



Health on the Move

Benefits & Wellness

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Issue 7

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April Health Observances:

Alcohol Awareness Month
Cesarean Awareness Month
Counseling Awareness Month
Foot Health Awareness Month
IBS (Irritable Bowel Syndrome) Awareness Month
National Autism Awareness Month
National Child Abuse Prevention Month
National Donate Life Month
National Youth Sports Safety Month
Occupational Therapy Month
Sports Eye Safety Month
Women's Eye Health Safety Month

STATUS CHANGES

Now that Annual Enrollment has ended, changes to your group insurance benefits can be made only if qualifying events occur. You have 31 days from the date of the event to notify your campus Benefits Office and change your benefit selections. If you do not make the changes during the 31-day Status Change Period, your changes cannot be made until the next Annual Enrollment in July, to be effective September 1.

Employee Assistance Program

By Sherry Shipley

EAP is a service that provides free, professional counseling to any UTHSCT employee and/or family member who resides with the employee. If you or a family member is experiencing any problems that affect your personal life or job performance, you may call direct to your EAP provider, CASE Management Associates, at (903) 581-6300 or (800) 477-8622 and arrange an appointment with an EAP counselor, or if it's after normal business hours, you may leave a message and the on-call counselor will return your call. UTHSCT supports your EAP but does not get involved in the counseling process. Remember, the service is CONFIDENTIAL and VOLUNTARY. Contact the HR/Benefits office at ext 7741 if you have any questions regarding your EAP.

Visit their new location at: 1520 Rice Road, Ste 200 Tyler TX.

Condition Management

From UT Select BCBS Booklet

RETIREMENT MANAGER

UT Retirement Manager enables you to enroll and make changes to your Retirement Account and provides excellent financial tools. UT System Retirement Programs Website:

www.aigretco.com/RetireMan

Contact your Benefits Office at ext. 7741 for your unique identification number

UT Select provides voluntary condition management (also known as disease management) programs designed specifically for participants who have been diagnosed with asthma, diabetes, congestive heart failure, coronary artery disease, chronic obstructive pulmonary disease, metabolic syndrome (high blood pressure, high cholesterol), low back pain, cancer, end stage renal disease or any other chronic condition. Lifestyle management programs are also available to address obesity and smoking cessation. When you enroll in one of the programs, you'll receive helpful information about your condition, **at no cost to you.**

The programs work collaboratively with your health plan, doctor and you to identify the best way to manage your condition more effectively. Enrolling in a program can help:

- ❖ Decrease the intensity and frequency of your symptoms
- ❖ Enhance your self-management skills
- ❖ Reduce (or decrease) missed days at work
- ❖ Enrich your quality of life

Claims, lab results, pharmacy data, preauthorization prior to hospitalization, predictive modeling, health risk assessments, self referral and/or a physician referral are some of the sources used to determine if you may be a candidate for enrollment in a condition management program. As you know, your physician plays an important role in treating your condition and BCBSTX will notify your physician by letter if you are invited to enroll in one of the programs. A contracted care management company, **LifeMasters Supported Selfcare Inc.**, administers some of the program components on behalf of Blue Cross and Blue Shield of Texas and may contact you directly to participate in the program. Program participation is voluntary.

Each program addresses your specific needs, based on the severity of your condition, complications and risk factors. If the severity of your condition is mild, you will receive:

- ❖ Coverage targeted preventive screenings
- ❖ Seasonal mailings with educational materials related to your condition
- ❖ Annual contact calls to encourage medication compliance
- ❖ Tools to help you better self-manage your condition

If the symptoms of your chronic condition are moderate to severe, your program will be tailored to provide you with:

- ❖ Personalized self-management planning
- ❖ Regularly scheduled monitoring by a registered nurse
- ❖ 24-hour-a-day telephone access to a specialty nurse
- ❖ An audio library of topics related to your condition, available by telephone around-the-clock
- ❖ Assistance in getting selected condition-specific durable medical equipment
- ❖ Home health visits and social service consultation, if needed

Please be assured your health care information is kept confidential and will not be released to your employer. BCBSTX condition management programs are fully compliant with federal and state privacy regulations. Such regulations permit a health insurer and its contracted business associates (such as a pharmacy benefits manager and a disease management program) to use and disclose individuals' health information for purposes of *health care operations*, as long as the various parties agree to keep the information protected and to use it only for the specified purposes. *Health care operations* included population-based activities relating to improving health or reducing health care costs, plus contacting patients with information about treatment alternatives. Regulators have determined that disease management activities are part of *health care operations*, and patient authorization is not required.

To enroll or ask questions about condition management, call 1-800-462-3275.

Occupational Therapy: The Profession that Focuses on Life Skills

By Tom Holmes (Rehab Department)

Occupational therapy is a health profession that focuses on an individual's ability to participate in daily activities and lead a purposeful life. Sometimes people need occupational therapy to do things we take for granted, like getting dressed, being productive at school or work, eating unassisted and even socializing.

Occupational therapy doesn't just treat medical conditions, it helps people stay engaged in the activities that give them pleasure or a sense of purpose, despite challenges. Therapists do this by evaluating the patient's physical and cognitive abilities and then collaborating with the patient to develop a meaningful treatment plan to accomplish their goals. The nature of the therapy depends on the individual and their environment as occupational therapist considers the whole person when developing a therapy plan. The modalities used during therapy may include physical exercises to improve muscle strength or functional activities designed to reduce muscle tone and improve functional endurance. Other modalities include education in types of adaptive equipment that could assist the person in accomplishing improved activities of daily living performance. Sometimes physical agent modalities such as ultrasound and fluído-therapy are needed to help reduce pain or increase joint flexibility.

The outpatient rehabilitation department at the University of Texas Health Sciences Center-Tyler provides occupational therapy services to adults with a variety of life challenges. Some of these challenges include rotator cuff impingement, late effects of stroke, dementia, carpal tunnel syndrome, lateral epicondylitis, rheumatoid arthritis and osteoarthritis. We are on the second floor crossway between the Riter Center and the A-building. Stop by for a tour sometime!

Vacation Pay Deferral Program

UT Systems

Now you can save even more for retirement! Beginning in January 2008, you can defer your unused annual leave payment into retirement savings if you have a UTsaver 457(b) DCP account in place before you leave UT employment. Before your last day on the payroll, inform your benefits office that you wish to deposit all or part of your annual leave payment into your UTsaver 457(b) DCP account.

You can defer any portion of your unused annual leave payment up to the 457(b) limit. For 2008, the 457(b) limit if you are under age 50 is \$15,500. If you are age 50 or older, you can defer up to \$20,500.

Federal income tax will not be withheld from the amount you defer to the UTsaver DCP. However, deductions for Social Security and Medicare will be withheld. For more information, contact your Benefits Department at (903) 877-7741.

Foot Health

(April is Foot Health Awareness Month)

By Tammye McCollum (American Podiatric Association)

Your FEET take an awful pounding. They support our bodies and balance us. Have you ever stopped and thought about how far your feet carry you. The average person walks the equivalent of five times around the Earth in a lifetime and yet most people give very little thought to their feet until problems occur. We are very careful to make sure we get regular check-ups for our eyes and teeth, but not our feet.

Taking care of your feet is always important, particularly as they spend much of their time encased in hot shoes and walking on hard surfaces. Basic hygiene and nail cutting may be all that is needed to keep your feet in good health, but when apparently healthy feet start experiencing problems, it is best to seek professional help.

Problems can be inherited, develop from illness or be caused from the pressures of ill-fitting shoes or boots. Doctors of Podiatric Medicine (DPMs) are trained in all aspects of care for the feet and lower limbs, and play a critical role in keeping people on their feet, healthy, active and productive. It is extremely important for those with diabetes, arthritis and circulatory problems to see a podiatrist at least once a year.

Diseases, disorders and disabilities of the foot or ankle affect the quality of life and mobility of millions of Americans. However, the general public and even many physicians are unaware of the important relationship between foot health and overall health and well-being. Below are some tips from the American Podiatric Medical Association (APMA) to help keep your feet healthy and happy.

1. Don't ignore foot pain—it's not normal. If the pain persists, see a podiatric physician.
2. Inspect your feet regularly. Pay attention to changes in color and temperature of your feet. Look for thick or discolored nails (a sign of developing fungus), and check for cracks or cuts in the skin. Peeling or scaling on the soles of feet could indicate athlete's foot. Any growth on the foot is not considered normal.
3. Wash your feet regularly, especially between the toes, and be sure to dry them completely.
4. Trim toenails straight across, but not too short. Be careful not to cut nails in corners or on the sides; it can lead to ingrown toenails. Persons with diabetes, poor circulation, or heart problems should not treat their own feet because they are more prone to infection.
5. Make sure that your shoes fit properly. Purchase new shoes later in the day when feet tend to be at their largest and replace worn out shoes as soon as possible.
6. Select and wear the right shoe for the activity that you are engaged in (i.e., running shoes for running).
7. Alternate shoes—don't wear the same pair of shoes every day.
8. Avoid walking barefooted—your feet will be more prone to injury and infection. At the beach or when wearing sandals, always use sun block on your feet just as on the rest of your body.
9. Be cautious when using home remedies for foot ailments; self-treatment can often turn a minor problem into a major one.
10. If you are a person with diabetes, it is vital that you see a podiatric physician at least once a year for a check-up.

Chocolate Truffle Bars

<http://www.medicinenet.com/script/main/art.asp?articlekey=81708>

2/3 cup less-fat margarine (with 8 grams of fat per tablespoon)
 1/3 cup fat-free half-and-half
 7 ounces (7 squares) unsweetened baking chocolate, chopped
 1-1/2 cups granulated sugar
 1/2 cup Splenda
 2 large eggs (use higher omega-3 type, if available)
 1/2 cup egg substitute
 1/2 cup whole-wheat flour
 1/2 cup all-purpose flour
 1-1/2 teaspoon vanilla abstract
 1 cup walnut pieces

Preheat oven to 350 degrees. Lightly coat a 9 x 13-inch pan (or two 9-inch square baking pans) with canola spray. Set aside. Add the margarine and fat-free half-and-half to a medium nonstick saucepan and melt the butter, stirring constantly, over medium-low heat. Once the margarine is melted, remove the pan from the heat. Add the chopped baking chocolate to the melted butter, stirring constantly with a wooden spoon until chocolate is completely melted. Add the sugar and Splenda and stir to blend well. Add the eggs, one at a time, stirring vigorously after each. Add egg substitute and stir to combine. Add the whole-wheat flour and white flour and stir to combine. Stir in the vanilla extract and walnuts. Pour batter into prepared baking pan(s) and bake for 23-25 minutes (20 minutes if using two pans). The brownies will still look somewhat soft and shiny. Remove from the oven and place on cooling rack.

NUTRITION INFORMATION: (Yield: 24 bars Per serving: 130 calories; 7 g fat; Saturated 2 g; Polyunsaturated 2.5 g; Monounsaturated Fat 2.5 g; 13 mg Cholesterol; Sodium 31mg; 13 g Carbohydrates; 3g Protein; 2 g Fiber; Calories from fat: 50%

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Office Hours: Monday – Friday 8am – 5pm

UTHCT Benefit Provider Numbers:

UT Select/Blue Cross Blue Shield

1-866-882-2034 or www.bcbstx.com/ut

Medco Health Prescription Plan

1-800-818-0155 or www.medcohealth.com

UT Select/Blue Cross Blue Shield

1-866-887-3539 or www.payflex.com

The Hartford (Long Term & Short Term Disability)

1-800-741-4306 or www.thehartfordatwork.com

Teachers Retirement System of Texas

1-800-223-8778 or www.tr.s.state.tx.us

Delta Dental Premier

1-800-893-3582 or www.deltadentalins.com/universityoftexas

Superior Vision

1-800-507-3800 or www.superiorvision.com

Long Term Care

1-888-825-0353 or www.ltcbenefits.com/uts

Ft. Dearborn Life Insurance

1-866-628-2606 or www.fdl-life.com/ut