



HR Notes

ASU DEPARTMENT OF HUMAN RESOURCES

November 2011

In this Issue

ERS News	2
Lung Cancer Awareness Month	3
Great American Smokeout	3
Retirement Seminar	4
Employee Discounts.....	4
New to ASU	5
ASU Employee Birthdays - November	5

Non-Exempt Web Time Entry

The Office of Human Resources, Payroll Office and IT are continuing to work on the Non-Exempt Web Time Entry project. We have been working with a pilot group of employees to enter “practice” timesheets into our Test system. Training is also underway. The next few scheduled sessions are on Nov. 8 at 8:30 a.m. and Nov. 10 at 8:30 a.m., both in Rassman 117. More sessions will be scheduled in a “come and go” setting after Dec. 16, when the project is scheduled to go-live, so that employees will be able to have one-on-one assistance in completing their new online timesheets.

If you are a non-exempt employee or a supervisor of non-exempt employees, please attend one of the training sessions to learn how to enter, submit, view and approve timesheets electronically. The same information will be covered at each session, so you only need to attend once. No RSVP is needed to attend.

More information regarding this project, including upcoming meetings, time frames and frequently asked questions, can be

found online at www.angelo.edu/dept/human_resources/non_exempt_web_time_entry.html.

For any other questions regarding this project, please contact the Office of Human Resources at 325-942-2168 or hr@angelo.edu.



Tobacco users: Higher premiums in January

Tobacco user certification starts Nov. 7.

Under state law, tobacco users will pay higher premiums for their health insurance coverage starting Jan. 1, 2012. If you or a covered family member uses tobacco, you will pay \$30, \$60 or \$90 more each month in additional health insurance premiums, depending on how many tobacco users you cover.

Member only - \$30

Spouse only - \$30

Child (if member or spouse do not use tobacco) - \$30

Member + spouse - \$60

Member + child* - \$60

Spouse + child* - \$60

Member + spouse + child*
(family) - \$90

*The charge for a child is the same regardless of how many children in the household use tobacco.

From **Nov. 7 to Dec. 9**, employees and retirees should go to their accounts at www.ers.state.tx.us or call 877-275-4377 toll free to certify if they or their covered dependents use tobacco. You may also contact the Office of Human

Resources at 325-942-2168.

[Click here for answers to common questions about the program.](#)

Download a [Tobacco Cessation Q&A flyer](#) (pdf).

The ERS website includes more information, such as the definition of a tobacco user and a list of products that are considered tobacco. Employees and retirees can get help to quit using tobacco so they do not have to pay more for health insurance. Certain prescription tobacco cessation drugs – Zyban, its generic Bupropion, and Chantix – are now covered for the cost of a copay (once the \$50 annual prescription deductible is met).

Free services to help you quit smoking

HealthSelect and the HMOs that participate in the State of Texas health plan offer smoking cessation programs:

- HealthSelect offers a [Tobacco Cessation Program](#) and a [Motivational Toolkit](#) to help you.
- Scott & White Health Plan offers a [tobacco cessation program and other wellness programs](#).
- Community First Health Plan offers several [wellness programs](#).

Other ERS News:

TexFlex Deadlines Reminder

- **Nov. 15** – Last day to spend TexFlex dollars for Plan Year 2011
- **Dec. 31** – Last day to submit claims for Plan Year 2011

Lung Cancer Awareness Month

Lung Cancer Facts

Lung cancer is the leading cause of cancer death in the United States among every ethnic group, responsible for one in every three cancer deaths.

Lung cancer will kill:

- More people than the next four deadly cancers combined
- Over three times as many men as prostate cancer
- Nearly twice as many women as breast cancer
- An average of 437 people a day

Over 60 percent of new cases are non-smokers or former smokers, many of whom quit decades ago.

One in five women and one in 12 men diagnosed with lung cancer have never smoked.

In 1971, President Richard Nixon officially declared the “War on Cancer.” In the past four decades, many cancers have seen their five-year survival rates increase as a direct result of research, treatments, screening and diagnosis tools. In 1971, lung cancer had a five-year survival rate of only 13.2 percent. Forty years later, that five-year survival rate sits at just 15 percent.

To read more on risk factors, early detection and treatment options, visit the [Lung Cancer Alliance website](#).

Great American Smokeout

The American Cancer Society is marking the 36th [Great American Smokeout](#) on Nov. 17 by encouraging smokers to use the date to make a plan to quit, or to plan in advance and quit smoking that day. By doing so, smokers will be taking an important step towards a healthier life – one that can lead to reducing cancer risk.

Tobacco use remains the single largest preventable cause of disease and premature death in the US, yet more than 46 million Americans still smoke. However, more than half of these smokers have attempted to quit for at least one day in the past year.

Quitting is hard, but you can increase your chances of success with help. The American Cancer Society can tell you about the steps you can take to quit smoking, and provide the resources and support that can increase your chances of quitting successfully. To learn about the available tools, call the American Cancer Society at 800-227-2345. You can also find free tips and tools below.

[Click here](#) to access resources for quitting smoking, and more.



RETIREMENT INCOME STRATEGIES

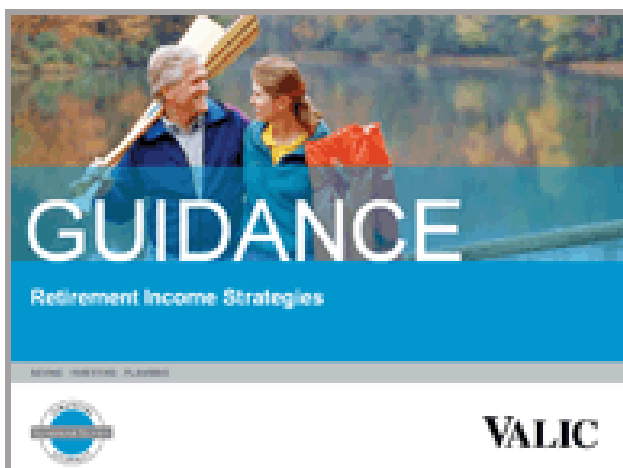
Have you considered how you will manage all the risks associated with retirement? What if you could not pay for food, housing or fuel? What if you could not pay for medical expenses? If you are wondering about these or other issues, join us for this educational seminar to learn about:

- **The New Retirement Realities:** The new realities in retirement make it difficult for people to plan for and identify ways to protect their retirement income. To ensure a comfortable retirement, many people will need financial solutions that can help them grow their assets and protect their lifestyle.
- **The Five Risks of Retirement:** Another reality of retirement is the distinct set of risks

(longevity, healthcare, investment, inflation, withdrawal). Most of these risks are unavoidable, and you may have little control over them. However, you can soften their impact by planning now how you will manage them in the future.

- **Essential Income Planning:** It is important to know and understand your sources of income in retirement. It is equally important to figure out how your essential living expenses will be covered.

Join Renee Gibbs from VALIC on Thursday, Nov. 10, from noon to 1 p.m. in the University Center's Nasworthy Suite for a presentation on Retirement Income Strategies. Lunch will be provided and seating is limited, so please call 830-285-3392 to RSVP, or [click here](#) to register online with Registration Code 0146SAN11AA



Upcoming Concert:

Willie Nelson with Aaron Watson

Thursday, Nov. 17, 7:30 p.m.

ASU Junell Center/Stephens Arena

Tickets are on sale now!

\$36 ASU students, faculty, staff
(Available at ASU Ticket Office ONLY)

FMI, call the ASU Ticket Office at 325-942-BLUE.

Other ongoing ASU Employee Discounts:

Six Flags Over Texas discount tickets – [click here to purchase your tickets online](#).

Sea World San Antonio discount tickets – discount coupons are available in the HR Office.

Various other discounts on travel, electronic equipment, health and wellness, and many more products are available through the **ERS Discount Purchase Program "BenePlace"** – [click here to access the BenePlace website for ERS members](#).

For more information, please contact **Lori Chandler**, human resources specialist, at lori.chandler@angelo.edu or 325-942-2168.

New to ASU

ASU Employee Birthdays - November

Felicia Armstrong – Nursing

Sue Brundrett – Nursing

Kristi Fierro – Extended Studies

Austin Hobbs – Institutional
Research and Accountability

Janice Hock – Library

Brandon Ireton – Athletic
Communications

Edward Olson – International
Studies

Valeria Perchina-Ward – WED
Center

Sarah Schmidt – Library

Jordan Swiderski – Materials
Management



Ader, Jerre

Alexander, Margaret

Amaro, Aaron

Azam, John

Badgett, Tom

Baker, Russ

Barrientos, Mario

Bolding, Skip

Brackin, Becky

Brasfield, Kathleen

Burkhalter, Cynthia

Carrillo, Aaron

Cogdell, David

Conner, Jeremy

Conner, Kevin

Dibbern, Thomas

DuMond, Rebecca

Emmons, Stephen

Forbes, James

Frogge, Benjamin

Harlow, Jo Nell

Harmon, Ardie

Huckaby, David

Hung, You-jou

Kalina, Paul

Kara, Sahit

King, Melissa

Klie, Nora

Lickteig, Stuart

Lopez, Shayna

Maxwell, Janet

McDaniel, Nicole

Miazga, John

Munoz, Erika

Nurre, Thomas

Osborne, Edith

Perez, Michael

Perry, Russ

Rabourn, Joanna

Roden, Timothy

Ross, Linda

Samsel, Kelsey

Sanders, Meredith

Schmidt, Sarah

Scott, Ronnie

Sefcik, Joe'L

Shankle, George

Simmons, Daniel

Stephens, Jessica

Summerlin, James

Tidwell, James

Tomlin, Sharynn

Torres, Kaylah

Trotter, Gayla

Woodul, Candy

Word, Sallie

Wright, Angie

Wroblewski, Deborah

Zarnowski, Roger