Speakers, Human Race Machine will highlight Diversity Week

A series of programs and special events are planned for each of the College’s campuses and the District Office in celebration of Diversity Week. Programs and activities will vary by location, but will include opportunities for faculty, staff and students to learn about and celebrate the diversity of the College family. The Human Race Machine will make a repeat appearance at each campus. This machine lets viewers age their faces, see themselves with simulated facial anomalies, combine couples to see their offspring, and see themselves with characteristics of six different races.

The featured program at the Western Campus will be “Faces of America,” a one-person show that examines issues of ethnicity, gender, religion and sexual orientation. At the Metro and Eastern Campuses, the featured speaker will be Daryl Davis, author of “Klan-Destine Relationships,” which talks about a successful, yet controversial, method of forming friendships between sworn enemies.

The District Office will host Lorna Tychostup, a photographer who will present “Looking into the Eyes of the Enemy: The War You Won’t See on TV.” She currently is on her fourth trip to Iraq, and will present her photographs of the country and its people, before and during the war.

The celebrations are scheduled as follows:
- Tuesday, April 26: Western Campus
- Wednesday, April 27: Metro Campus and UTC
- Thursday, April 28: Eastern Campus
- Friday, April 29: District Office

Watch for information on times and locations of all activities.

Questions? Call (216) 987-4838

See our Web site...Go to Infonet home page. Click on Human Resources.
CAFÉ

Gay buying power surges
The total buying power of the U.S. gay, lesbian and bisexual adult population in 2005 is projected to be $610 billion, a 5.2% increase over 2004, according to the latest analysis by Witeck-Combs Communications and Packaged Facts.

Women surpass men in college degrees
Women will be awarded 774,000 bachelor’s degrees and 293,000 master’s degrees in the 2004-05 school year. The U.S. Census Bureau says this means women will earn 57% of the bachelor’s and 58% of the master’s degrees awarded this year.

Income boosts marriage rate for women
Higher-earning women are marrying at higher rates, according to the University of California, Los Angeles. Among Caucasian women, for every $10,000 a year increase in income, the likelihood that a woman will marry that year jumps by 6.6%. Among African-American women, a $10,000 income gain increases the likelihood of marriage by 8.2%.

Social Security vital for most older people
Two-thirds of all persons age 65 and older depend on Social Security for more than 50% of their income, according to the American Association of Retired Persons (AARP).

Military: 1 in 5 is a woman
In 2003, the total number of active duty women in the military was 215,243, compared with 1.2 million men. Of that total, 34,796 women are officers, 178,428 are enlisted and 2,019 are enrolled in military academies, according to the U.S. Census Bureau.
Student wellness program pays off

Well-being plays an important role in student success in and out of the classroom. With that in mind, Tri-C’s Wellness Center offers a unique student wellness program called Invest Well. The program allows students to create a Personal Wellness Portfolio by exploring the six dimensions of wellness and making investments in their health and well-being.

Last fall, almost 1,000 students participated in the Invest Well program. The program was supported by 68 faculty members who incorporated it into their classrooms.

Here’s what students have experienced as a result of the Invest Well program:

* 69% of students who participated expressed more satisfaction with their educational experience at Tri-C.
* 67% said they had more success in the classroom.
* 71% say their morale/attitude improved.

In addition to achieving a healthy lifestyle, each student who completes a Personal Wellness Portfolio is eligible for a drawing to win one of three wellness scholarships given at each campus. The scholarships – one valued at $500 and two valued at $100 – can be used toward tuition and books.

Here are the observations of those who won $500 scholarships:

**Teresa Daniels, Eastern Campus**

“Participating in the Wellness Program has helped me understand that good nutrition and regular exercise are not just good for me, but that they actually make me feel better. My energy level is much higher and I am more focused. Participating in the weekly fall weight maintenance program has assisted me in being more conscious of nutrition intake, calories and exercise. Because of the program, I not only maintained my weight, I lost weight. I am living a healthier lifestyle.”

**Tammi Johnson-Bowers, Western Campus**

“The program was a great way for me to get back into an exercise routine that had fallen by the wayside. The money will be a great help with spring tuition. Don’t just sign up for the program, follow through and turn in the paperwork.”

**Mary Ruffing, Metro Campus**

“I have met many wonderful people through the Wellness Program. I like the fact that, no matter your age, there is a program that will enhance your life for the better and the opportunities are numerous. Staying active all through life is one of my top priorities and the Wellness Program has kept me on track!”
Faculty leave reporting now online

Full-time faculty and lecturers can now report absences for personal and sick leave electronically, thanks to an expansion of InfoAccess, the College’s intranet.

“The paper method of leave reporting, which demanded many resources and much effort, is essentially retired,” said Marvin Pflaum, manager, Human Resource Information Systems (HRIS).

The new process went into effect March 28 and is similar to the electronic time entry component of InfoAccess. Faculty members report leaves during the pay period in which the leave occurs. A three-day grace period allows leave reporting to occur up to 11 p.m. of the Wednesday following the end of the pay period.

Help screens are available to provide information about how to access and complete the leave reports. Additional screens show examples of leave situations and the hours to be recorded. Convenience features such as leave hour replication are available to speed the process and offer faculty greater convenience.

As leave reports are approved, the leave balances of faculty members are immediately updated and appear in InfoAccess’ Leave Balances page. They also continue to appear on paychecks, but the balances shown are always two weeks behind.

In order to implement the new feature, HRIS staff gathered and entered information needed to have leave reports approved. They also wrote reports to monitor leave reporting and to provide information for complying with College procedures.

New location for annual Employee Day

Pioneer Waterland and Dry Fun Park is the new location for Tri-C’s Employee Day picnic, scheduled for Saturday, June 25.

Located on 75 scenic acres in Chardon, Pioneer offers two parks in one. The traditional picnic park includes special attractions such as bocce ball, horseshoes, a practice putting green and a children’s play area.

The Waterland is home to spiraling water slides, a lazy inner tube ride, paddleboats on a six-acre natural lake, batting cages and much more.

There is sure to be something for everyone to enjoy. Watch for additional information, including details on ticket prices and availability.
Update: 2004 medical benefits costs at Tri-C

The September-October issue of *For Your Benefit* shared information on medical benefit financial trends at the College. This issue updates that information with full year results from 2004.

**Annual medical costs per employee**

This chart shows the actual medical costs per employee for all plans offered by the College, including Kaiser. The figures include all expenses related to the plans, such as medical care, prescriptions and plan administrative fees.

“This was another year of very significant cost increases,” said Lillian Welch, director, Benefits. “Our cost per employee increased by $1,404 last year, a much larger jump than the $600 increase that was predicted.”

She added that employees can help minimize costs for themselves and the College through careful use of their benefits.

- Use primary care physicians rather than specialists when possible.
- Make use of nurse call lines before going to the doctor.
- Use in-network health care providers as often as possible.
- Participate in wellness programs, which have been shown to reduce health care costs.

**Annual prescription drug costs**

The total cost of prescription drugs for those covered by Medical Mutual and QualChoice rose in 2004 to $1,552,575. The amount you pay via copayments, however, has dropped to just 14% of the total cost (down from 17.7% in 2000). This decline is a result of the fact that copayments and plan design have not changed over the years, despite dramatic increases in the cost of prescription drugs.

*Continued on flip side*
Update: 2004 medical benefits costs at Tri-C  
Continued from front

Drugs as a percentage of medical costs

Although the cost of prescription drugs rose last year, overall medical costs increased at a much greater rate. This caused a decline in the cost of drugs as a percentage of total medical costs from 25.7% in 2003 to 22.4% in 2004.

Prescription Drug Cost as a Percent of Medical Costs
for Medical Mutual and QualChoice Participants
(Based on actual Tri-C member data)

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Prescription drug utilization

The total number of prescriptions filled for Medical Mutual and QualChoice participants rose by more than 2,400 last year to 20,382. Covered individuals received an average of almost 13 prescriptions each in 2004.

Hospital guide helps you make informed decisions

A useful tool is available on the Human Resources Web site to help you make decisions if you need hospital care. It’s the “Consumer Guide to Hospital Quality,” produced by The Community Healthcare Coalition.

The guide analyzes the hospital care for a number of common conditions. It ranks the hospitals based upon their performance as compared to the average performance of all hospitals in Ohio.

The conditions and procedures analyzed include abdominal aortic aneurysm repair, cardiac catheterization, carotid artery surgery, coronary artery bypass surgery, heart attack/angioplasty, colon surgery, hip and knee replacement, chronic obstructive pulmonary disease and pneumonia.

Quality indicators used to rank the hospitals are:
- Volume (the number of times a treatment is performed)
- Mortality (deaths that occur during treatment)
- Major complications
- Failure to rescue (deaths after a major complication)

The rankings also take into account the age of the patients and the severity of the cases.

The guide is just one tool that can be used to help you make informed decisions. If you need hospital care, talk to your doctor about the results in the guide and use the doctor’s advice, the guide and other sources of information to choose a hospital that’s right for you.