"Be the change that you wish to see in the world.”
Mahatma Gandhi

Annual Enrollment 2017 is now OPEN

Attend an Annual Enrollment presentation to learn about exciting changes to your benefits for 2017. A list of all scheduled presentations can be found at the annual enrollment website

Complete your Annual Enrollment during the open enrollment period October 17 – November 7, 2016. This is your only opportunity to make benefit changes during the year outside of a qualified life event.

Review your first pay stub of 2017 to verify your benefit elections. Contact Benefits if you identify any discrepancies.

Take Care of Yourself

These words of endearment are often used to conclude phone conversations or face-to-face gatherings. They are one person’s way of expressing to the other the hope that he or she will be in good health and spirit until the next time they meet. For some this expression might seem formulaic or perfunctory. Numerous studies have shown that you take the best care of others when you put your own self-care needs first.

Set Boundaries: Being mindful of your boundaries is a great way to practice self-care. Think of boundaries as guidelines to help direct you rather than limit you. They can be game-changes when it comes to your well-being.

Get Organized: Do something today that will help you tomorrow. Pack your bag for work the night before, make your lunch, or organize your planner. It may seem like work, but it’s actually going to help you feel more at ease and relaxed the next day and moments after it’s done.

Turn Off Your Computer/Phone for an Hour: The world won’t stop spinning. Use this time for redirection, reflection and refocusing.
AFLAC – Supplement Insurance

With Aflac supplemental insurance, you can provide an additional level of financial protection for yourself and your family in the event of a serious accident or illness.

- NEW On-line Enrollment Available (4 Enrollment Options)
  - VandalWeb > Employee > Benefits > Review Your Aflac Benefits
  - HTTP://www.aflac.com/universityofidaho
  - Contact the Call Center to Enroll 877-322-0568
    - PIN: 4843 (PIN is the UI College Board Code)
  - Contact your local Aflac Agent Jan Pollard
    - 208-765-1380 or 208-755-2020 (cell)
    - Email Jan at jan_pollard@us.aflac.com

TERM TO KNOW:
OUT-OF-POCKET MAXIMUM

Out-of-pocket-maximum is a fixed dollar amount that is the most you will pay for deductibles and coinsurance for most covered services in the course of a benefit period. Once the out-of-pocket maximum is met, most covered services are paid at 100% of the allowed amount. The PPO plan has separate out-of-pocket maximums for medical services and prescription drug services. The HDHP has just one out-of-pocket maximum which includes both medical and prescription drug services.

Information about out-of-pocket maximums for each plan can be found on the Benefits Services website or by contacting the Benefits Center at 208-885-3697.

*Do you have a suggestion about a term to discuss in next quarter’s newsletter? Email Benefits.

Healthy Eats
Two-Bean Soup with Kale

Ingredients
- 3 tsp olive oil
- 1 C onions, raw, chopped
- ½ C carrots, raw, chopped
- ½ C celery, raw, chopped
- 2 cloves garlic, minced
- 3 C white beans, canned
- 2 C black beans, canned
- 4 C vegetable broth
- 7 C kale, raw
- ½ tsp salt
- ½ tsp black pepper
- 1 tbsp vinegar, red or white
- 1 tsp rosemary, fresh

Instructions
1. Heat a large Dutch oven over medium-high heat.
2. Add olive oil to pan and swirl to coat. Add onion, carrot, and celery and sauté 6 minutes or until tender. Stir in ¼ tsp salt and minced garlic. Cook 1 minute.
3. Stir in 3 cups vegetable broth and stemmed, chopped kale (about 1 bunch). Bring to a boil, cover, reduce heat, and simmer 3 minutes or until kale is crisp-tender.
4. Place half of the white beans and remaining 1 cup vegetable broth in blender or food processor and process until smooth. Add pureed bean mixture, remaining white beans, black beans, and pepper to soup.
5. Bring to a boil, reduce heat, and simmer 5 minutes. Stir in remaining ¼ tsp salt, vinegar and chopped rosemary.

*Recipe taken from the Blue Cross of Idaho WellConnected portal.
Human Resources Welcomes Two New Benefit Specialists:

Human Resources is pleased to announce the appointment of Angela Harley and Arlette Jameson as members of the Benefits team.

Angie is a graduate of the University of Idaho with degrees in Psychology and Organizational Sciences. She has over 22 years of administrative, customer service and office management experience in fields ranging from retirement and financial services to human resources administrative assistance and medical office specialties. She comes to us most recently from Providence Health & Services after serving in a contract position to help implement a companywide High Reliability Training (HRT) program for patient safety.

Arlette comes to us with a strong background in health insurance. She has over 28 years of experience working for Regence BlueShield of Idaho as the Statewide Manager of Professional & Provider Relations. Most recently she spent 2 years at Garfield County Hospital District in Pomeroy, WA as the Health Information Manager. Arlette is also a licensed health and disability insurance agent in Idaho and Washington.

Please join us in welcoming them to the UI family.

HealthEquity Phishing Information

Phishing and fraud attempts are becoming more common as fraudsters find new ways to gain access to funds and personal information. It is important to continually monitor all of your accounts for fraudulent activity. Please follow these best practices for safeguarding your credit report:

- Obtain a free credit report and monitor for unauthorized activity through one of the following:
  - Equifax: 800.685.1111
  - Experian: 888.397.3742
  - TransUnion: 800.916.8800
- Initiate a fraud alert with a credit reporting agency to receive notifications when new accounts are opened or existing accounts are changed.
- Place a security freeze on your credit report.
- Report the identity theft to the Federal Trade Commission and/or the Attorney General’s office in your home state.

Join Our Tobacco-Free Campus

Beginning July, 2016 the University of Idaho joined over 1,400 other tobacco-free campuses across the nation.

We are proud to join our peers with this designation!

A tobacco-free campus provides a healthier and cleaner atmosphere for our University family.

Did you know you have access to a tobacco cessation benefit? Here’s how to obtain benefits:

1. Go to your doctor
2. Get a prescription
3. Fill the prescription at a network pharmacy.
4. Counseling is recommended and offered through:
   - Your EAP Benefit
   - Idaho Public Health
   - Gritman Medical Center

Other Resources:

1. www.tobaccofree.org
2. www.naquitline.org
3. www.smokefree.gov
4. www.cdc.gov/tobacco