

HR&D UPDATE

Human Resources & Diversity



BENEFITS FAIR OCTOBER 8

Please plan to attend the annual Employee Benefits Fair on Thursday, **Oct 8 from 10am to 2pm** in the Hamilton Center (UC). Various plan providers will be in attendance. Dreyfus (TSA Vendor) will schedule one-on-one counseling sessions following the fair. To schedule an appointment, contact Dreyfus at retirement@dreyfus.com.

October 2009

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Please watch your emails for important information on all the upcoming open enrollments and It's Your Choice materials.

DUAL CHOICE FOR HEALTH INSURANCE

The annual It's Your Choice period will be from October 5-Oct 23, 2009. This is an opportunity for employees with health insurance coverage to change health plans effective on January 1, 2010. During this time, employees can change health plans or switch from single to family coverage. Generally if you are satisfied with your current health plan, you do not have to do anything during this enrollment period. Employees should review the It's Your Choice booklet to review any changes that might affect their health plan. As in past years, the enrollment materials will be sent out via email to each eligible employee. Please watch your emails for these messages.

OPEN ENROLLMENTS FOR OPTIONAL INSURANCE

There are several open enrollments occurring from Oct 5 through Nov 13, 2009. The following plans are offering open enrollments: Anthem DentalBlue, VSP (new vision provider) and UW Employees Life Insurance. Effective date of coverage for these enrollments will be January 1, 2010.

Representatives from these plans will be at the Benefits Fair.

The annual **Employee Reimbursement Account (ERA)** enrollment occurs Oct 5-Nov 13, 2009. The ERA allows pre-tax deductions for out-of-pocket medical expenses as well as dependent care expenses. **New** for 2010 will be the use of an Electronic Payment Card. Subscribers can use this card when making payments for out-of-pocket medical expenses and that amount will be deducted from the available balance. There will not be the need to pay up front and file for reimbursement. The Payment Card can only be used for medical expenses. If employees choose not to use this card, then a paper reimbursement form would need to be filed. A representative will be at the Benefits Fair to answer your questions about this program.



TSA (Retirement) PRESENTATIONS

TIAA Cref will be on campus on Oct 20 and Oct 27 to meet with employees to discuss financial goals in planning for retirement. To make an appointment, please visit their website at <http://www.tiaa-cref.org/moc> or call Deb Gothard at 1/800-842-2005, extension 255674.

FMLA (Family Medical Leave Act) APPLIES TO ALL EMPLOYEES

State and federal laws govern time off due to serious health conditions of an eligible employee or a member of their immediate family. When an employee is absent from work for 3 or more consecutive days for a serious health condition (their own or a family member's), the absence may be covered under FMLA. If the absence is planned (medical treatment, birth, etc.), the employee should request information from HR&D in advance. If it is unplanned (injury, illness), they should let HR&D know as soon as possible so necessary paperwork is completed. Please contact your Payroll/Benefits Specialist or go to <http://www.uww.edu/adminaffairs/hr/fmla/index.html> for more information on FMLA.

HR&D Director Corner—Organizational Momentum



Although it was a beautiful Sunday evening in September, I was stuck in my room studying for a science test – something about momentum. The force of momentum equals mass times velocity. As I wrestled with this concept, somewhere in the background there is shouting. Suddenly the door bursts open and my father yells, “What’s the matter, you got tin ears? Hooligan’s on the phone!” Hooligan, really named Holleman, was a co-worker who was a couple of years my senior. He was a great guy who watched out for me like a big brother, always including me in those events where the little brother is generally bypassed. “Hey,” Hooligan said, “we’re cruising up to Chicago. We’ll pick you up in twenty minutes.” “I can’t,” I replied, “I have a science test to study for.” “Teddy Baker is driving,” Hooligan emphasized. “I’ll be ready,” I said. Teddy Baker was the living legend of Crete-Monee High School. He was our face man – the guy that always looked cool, talked cool, and acted cool. To add to the image, he drove a souped up, bright yellow ’55 Ford Victoria. The ‘Banana’ was greased lightning, the fastest thing on the streets of the South Suburbs. Right on time, Teddy pulled into our drive. As Hooligan leaned forward, I snuck past his seat into the back and joined Bruce Baker, Teddy’s younger brother. Teddy ran up the gears, and we were on our way to the Windy City. Things just seem to fall in place when you ride with Teddy Baker; on our first pass down the streets of an Italian neighborhood we pass four young ladies strolling the sidewalk. Teddy honks, Hooligan waves, and they scowl. We spin the block for a second pass. This time Teddy guns the engine, and they giggle – the hook is set. On the third pass, Teddy pulls over and the girls flock to the Banana for introductory conversation. All goes exceptionally well for the first few minutes, until a hot rod Olds slides in front of Teddy at a 45 degree angle. Five guys pour out; the biggest one has a ball peen hammer that he continuously snaps into the palm of his hand. He walks up to Teddy’s window and inquires, “Just whadda ya’s think you’re doin?” Teddy replies the obvious, “We’re talking to these girls.” “But these are our girls,” the gorilla replies. “No,” Teddy retorted, “they’re too smart and pretty to be with you.” The stare down seemed to take an eternity. Very slowly and deliberately, Teddy’s hand crept up the steering column. The gorilla broke first “Why you ...” he shouted, as he raised the ball peen for a lasting impression on the Banana’s hood. Teddy hit reverse, gunned the engine, and dumped the clutch. The Banana exploded backwards. The gorilla followed thru with a jack hammer blow, but the Banana was gone – causing the hammer to strike the big dolt squarely on the knee cap. And there we were, going 35 miles an hour in reverse down a Chicago boulevard while the gorilla hobbled in pain and his protégés stood with their mouths agape – all the while the girls giggling in delight. As we approach the intersection, Teddy slams his heel into the brake, pumps down the clutch, and toes the accelerator to keep up the RPM’s. He snaps the wheel and throws the Banana into a perfect broad slide. As the nose of the Banana is exactly aligned to the cross street, Teddy pops the clutch and the Banana catapults forward. I’m thinking Holy Moses, Teddy Baker can do anything! But just then, the theory of momentum is fully explained to me. The bracket that holds Teddy’s seat back upright breaks in two; and Teddy rolls into my lap, with his feet on the head liner. The Banana rides up over the curb and careens off a jumbo Chicago mailbox, which claims the right side-view mirror as a trophy. In a team effort, Bruce and I prop up Teddy in time for him to steer back into the street, hit second gear, and limp back home to lick our wounds. Even Teddy Baker, the Living Legend, can’t escape the laws of science.

Over my career, I’ve come to think of organizations as having momentum. Organizations do have mass, direction, and velocity. As people are absorbed into an organization, the momentum of its culture sweeps them along. The momentum of our culture determines how we will act, what choices we will make, and what is appropriate in the workplace. Like a speeding car, the direction we have taken cannot change on a dime, but it can be fine tuned and directed with continuous improvements over time. The first step of this process is to assess what our culture really believes and where its momentum is taking us. Shortly, we will all have the opportunity to take a Campus Climate Survey – an analysis of what we think about our campus and its culture. Maybe we’re pleased with our direction and velocity, maybe we’re not; or more likely, maybe we’d like some minor tweaks and changes. Please take this opportunity to complete the Campus Climate Survey. Say what you like and what you don’t. Tell us how to improve. Don’t wait to be snapped back in your seat, pulled from the steering wheel. Give your input and make a difference.

Welcome To UW-Whitewater



Michael Allen, iCIT
 Tammy Bartholomew, Cur. & Instr.
 Brandon Blakely, Res. Life
 Eric Brown, Biological Sciences
 John Bushman, OESH
 Christopher Calvert-Minor, Phil.
 Kathryn Casey, Special Ed
 Susan Chandler, Music
 Pavan Chennamaneni, Marketing
 Shu-Chuan Chu, Communication
 Andrew Ciganek, ITBE
 Lana Collet-Klingenberg, Spec. Ed.
 Corey Davis, Communication
 Dennis Dregne, FP&M
 Nicole Dudei, Geography/Geology
 Denise Ehren, Acad. Sup. Serv.
 Alicia Engel, Univ. Advancement
 John Eyster, Political Science
 Jennifer Flad, Soc., Anthropol. & Crim.
 Kristina Fowler, Bus. Outreach Serv.
 Deborah Fratz, Lang. & Lit.
 William Freeman, OESH
 Melissa Freiberg, Col. Of Ed.
 Robert Greene, Soc., Anthropol.
 Thomas Gustafson, HPERC
 Jessica Hagaman, Special Ed
 David Hahn, Inter. Athletics
 Massomeh Hajilee, Economics
 Angela Harris, Math & Comp. Sci.
 Jeffrey Heilizer, Ed. Foundations
 Charles Huhn, Rec. Sports & Fac.
 Jennifer Illuzzi, History
 Michael Illuzzi, Political Science
 Michael Johnson, HPERC/Inter. Ath.
 Susan Johnson, Ed. Foundations
 Mark Jonas, Ed. Foundations
 Dennis Kopf, Marketing
 Lynn Lindahl, Special Ed.
 Heather Long, Residence Life
 Dawn Marsh, Financial Services
 Jalal Nawash, Physica
 Virginia Pease, Cur. & Instr.
 Scott Peters, Ed. Foundations
 Kyle Richmond, iCIT
 Steven Rindt, Music
 Thomas Rios, Student Affairs
 Christopher Risch, Res. Life
 Linda Robinson, Communication
 Kristen Roche, Economics
 Marijuana Sawyer, AAEC
 Erica Schepp, Cur. & Instr.
 Melanie Schneider, Cur. & Instr.
 Spencer Stuart, Communication
 Ran Tao, Economics
 Leah Thyne, Inter. Athletics
 Debra Towns, ITBE
 Andrew Turner, Geog./Geol.
 Christopher Veldkamp, Chem.
 Robyn Welk, Social Work
 Roderick Wilson, History
 Trina Young, Lang. & Lit.
 Jeffrey Zalar, History
 Shen Zhang, Psychology



In honor of National
 Coming Out Day,
 Oct. 11, IMPACT will
 be holding ALLY
 NIGHT October 7th at 7:00
 p.m. in the Pride Resource/
 Warhawk Involvement Cen-
 ter. See [http://orgs.uww.edu/
 impact/calendar.html](http://orgs.uww.edu/impact/calendar.html) for
 more event info.

