

PROVOST LEVEL EMPLOYEE COMMUNICATION COUNCIL
February 14, 2001
Meeting 91

Attendees: Cheryl Adams, Jan Cornell, Diane Cronk, Susan Fogler, Kim Gregg, Pat Hartsook, Vincent Kois, Douglas Moseley, Michelle Reiss, Diane Russell, Melissa Seal, Gail Shirely-Warren, Barbara Spangler, Lewis Steva, Sue Wharam

The 91st meeting of the Provost's Employee Council was called to order at 8:30 AM by Chair, Jan Cornell.

Our visitor, Cindy Thompson, from IQ Health was introduced.

Cindy Thompson - IQHealth

IQ Health (Institute for Quality Health) (www.IQHealthVirginia.com) is composed of EAP (Employee Assistance Program), HEP (Health Enhancement Program) and OHS (Occupational Health Services).

IQ Health is actually a contracted service. The people who work at IQ Health are not University employees. There is a contract to provide a range of activities - one on the University side and one on the hospital side. There are a variety of programs, including:

HEALTH SCREENINGS

- *Health questionnaire
- *Height, weight, and body composition
- *Blood pressure
- *Total cholesterol and HDL levels
- *Stabilized glucose (blood sugar)

Feedback sessions include:

- *Individual report
 - *What the results mean
 - *where to get help
 - *Self-Study behavior change guide
 - *Report for your physician
- Most people find out about IQHealth through the health screenings.

HEALTH PROMOTION PROGRAMS

Healthtrack - a comprehensive wellness program designed to help you improve your quality of life by living a healthy lifestyle. Health Track is way for employees to track healthy behavior. Employees keep a calendar of the healthy behavior and use a tracking brochure to keep up with healthy activities. Users accumulate points and turn them in for prizes....t-shirts, massages, etc.

Educational information

Take time for yourself - a health newsletter, free subscription

RISK REDUCTION PROGRAMS

Change of Heart - 10 week program - focuses on reducing your risk for cardiovascular disease

Balancing Work and Life - 10-week program - focuses on getting a better balance between work and home

Minimizing your cancer risks - focuses on reducing your risk of cancer

Lite for life - 10-week nutrition education program

IQ Health will present programs to groups (20 people minimum). If you have an idea or a need for a program in your area, contact IQ Health to set up an appointment.

Preventive Health Checks

These are designed to monitor health risk factors and are available by appointment:

*Blood pressure

*Weight

*Body composition

Nutrition Services - individual or family nutrition counseling

EAP - EMPLOYEE ASSISTANCE PROGRAM

A confidential work and family program that assists all employees, family members, and significant others with personal and/or job related issues (1-800-847-9355)

We asked about a smoking cessation program and were informed that EAP had piloted a program in the past, but that the funding had been withdrawn for the project. no program A coordinated effort is needed for that program which includes the employee, PCP, counseling (at times), alternative treatments, etc. If you would like to see a smoking cessation program at the University, contact Human Resources.

OCCUPATIONAL HEALTH

Provides faculty and employees with immunizations, treatments, and referrals for work-related injuries.

For more information:

UVA Employee Wellness Program
IQ Health of Virginia
141 Ednam Drive
Charlottesville, VA 22903
(804) 979-9355
(804) 979-5146

If you have a health related question, you may visit the website and ask a question there. There are experts in just about every field and the staff will identify someone to answer your question.

Visits to IQHealth are confidential. They do not share the personal information with the University. They might share group information, but not individual information.

Kathy Reed (Provost's Office):

VERY IMPORTANT: Training has begun for the **Integrated Systems Project**

If you do not receive training, you will not be able to access the system. Every person who has been identified will receive Navigation training and specialized training for the applications they use. **PLEASE RESPOND TO THE EMAIL FOR TRAINING. YOU ARE NOT OFFICIALLY SCHEDULED UNTIL YOU RESPOND.**

People who only use the system for effort reporting will be trained later on.

There will be one more chance for those who could not train as originally schedules, but only one more chance before we go live. If you are using the system, you **MUST** get the navigation training.

Council members were concerned that personal and private information was included in the training module, specifically, social security numbers of current employees. We were assured that everyone who had access to the live system would be bound to protect privacy. It was suggested that private information NOT be included in the training modules. For the future, there is a tracking system and usage will be traced, if necessary.

Application training begins in March 2001. ISP is trying to make sure everyone who has been identified is trained. It was pointed out that the rate of no-shows for training was very high. The council suggested that the email looked like a spam and that, perhaps, an email from someone the users recognized would be more appropriate.

Budget Recap:

We have a budget bill proposed by the Governor - House version has passed, adjournment is the 24th and we do not know what is going to happen. The Governor recommended salary increases for faculty and staff, but the House and Senate must agree, and that has not happened.

The Governor's language for classified staff:

Contributors would receive no less than 2.8% and NO MORE THAN 3.5%

Exceptional Contributors will receive 3.5% and no more than 8.75%

Training for managers has taught that there has to be a qualitative difference between a contributor and an exceptional contributor.

There is a possibility of a general obligation bond issue for some of the capital projects we have proposed. If that version passes, you will see an opportunity to vote this fall, since GOBs are voted on by the electorate.

There is a bill in the House to allow us to charge Virginia undergraduates an extra dollar to raise funds for the maintenance of the buildings.

We don't know what the Governor is going to do. All of this tracks back to the way the general assembly is going to treat the tobacco settlement.

The Veto Session will run from February 24th to early April. The Governor has to act. If he vetoes, those bills go back to the General Assembly, where they can choose to override the veto. This has been a very interesting session.

Optional retirement plan proposed for classified employees is out. Denied on both sides.

There is a proposal that all employees will be in the Virginia Disability Program UNLESS they OPT out. We are trying to get an exemption for the University of Virginia employees. We think we will get an exemption.

Revenue budgets were due on the 6th.

If there are changes in the projects that you need, submit changes no later than Feb 23rd.

Bill Vining (HR Report):

Service Awards Ceremony will begin earlier this year.

Nominations are being sought for Exceptional Employee Awards.
Departments should have nomination forms and they should be distributed soon.

Meeting adjourned at 10:30



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