

#HELLOPFW

Purdue Fort Wayne's HR-OIE Newsletter



From the desk of
Cynthia Springer, M. M.
Associate Vice Chancellor for HR-OIE

COMING UP!
Join Us 4/13/22, 1:00pm
#HelloPFW Town Hall

The HR-OIE Leadership Team invites all faculty and staff to the **#HelloPFW Town Hall**.

This quarter, the **Agenda** will showcase why the best place to work is PFW, including an overview of what we hear from faculty and staff related to **Start With us, and Stay With Us**. Come discuss this important agenda:

- Ken Christmon and Andia Walker will summarize Exit Survey themes.
- Dimples Smith will discuss employee engagement at all levels.

The Town Hall will be facilitated by Ken Christmon, University Ombudsperson.

WHEN: April 13, 2022
TIME: 1:00 pm
LINK: <https://purdue-edu.zoom.us/j/93827657758>

If you have advanced questions **related to the Agenda of the town hall**, you may submit a question prior to or after attending the town hall via this [Town Hall Topic](#) inquiry form. **Agenda related questions will be responded to during the town hall, time permitting.**

See our archived #HelloPFW Town Hall Sessions:

[September 8, 2021 – #HelloPFW Town Hall](#)
[January 12, 2022 - #HelloPFW Town Hall](#)

"I commit to empower our talent to explore uninhibited excellence in their work, for their well-self, and for one another."

- Cynthia Springer, M.M.

Payroll

Free Tax Return Preparation



If your income is less than \$58,000, you are eligible for free tax return preparation from VITA (Volunteer Income Tax) volunteers. Assistance is available through April 13, 2022. There are drop-off sites available in Allen, DeKalb, Noble and Steuben Counties. You can find information on the program, including a list of items to bring and a list of sites, [here](#); or you can contact the United Way of Allen County at 2-1-1 or 1-866-211-9966.

OUR VALUES

- P** People-centered Exceptional Foundation
- E** Excellence Standard
- O** Operational Business Partners
- P** Purposeful, Flexible Services
- L** Leading with Respect
- E** Effective Learning & Development Culture

Benefits

NEW Healthy Boiler Portal and 2022 Incentives



In January, benefits-eligible employees received an email invitation from noreply@wellright.com to register for Purdue's new Healthy Boiler Portal through Wellright. All benefits-eligible employees (including those who have opted out of Purdue's insurance) and spouses covered on a Purdue plan are eligible and encouraged to participate.

Employees will need to register first in order to allow spouses to access the site and spouses will need to register separately in order to complete activities and receive incentives.

The new [Healthy Boiler Portal](#) offers new, enhanced features such as:

- A mobile app.
- Fun, customizable wellness challenges so that you can pick a wellness journey that is meaningful to you.
- Comprehensive Health Risk Assessment, which you can complete and earn additional incentive monies.
- Educational videos and habit-based challenges that help drive positive behavior change.

Please keep in mind, that your confidential health information that you put into the portal is not shared with Purdue (or PFW). The portal is administered by a third-party company, One-to-One Health, and information given to Purdue is only to verify that tasks have been completed and HSA/HRA contribution incentives are to be paid.

2022 Incentives Include:

- **To be completed FIRST w/ provider form uploaded to the portal:** Annual Physical (\$150, \$300 depending on coverage level).
- Annual Biometrics (\$100, \$200)
- Health Risk Assessment (\$100, \$200)
- Dental or Vision Exam (\$25, \$50)
- Well-being Screenings (\$75, \$150)

Stay up to date on all things Healthy Boiler, visit the [Healthy Boiler Portal](#), follow the [Healthy Boiler Purdue Blog](#) and follow Healthy Boiler on social media:

- [Facebook](#)
- [Instagram](#)
- [LinkedIn](#)
- [Twitter](#)

Questions? Please contact Amy Jagger at jaggera@pfw.edu.

Employee Relations

Self-Care as a Part of Work-Life Balance

One area many of us probably need to work on is self-care. We all have busy lives – juggling work, commitments, family, activities or hobbies, homes, etc. It is easy in the busyness of life to forget the importance of taking some time to care for ourselves. If we do remember, it is likely to fall to the bottom of our to-do lists. Something to keep in mind though is that moments of self-care can help improve our work-life balance, in addition to being great for our health and well-being. When you practice self-care, you are better able to handle stress, your focus will be better, productivity will increase, and you will have a more positive attitude – all things that make our day-to-day lives easier!

Here are some ideas to help you create a self-care routine that works for you:

1. Exercise
2. Eat healthy foods
3. Get good-quality sleep
4. Journaling
5. Meditation
6. Revisit favorite hobbies or activities
7. Read a book
8. Cook, draw, or make a craft
9. Cuddle your pet
10. Get a manicure, pedicure or massage
11. Enjoy the sunshine
12. Talk with a loved one or friend
13. Set healthy boundaries and/or say no more often
14. Listen to your favorite music
15. Declutter your home or space
16. Watch a movie
17. Treat yourself at a favorite store
18. Sit in nature or plant a garden
19. Bake your favorite treat
20. Have a good laugh

Start small and choose one or two things to incorporate into your week. Once you do this, you will find it is easier and easier to pause and enjoy these self-care moments, and you will reap the benefits at home and at work!

PURDUE UNIVERSITY
FORT WAYNE

**Human Resources
and Office of
Institutional Equity**

Learning & Development

Supervisor Development Program Launches Soon



Learning and Development will re-launch the Supervise for Success development program this May. The program focuses on enhancing and developing key leadership skills and consists of seven in-person learning sessions.

The development program is designed to equip supervisors with tools, techniques, and information essential to successful leadership. Upon completion of the program, participants receive a certificate acknowledging their accomplishment. Full program details can be found on the [Learning & Development website](#).

Employees can sign-up for the coming training by clicking on this [REGISTRATION LINK](#) or by scanning the QR code below.



Questions? Please contact Dimples Smith at, smid@pfw.edu.

HR-OIE Team Spotlight

PARKER TYSINGER

Student HR Assistant
tysipe01@pfw.edu
 260-481-6840



Parker joined the HR-OIE team in November 2021 as an HR Assistant. She is currently in her sophomore year at Purdue University Fort Wayne and plans to graduate in May 2024. She is studying History with a concentration in Medieval Studies and Art History. Parker has been listed on the Dean’s and Semester Honors List each semester enrolled. After she graduates she hopes to find a job in museum archival work.

Outside of studies and work, Parker enjoys hiking, camping, and spending time with her friends.

Office of Institutional Equity

Title IX 50th Anniversary – Great Strides Ahead



In recent years, Title IX has become known for its use in creating awareness and response to sexual harassment and sexual assault, but over the past 50 years, Title IX has helped women and girls in educational settings in so many other ways.

Title IX applies to U.S. institutions that receive federal financial assistance from the U.S. Department of Education in all 50 states, the District of Columbia, and territories and possessions of the U.S. Title IX applies to colleges and universities, as well as K-12 and other state and local educational agencies. These include 7,000 postsecondary institutions and 16,500 local school districts!

The great strides in Title IX progress for women and girls can be seen in the rate of educational attainment of individuals aged 25-29 and in participation in high school and college athletics.

From 2010 through 2020, educational attainment rates at all levels have increased for both males and females; however, the attainment rates for women were generally higher than for men in achievement of associate’s degrees, bachelor’s degrees, master’s degrees and higher.

Currently, high school girls’ athletic participation is greater than ten times what it was in 1972 when Title IX was passed. Despite this progress, girls’ athletic participation has still not reached the level of boys’ athletic participation in 1972, showing that the work of Title IX is not finished. Similarly, participation in NCAA championship sports at Divisions I, II, and III have increased for women, but a participation gap continues to exist.

When this year’s class of PFW graduates walk across the stage, notice the number of women who have achieved academic success through their own hard work and with a nod to Title IX.

<https://nces.ed.gov/fastfacts/display.asp?id=93>

HB Wellbeing

April Healthy Boiler Wellbeing Events

Theme: Gardening

Healthy Boiler Pillar: Social Wellness



Employee Yoga

Wednesdays, April 13 and 27 (no class April 6 or 20)

12 - 1 p.m.

Fitness Studio, Gates Athletics Center and
Virtually via Zoom



Yoga incorporates movement with deep breathing techniques to de-stress, maintain or develop good balance and flexibility for life. Learn poses and techniques to practice yoga anytime, anywhere. Participants work at their own level guided by health coach Lindsay Bloom. Class meets in-person and virtually every Wednesday. All levels welcome. Open to all faculty and staff.

In-person class: Space is limited. Meet at the Fitness Studio in the Gates Sports Center.

Virtual class:

[Join the ZOOM presentation:](#)

Meeting ID: 971 2106 0966

Passcode: Relax

Healthy Boiler Workshop: Social Wellness

Tuesday, January 18, 2022

noon – 1 p.m.

Virtual via Zoom

Positive social habits can help you build support systems and stay healthier mentally and physically. Learn how to interact with others, express yourself, conduct everyday health habits, and be a part of different communities from those around you.

To register: Benefits-eligible employees and their covered spouses should log in to the [Healthy Boiler Portal](#).

Registration link can be found under the “Healthy Boiler Workshops” section on the portal’s home page. Hover over the workshop’s square and hit “Submit” to register.

If you haven’t registered for the Healthy Boiler Program, [learn more about how this program can work for you](#) and [register](#). All other employees: Please [email Lindsay](#)

Healthy Boiler Workshop: Reduce and Reuse

Thursday, April 28

12 - 1 p.m.

Virtual via Zoom

Recycling is known to keep waste out of landfills, prevent greenhouse gas emissions, reduce water pollution & save energy. Amid the current pandemic and the sharp increase in disposable items (masks, PPE, gloves, paper plates, plastic silverware, etc.), there is no better time to take a step back, analyze our current lifestyle and find ways to reduce and reuse. Presented by Megan Shidler and Whitney Soto, Purdue Center for Healthy Living Health Coaches.

To register: Benefits-eligible employees and their covered spouses should log in to the [Healthy Boiler Portal](#). Registration link can be found under the “Healthy Boiler Workshops” section on the portal’s home page. Hover over the workshop’s square and hit “Submit” to register.

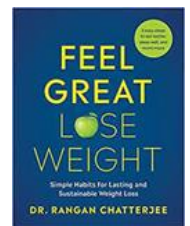
If you haven’t registered for the Healthy Boiler Program, [learn more about how this program can work for you](#) and [register](#). All other employees: Please [email Lindsay](#)

Healthy Boiler Book Club

Thursday, April 28

3:30-4:30 p.m.

Virtual



The [Healthy Boiler virtual book club](#)

will continue to discuss the book,

[Feel Great Lose Weight](#) by Dr. Rangan Chatterjee, who offers a creative approach to maintaining weight loss by learning what triggers eating habits and how to apply what we learn into long-term, simple habits that improve overall health and well-being. View the [reading schedule](#).

Led by health coach Lindsay Bloom, the club will discuss the book, share tips, and explore ways to integrate health and wellness ideas into our daily lives. All faculty and staff are welcome. You may join the club no matter where you are in the book. The meeting link will be sent prior to the event.

For questions, book suggestions, or to join us, email Bloom at imbloom@pfw.edu.

#HelloPFW Contact Us

Human Resources and Office of Institutional Equity
Doermer School of Business Building, Suite 300

Main Phone: 260-481-6840

Email: hr@pfw.edu

Payroll Services Email: payroll@pfw.edu

Looking for more information about a specific topic?

See our [Contacts by Topic Guide](#).

Benefits

3 Healthcare Network Choices

All three Anthem medical plans use the same three-tier network. When choosing a provider, it's important to consider which tier the provider is in. The provider you choose is up to you, but you'll have more control over how much you will pay when you choose a provider in one of the first two network tiers. You'll always receive the highest level of coverage, and less out of your pocket, when you choose Tier 1 HealthSync.

- **Tier 1** (HealthSync) – Most affordable option for care with negotiated rates from HealthSync network providers. HealthSync providers in Fort Wayne are generally associated with **LUTHERAN HEALTH** (our **campus clinic** is a Tier 1 provider).
- **Tier 2** (In-network, NOT HealthSync) – Your next best option for care, these rates are still negotiated between the provider and Anthem, though costs are higher than providers who choose to join the HealthSync network. An example of this tier of providers in Fort Wayne are **PARKVIEW HEALTH** and **IU HEALTH**.
- **Tier 3** (out of network) – Most expensive option for care. The rates listed for these providers are non-negotiated and there are no set limits for billing, meaning higher costs for patients. Additionally, there is no guarantee on quality standards with these providers.

How claims work within each tier:

- **Claim #1** – You go to **LUTHERAN** and see a Tier 1 HealthSync Provider. You receive the highest level of benefits and pay less out of pocket for your office visit.
- **Claim #2** – You go to **PARKVIEW** and see a Tier 2 in-network provider. You are still covered under our plans and negotiated in-network costs, but your cost is higher because the negotiated rate is not as low as if you would have seen a Tier 1 HealthSync provider.
- **Claim #3** – You go to a provider who does not participate in either Tier 1 or Tier 2 in-network. You will have the highest out of pocket cost for these services and your provider may balance bill for uncovered costs, adding more out of pocket expenses.

To find a Tier 1 HealthSync provider:

- Visit the Anthem website at www.anthem.com
- Click the “Log In” button. (No account? No problem! Click the “Register Now” link to setup your account.)
- Click the “Find Care” button.
- In the search bar, enter your zip code and select the type of care provider (primary or specialty care) or procedure you need.
- Next to the provider's name, it lists the tier they're in (Tier 1 or Tier 2)

To better understand your Tier 1 HealthSync benefits and how they work for you, please see the video below. Additionally, the [HealthSync Guide](#) may provide guidance as well.



Questions? Please contact Amy Jagger at jaggera@pfw.edu.

