



HR Notes

ASU DEPARTMENT OF HUMAN RESOURCES

October 2012

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ASU State Employee Charitable Campaign Update

As a reminder, the 2012 State Employee Charitable Campaign (SECC) is well underway and will continue through Nov. 1. For those of you who have already donated, I would like to extend my sincere gratitude. Your gift makes a difference in the lives of many!

Last year, 124 ASU employees (16 percent) donated a total of \$31,359! Our goal this year is to focus on increasing the overall faculty and staff giving participation to 25 percent, as well as reach our overall goal of \$32,000.

The ASU community has always been generous in many ways, and the SECC is one important way we serve and help others. Many people, causes and communities rely on our support. So, please consider giving.

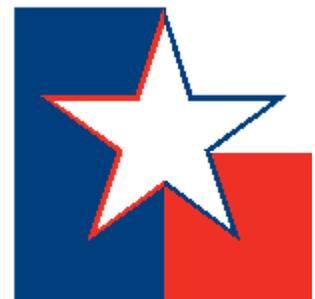
All employees are encouraged to give, no matter the size of the contribution. It would be wonderful if we could exceed our monetary goal while also increasing the participation percentage goal. If you have not yet participated,

please carefully consider giving to this campaign. You can choose a one-time donation of any amount or a monthly payroll deduction that spreads your giving over a year and increases the impact you can make to those causes you choose to support.

As we anticipate the approaching holiday season, let's think about how we can make the world a little brighter for those who are less fortunate. For those who have already contributed, please accept my heartfelt thanks. For those still considering a gift, remember *giving rocks*...at any time of year, but especially at this time of year.

Sincerely,
Lori Chandler
ASU SECC Coordinator

Together We Care



secctexas.org

October is National Breast Cancer Awareness Month

Breast cancer continues to be the No. 1 cancer killer among women in the United States. One in eight women will be diagnosed with breast cancer. An estimated 226,870 new cases for women will occur this year (2012) in the U.S., and an estimated 39,510 deaths of women in the U.S. will occur this year from breast cancer. Although breast cancer is rare in men, it does occur. An estimated 2,190 new cases will occur this year for men (National Cancer Institute, 2012).

In 2011, an estimated 230,480 new cases of invasive breast cancer were diagnosed in women, and approximately 39,520 women died from breast cancer (*Breast Cancer Facts and Figures*, 2011-12).

Breast cancer incidence and deaths tend to occur in relation to increased age. Ninety-five percent of new cases and 97 percent of breast cancer deaths occurred in women 40 years of age and older (*Breast Cancer Facts and Figures*, 2011-12).

When looking at incidence (occurrence) of breast cancer by race/ethnicity, rates are higher in non-Hispanic white women, followed by African-American women (before the age of 40); compared to other ethnic groups. However, mortality (the death rate) is higher among African-American women at any age (*Breast Cancer Facts and Figures*, 2011-12).

Breast Cancer Facts and Figures for Texas and Concho Valley

- In Texas (2004), half of 254 counties had no mammography facility
- Breast cancer incidence rate in Texas = 114.3
- Breast Cancer incidence rate in the Concho Valley = 104.2 – 111.4 (Texas Cancer Registry)
- 57 percent of female population = minority ethnic groups in the Concho Valley

(2010 Census Bureau)

- 49 percent NEVER had a mammogram (2010 Census Bureau)

Screening

Screening for breast cancer early is imperative in saving lives (nine out of 10 are curable). There are three ways to catch breast cancer early:

1. Breast Self-Examination (BSE) every month (if you do not know your normal breast, you will not notice changes)
 - a. BSE areas: clavicle (beneath shoulder), axilla (underarm), upper area of breast, underneath breast (fold area), sternum (middle of chest), areola (area around nipple) and nipple
2. Clinical Breast Examination (CBE) every year by a health care professional (less than 20 years of age = examination every three years; greater than 20 years of age = examination every year)
3. Mammogram every year (cancer picked up by screening mammogram prolongs life – 40 years of age and greater); if a first-degree relative (mother, sister or daughter) has had breast cancer, examinations and mammogram every year, starting at 10 years younger than the youngest relative (ACS, 2012; Rakhshanda Rahman, MD, Division of Surgical Oncology).

Controllable Factors

- Diet (fruits and vegetables)
- Exercise (suggested: 3 hours per week)
- Alcohol consumption
- Avoid smoking

Non-Controllable Factors

- Family/personal history (both mother's and father's side)
 - Bad genes (BRCA 1 and BRCA 2)
 - Previous cancer or pre-

cancers

- Female hormone exposure
 - Menses/periods
 - Long-term use of hormone pills
 - Thick breast tissue
- Late first-born child
- Previous X-ray treatment for cancer
- Race (whites more than blacks) - for incidence (Rakhshanda Rahman, MD, Division of Surgical Oncology)

Breast Cancer Treatment

Treating breast cancer is determined once a definitive diagnosis is made. A diagnosis of breast cancer may take the form of one or more of the following: a diagnostic mammogram, an ultrasound or a biopsy (ultrasound-guided needle biopsy or stereotactic breast biopsy).

Treatment follows the diagnosis, and this decision is made between the patient and her/his physician. The course of treatment is not taken lightly, and takes into consideration the stage of the disease, size of the cancer, patient's age and preferences, biological characteristics of the cancer, risks and treatment benefits. Surgery is a consideration, and could be combined with adjunctive therapies, like radiation therapy, chemotherapy, hormone therapy and/or targeted therapy (*Breast Cancer Facts and Figures*, 2011-12).

Access to Breast Care for West Texas (ABC4WT) Project

The ABC4WT project aim is to increase breast cancer screening rates and preventive care in underserved populations of the Concho Valley by "closing the gap" between screening, diagnosis and treatment by helping women navigate the health care system to access screening and diagnostic services.

The facts and figures, and information above, illustrates the importance of ABC4WT connecting with and reaching out to communities in the Concho
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October is National Breast Cancer Awareness Month contd.

Valley. Education and awareness about the prevention of breast cancer and promotion of breast health is the goal. A woman's best advocate against the development of breast cancer is herself. Awareness and screening are the best ways in preventing and detecting (if inevitable) breast cancer.

The ABC4WT program develops strategies to increase breast cancer screening in the Concho Valley. The program employs three community health workers who inform women about the opportunities for screening through community outreach and education. The nurse navigator assists and coordinates referrals from physicians and health care facilities for patients. She also provides cancer care education and emotional support for patients in a holistic manner, and in

partnership with other health care professionals. There is an established call center (855-ABC4WTX – 855-222-4989), and free transportation, if needed, to screening facilities. The program collaborates with San Angelo Community Medical Center, Shannon Women's Imaging and MRI Center, Lillian M. Hudspeth Memorial Hospital and Heart of Texas Healthcare System.

ABC4WT assists women with a free mammogram, if they meets the following criteria:

- Concho Valley resident
- 40 years of age or older
- No insurance coverage
- Insurance with a high co-payment or yearly deductible
- Has Medicare Part A ONLY

References:

American Cancer Society. Cancer Facts and Figures 2012. Atlanta, Ga.: American Cancer Society, 2012.

Breast Cancer Facts & Figures is a publication of the American Cancer Society, Atlanta, Ga.

National Cancer Institute. (2012). Breast cancer. Retrieved on Sept. 26, 2012, from www.cancer.gov/cancertopics/pdq/treatment/breast/healthprofessional.

Developed by Rita R. Callahan, Ph.D., M.A., BSN, Laura W. Bush Institute for Women's Health



Employee Assistance Program Monthly News

Upcoming Webinars:

Oct. 4 – The Many Faces of Loss: Healing Through Grief

Oct. 10 – Sticks and Stones: Bully-Proofing Your Child

Oct. 15 – Raising Confident Kids: Tips for Parents

To register for a webinar or other information listed here, click [here](#) to log in with user name “UTEAP” and password “UTEAP.”

Messages:

Hot weather and bouts of rain have made parts of the country a prime target for the **West Nile Virus**. For resources and information on the hardest hit areas, please click [here](#).

Tips: Getting Ready for Flu Season

It is sad to see summer end, and it is no fun to think about the cold and flu season that arrives with the fall and winter. But, it is important to be aware and prepared.

Here are some answers to common questions about the flu:

1. **What is the best protection against the flu?** For people six months or older, the Centers for Disease Control (CDC) says the best step is to get a flu shot.
2. **How long after you get a shot are you protected?** It takes about two weeks for the vaccine to take effect. So, the CDC advises getting a shot as soon as it becomes available in

your area.

3. **How do flu shot makers know what strain of the flu to use in this year's vaccine?** No one can say exactly which flu will be strongest in any season. So, vaccines are made of three strains of inactive (dead) flu viruses. The CDC identifies these strains through studies of prior seasons' flu outbreaks.
4. **Can getting a flu shot cause the flu?** No. The viruses in the vaccine are not alive. Around the time of their flu shot, people may get other viruses with “flu-like” symptoms. Many blame the flu shot, but they are likely ill from a different virus.

Teacher Retirement System of Texas

The Teacher Retirement System (TRS) of Texas state contribution rate from Sept. 1, 2012, to Aug. 31, 2013, increased to 6.4 percent from last year's rate of 6 percent. TRS annual statements will be mailed in October. For additional information on this year's statement and answers to frequently asked questions, please visit the [TRS website](#) or call TRS toll-free at 800-223-8778.

UnitedHealthcare Vision

HealthSelect of Texas participants are covered for one routine eye exam for a \$40 copay per calendar year. A referral for the routine eye exam is not necessary, but you need a referral to see an eye care doctor for other issues, such as an eye infection. HealthSelect participants also have access to a vision care discount program through UnitedHealthcare for eyewear, such as glasses.

Discount examples include:

Frames

Up to a 30 percent discount off retail price

Eyeglass Lenses

Single-vision lenses – \$45

Bifocal lenses – \$65

Trifocal lenses – \$95

Contact Lenses

Most contact lenses – 10-20 percent discount

Laser Vision Correction – 15 percent discount through Laser Vision Network of America

For more information, visit

[www.healthselectoftexas.com](#), log in to your [myuhc.com/hs](#) account, and click on the “Physicians and Facilities” and “Routine Vision Care” links. Use your member ID (located on your medical ID card) to log in to the discount website.

The Standard Vision Program can be accessed at [www.uhcvision.com](#). After logging in, you will need to click the “Find a Provider” link and use your member ID (located on your medical ID card) to access the discount website and locate a provider in your area that participates in the Standard Vision Program. If you have questions, you can contact the Customer Service Center toll-free at 800-638-3120.

If you have a **medical issue** with your eye, such as an infection or an injury, go to

[www.myuhc.com](#) and click on “Find a Physician or Facility.”

You and your dependants can now receive discounts on LASIK surgery through the Laser Vision Network of America. Call toll-free to 888-563-4497 or visit [http://www.uhclasik.com/](#) for more information and to locate a LASIK provider near you.

Benefit Changes Reflected in Paychecks

Plan Year 2013 premium changes and any changes you made to your TexFlex contribution during Annual Enrollment will be reflected in the paycheck you received on Sept. 25 (if you are paid semi-monthly) or Oct. 1 (if you are paid monthly). If you made changes during Open Enrollment this summer, please make sure that your changes are reflected correctly.

Flu Shot Cost Depends on Provider

The health plans in the Texas Employees Group Benefits Program cover preventive flu shots differently, depending on where you get the shot. The shot is free if you go to your primary care physician, as long as the provider bills only for an office visit. However, the shot is **not** free if you go to a pharmacy because the shot is covered under the medical benefit and not the prescription benefit. If flu shots are offered at the worksite, you will pay the cost set by the flu shot provider. Health plans may contract with flu shot providers for this service. The shot may be free, depending on the agreement between the health plan and provider.

If You Have Two Health Plans, Show Both ID Cards

If you have coverage under more than one health plan, including TRICARE, do not forget to show the ID cards from both plans when you get medical care.

Questions about HealthSelect?

Call Customer Care at UnitedHealthcare toll-free at 866-336-9371 (TTY 711), 8 a.m.- 7 p.m. CT Monday through Friday and 7 a.m.-3 p.m. CT on Saturday, or visit [www.healthselectoftexas.com](#).

Questions about Scott & White?

Call Customer Care toll-free 24 hours a day at 800-321-7947, or visit the [Scott & White website](#).

Upcoming Events:

ASUFit Health Fair – Oct. 8, 11 a.m.-5 p.m., Houston Harte University Center. The Office of Human Resources will have a table to answer any questions you may have about our Employee Assistance Program (EAP) and other employee benefits.

24th Annual State Employee Picnic – Hosted by State Senator Robert Duncan and State Representative Drew Darby. Oct. 9, 5:30-8 p.m., San Angelo State Park Chaparral Shelter. Brisket Dinner and Door Prizes!

Newest Employee Discounts:



Outback Steakhouse – Buy One Lunch Entrée, Get One Free. \$5 Off Purchase of Two Dinner Entrees. Expires Nov. 13. Coupon available in the HR Office. One per employee please.

Johnny Carino's – \$10 off a \$30 Purchase OR \$3 off a Lunch Entree. Expires Nov. 11. Coupon available in the HR Office. One per employee please.

Check out the [What's New page of the HR Website](#) for more Employee Discounts, including theme park, retail and cell phone discounts!

New to ASU

Employee Birthdays - October

Please join the Office of Human Resources staff in welcoming the following new employees:

Ashley Arispe – Admissions

Scott Bethel – Security Studies and Criminal Justice

Thomas Delgado – University Police

Norma Flores – San Jacinto Clinic

Steven King – Chemistry and Biochemistry

Brandy Quigley – Student Services

Mary Stoke – Center for International Studies

Lauri Trice – Teacher Education

Michelle Wade – Nursing and Rehabilitation Sciences



Allen, Charles
Artnak, Kathryn
Bartl, Anthony
Beach, Elaine
Bishop, Cynthia
Blair, Maggie
Block, Dennis
Borom, Benjamin
Brewer, Candice
Brion, Deborah
Castro, Peggy
Cheek, Donald
Dawkins, Ross
Dunham, Hardin
Faz, Martha
Frausto, Alex
Gee, Donna
Gritter, Matthew
Guthrie, Danica
Havins, Clint
Havlak, Karl
Hicks, Martha
Hines, Lori
Holman, Mary
Hoover, Autumn
Hopkins, Alexandra
Jackson, Brian
Johnson, Cathy
Johnson, Harvey
Johnson, Sean
Jordan, Jason
Lee, Jungeun
Lewis, Carolyn
Lott, Regina
Mattson, John

McGlamery, Mary
Miller, Sherry
Moelling, Dee
Moore, June
Multer, Mark
Negovetich, Nicholas
Parker, Adam
Pena, Jose
Pier, Charles
Plum, Katie
Porter, Brian
Rallo, Joseph
Ramsey, Bernard
Runia, Robin
Russo, Ingrid
Ruthenbeck, Julie
Sanchez, Stephanie
Sarbach, Rob
Schonberg, Jeffrey
Simpson, Warren
Smith, Elaine
Snowden, Steven
Sonntag, Mark
Soto, Irma
Speciale, Tammy
Spinks, Colegate
Steele, Christopher
Strenth, Ned
Thorpe, Betty
Wade, Princess
Ward, Antonella
Wilson, Maria
Wood, Jaclyn
Word, Meagan
Yarbrough, Jennifer

