

For more information about UH Dental Services or to make an appointment call 713-227-6453 or go to UH Dental Services.

For complete information on all 2013 benefits click on Plan Year 2013 Benefits Updates

Performance Criteria Should be Complete in All 2012 ePerformance Documents

Managers and supervisors should have completed the criteria portion of ePerformance documents for their direct reports. This ensures that employees are aware of the areas they will be evaluated on during this year. Managers and supervisors that are in the process of completing or have not started should complete this as soon as possible.

Nominations for the Fourth IMPACT UH – Executive Excellence Series Now Open

Executive Excellence is the upper level administration training program under the umbrella of Impact UH. The program is designed to address the leadership skills and knowledge of University personnel that hold a position that has reach an impact upon the University. This program will enhance the leadership capabilities of 16 selected individuals. For more information on the criteria, the modules or the nomination process go to the Executive Excellence web page.

IMPACT UH – Emerging Excellence

Due to demand HR training has been conducting a summer session of Emerging Excellence. Emerging Excellence is a leadership development program designed for employees who are new to the supervisor/manager role. Information about the fall session will be out in August.

July Training Highlights
**Professional Development:** Coaching, Discipline, and Documentation on 7/12/12; Marketing Yourself in the Workplace on 7/17/12; Interviewing and Hiring Effectively on 7/19/12; Service Excellence on 7/27/12.

**Process Training:** Travel Rules and Forms (ERP-224) on 7/10/12; OJS 101 on 7/18; ePAR Training on 7/26/12.

**Benefits Training:** Be Benefits Wise on 7/10/12, 7/18/12, 7/26/12, and 7/30/12; Retirement 101 on 7/11/12 and 7/19/12.

To access HR Training Calendar for July click on [HR Training Calendar - July](#)
To access Skillport - click on [Skillport eLearning](#)