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Changes in store for health care plans
University working to keep options affordable
WHERE’S LARRY?

So, you think you know every nook and cranny of campus? See if you can figure out where photographer Larry Burgess has been if you correctly identify what’s in the above photo and where it was taken.

View the and other recent photos at: http://campus.udayton.edu/gallery/wherelarrythisthursday.html

Prof’s book gets national endorsements

A retired teacher education faculty member’s two-volume handbook on religion and education has received accolades from two national library journals.

The Prager Handbook of Religion and Education in the United States. Emboldened by new interest and released in March, addresses the history of religion and education’s interactions, the dynamics of secularism and spirituality, legendary authors, philosophers, politicians and theologians, and debates about current issues.

The July issue of Library Journal recommended it for academic and public libraries. Chose the magazine of the American Library Association’s Association of College and Research Libraries, highly recommended it, calling it “an indispensable addition to academic and public libraries supporting faculty and graduate students in education.

United Way campaign kicks off Oct. 7

United Way kicks off its 2009 United Way campaign Wednesday, Oct. 7, with a celebration from 9:30 to 10 a.m. in the Kennedy Union East ballroom.

What, no peach cobbler?

Mr. Carter was our teacher. I’m Catholic, so it was a new experience for me. I was in a Baptist church for my first four years in college. The next day we attended Sunday school at a Baptist church, and I was part of the reason for my interest. Also, people see public relations as being only about making money. I see it as sharing a story in an accurate way. Everyone has a story to tell. Working with the Carter Center enabled me to help people whose stories needed to be told.

What are your responsibilities as a special events intern? I was responsible for a variety of things. I was in communication with the center’s clients, I helped the center to branch out in its use of social media such as Facebook and Twitter.

Name one favorite memory from your internship. Interns week-end. The Carter’s took the interns to Plains, Ga., where they had their farm. We toured downtown Plains and saw Mr. Carter’s childhood home. The next day we attended Sunday school at a Baptist church, and Mr. Carter was our teacher. I’m Catholic, so it was a new experience for me.

How did your internship change you? It changed me for the better. Participating in this program taught me to try new things, interact with new people and refuse my priorities. I was preconditioned to believe it wasn’t all about me. I also see the importance of education and communicating well with others concerning social issues such as disease prevention.

Name one Southern specialty you tried. Baked peaches.

What, no peach cobbler? (Laugh) No, Georgia’s not as “peachy” as I thought.

—Christy Smalls ’09

MEACHANN HEFT

Senior public relations major Meachann Heft spent weeks in Atlanta over the summer as an intern at the center. President Jerry Kren’s Carter (founded to advance human rights and alleviate unnecessary human suffering)

As the Carter Center, the Eleanor, Ohio, site worked on special events. Ms. Carter and her husband, Richard, and attended Sunday school in a Baptist church.

The Carter Center’s new building

in late August for the first-ever academic class ever this fall and fall just six students short of its first-year and transfer student goal, President Daniel J. Curran told administrators at the Sept. 8 President’s Council meeting.

Graduate enrollment climbed by nearly 300 students, while undergraduate enrollment dropped by 111. Total enrollment stands at 30,361—310 students short of last year, largely due to the May graduation of a large senior class.

Administrators are bracing for another competitive year in student recruitment and financial aid. “The endowment, which is slowly reboiling, is not expected to recover last year’s loss of more than 10 percent,” said “This is going to be a very challenging year,” Curran said. “There is no signal that things will improve dramatically.”

As a way of maintaining the University’s strong momentum, Curran is asking all departments to make a 1.5 percent budget cut, which will provide a $4 million cushion to fund academic initiatives and financial aid. In addition, the University has embarked on an energy conservation effort to save another $1 million annually.

“We’re in a strong financial position, but this will put us in a very secure one,” he said.

Deborah Bear, vice president for University advancement, reported that $1.1 million has been raised this fiscal year, bringing the campaign total to nearly 9.8 million.

Provost Joseph Salisbury briefed administrators on the University’s H1N1 flu preparation and communication plan. 10D has developed a Web site (www.udayton.edu/flu) with daily updates, tips for prevention and what students can do if they become ill.

The President’s Council also discussed changes in health care benefits (see stories on Page 4) and approved a policy from the office of facilities management for the request and issuance of keys to faculty and staff.
Health care premiums on the rise

Budget difficulties, rising costs, regional averages among reasons

One way to offset higher health premiums is a benefit few people have taken advantage of, said Beth Schwartz, employee benefits manager: medical flexible spending accounts, called medical FSAs. With medical FSAs, an employee can have money deducted from his or her paycheck into the account before taxes, then receive reimbursement from the account for prescriptions, office visits, dental care, surgery, prescribed eyewear and lenses, and a host of products used for alleviating sickness and treating injuries.

Many people may decide against the medical FSAs because of the “use it or lose it” rule, Schwartz said. In other words, an employee forfeits any unused money at the end of the plan year, which is the middle of March following the end of the calendar year.

With appropriate planning and estimation, a medical FSA can yield significant tax savings, said Sarah Webber, a Dayton CPA who teaches taxation in the accounting department. Rather than paying for medical expenses with after-tax income, employees can use their FSA funds, which are exempt from employment and income taxes, Webber said. This can increase the spending power of the FSA by varying amounts, depending on an employee’s tax bracket.

“It’s like giving yourself a discount,” Schwartz said. “Too few people are using them, and they’re a great benefit.”

A good way to estimate the year’s health expenses is to examine the previous year: Add up your out-of-pocket cost for a typical number of doctor visits, prescriptions, diagnostic tests, qualifying over-the-counter medications, prescribed contact lenses and glasses, vaccinations, dental fees, and other health insurance.

Divide that number by the proportion gradually to 80 percent. Even then, UD will be well above the national average in health contributions. Among Covered california members, the average employee contribution is 70 to 75 percent.

In order for the University to ease a challenging budget year and bring health benefits within the ranges closer to those of employers in the region and universities nationwide, employees will soon begin paying more for their health benefits.

Employees will pay only a slightly larger share of their health premiums, said Joyce Carter, vice president for human resources. Prescription co-pays will remain the same, though some co-pays, deductibles and out-of-pocket maximums will be going up.

“There is a very healthy benefit, health care go up to $30 and $75, respectively,” said Advantage subscribers, who previously had no deductible when using in-network providers, will now have a deductible of $200 for individuals and $400 for families. For Core plan subscribers, in-network deductibles will increase from $300 to $500 for individuals and from $600 to $1,000 for families.

Costs still rising

The University has seen health care costs increase dramatically for the past several years, Carter said. And Anthem predicts health costs will increase more than 13 percent in 2010.

In order to manage those increases, the University is moving toward a contribution level of 82 percent of employee health costs, Carter said: the goal is to decrease that proportion gradually to 80 percent. Even then, UD will be well above the national average in health contributions. Among Covered california members, the average employee contribution is 70 to 75 percent.

Medical flexible spending accounts can offset higher costs

We’ve really worked to ensure a high-quality health benefit, and we’ve been able to do that in a way that is still more affordable than it is with most employers,” said Kathleen Molinar, director of compensation and benefits.

Human resources staff will conduct open enrollment meetings starting in October to discuss the health plans, and any employee can make an appointment with a human resources staff member to help select which plan best fits him or her for health care needs.

Budget difficulties, rising costs, regional averages among reasons

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Influential intellectual

Philosophy professor earns acclaim in native Ethiopia

The largest newspaper in Ethiopia has named philosophy professor Mesay Kebede the third-most influential living Ethiopian for his studies and writing on the nation’s socio-political and cultural issues. The No. 1 honoree is the current prime minister of Ethiopia, Meles Zenawi; No. 2 is a well-known human rights activist.

It is gratifying to see that the passion I picked up during my radical days in France concerning the social obligations of intellectuals — what in France was called engagé thought, or engagement, that is, public intellectual — has some impact beyond the academic world,” said Kebede.

Several years ago, Kebede was also named a leader for academic affairs and learning initiatives. And Celine O’Neill, manager of learning and organizational development, helped launch the initiative in 2005.

In essence, how things get done at UD,” Bickford said. “A lot of students will be impacted by what we do with this program, so it’s important that we do it right.”

—Patrick Donnelly
Monday, Oct. 5
Hispanic Heritage Month: Hispanic concepts of beauty
6 p.m., office of multicultural affairs, Gosiger Hall.

Friday, Oct. 9
Fall break
University closed.

Monday, Oct. 12
Mary Jo Huth Memorial Urban Symposium
7:30 p.m., Science Center auditorium; University of Missouri-St. Louis sociology professor Jody Miller presents “Getting Played: African-American Girls, Urban Inequality and Gendered Violence.”

‘Bad Boy Makes Good’
8 p.m., Sears Recital Hall. Documentary film about American pianist and composer George Antheil, the “Bad Boy of Music” whose work packed houses in Paris in the 1920s and inspired other musicians, including Arts Series performer Guy Livingston (Oct. 14). Free.

Hispanic Heritage Month: Feast of Our Lady of the Pillar
Evening Mass in Spanish, Chapel of Our Lady of the Pillar, second floor of Marycrest Complex; plans are under way; call 229-5750.

Tuesday, Oct. 13
Women in the Workplace Series: Kathy Daly
4:5 p.m., Science Center auditorium. Kathy Daly ’68 is a senior vice president and chief financial officer with Messer Construction.

Thursday, Oct. 15
Alma Latina Award reception
4:30 p.m., Kennedy Union Torch Lounge.

Wednesday, Oct. 14
Guy Livingston: One Minute More
8 p.m., Sears Recital Hall. The UD Arts Series presents this American-born pianist from Paris, who will perform one-minute compositions by 60 contemporary composers. See http://www.guylivingston.com.
Tickets $14 general admission, $8 faculty, staff, alumni and seniors, $5 students. Call 229-2545.

Kate Henry at 229-2554 or via e-mail at picnic@udayton.edu.

Thursday-Friday, Oct. 22-23
Business as a Calling Symposium
5 p.m. Thursday, Oct. 22, keynote address “Creating Value with Values: Winning with New Age Capitalism,” by Rubbermaid executive Jay Gould ’81, 11 a.m. Friday, Oct. 23, talk show-style interview with Gould by management and marketing professor Jay Janney. Both events are in the Kennedy Union ballroom.

October 23-25 and October 29-31
‘The Lark’
8 p.m. (7 p.m. Sunday, Oct. 25), Kennedy Union Ball Theatre. This play is based upon the story of Joan of Arc, a simple girl who became an inspired warrior and whose blundering captors unwittingly created a martyr who became forever a symbol of courage and faith. Tickets $10 general admission, $6 faculty, staff and students; call 229-2545.

Thursday-Saturday, Nov. 5-7
Rhythm in Shoes: Banjo Dance
8 p.m., Kennedy Union Ball Theatre, now in its final season, the popular Dayton dance troupe performs “Banjo Dance,” a celebration of the dance and music traditions of Appalachia. Tickets $14 general admission, $8 faculty, staff, alumni and seniors, $5 students. Call 229-2545.

Today through Nov. 6: Creative Soul of Dayton
The director of UD’s ArtStreet is the lead organizer of a new exhibition that reflects the Dayton area’s creative, innovative legacy and the diversity of its artists.

As part of this month’s First Friday festivities downtown, the Creative Soul of Dayton exhibition opens today, Friday, Oct. 2, with a reception from 5 to 10 p.m. on the third floor of the Armory Building, 201 E. Sixth St. in the Oregon Arts District downtown. The exhibition is open from 6 to 9 p.m. Thursdays and noon to 4 p.m. Saturdays through Nov. 6.

The exhibit includes 230 works of sculpture, painting and video, along with furniture, installation, fabric art and even a truck, said ArtStreet’s director Susan Byrnes.

Visitors should enter through the building’s rear entrance, accessible from a parking lot off Patterson Boulevard. Admission is free and open to the public. For information on artist talks and other events, see http://www.creativesouldayton.com.

The exhibition, funded in part by a UD Diversity and Inclusion Grant, is a joint effort of faculty and staff from the University of Dayton, Wright State University, Central State University and Sinclair Community College, as well as community members and students.

Family Weekend — BUT WHO’S COUNTING?

488 Families registered — 55 percent of them from the first-year class
1,260 Pastries served at the continental breakfast
1,400 Pancakes and more than 1,000 eggs served at the pancake breakfast
914 Football tickets sold