

# HUMAN RESOURCES

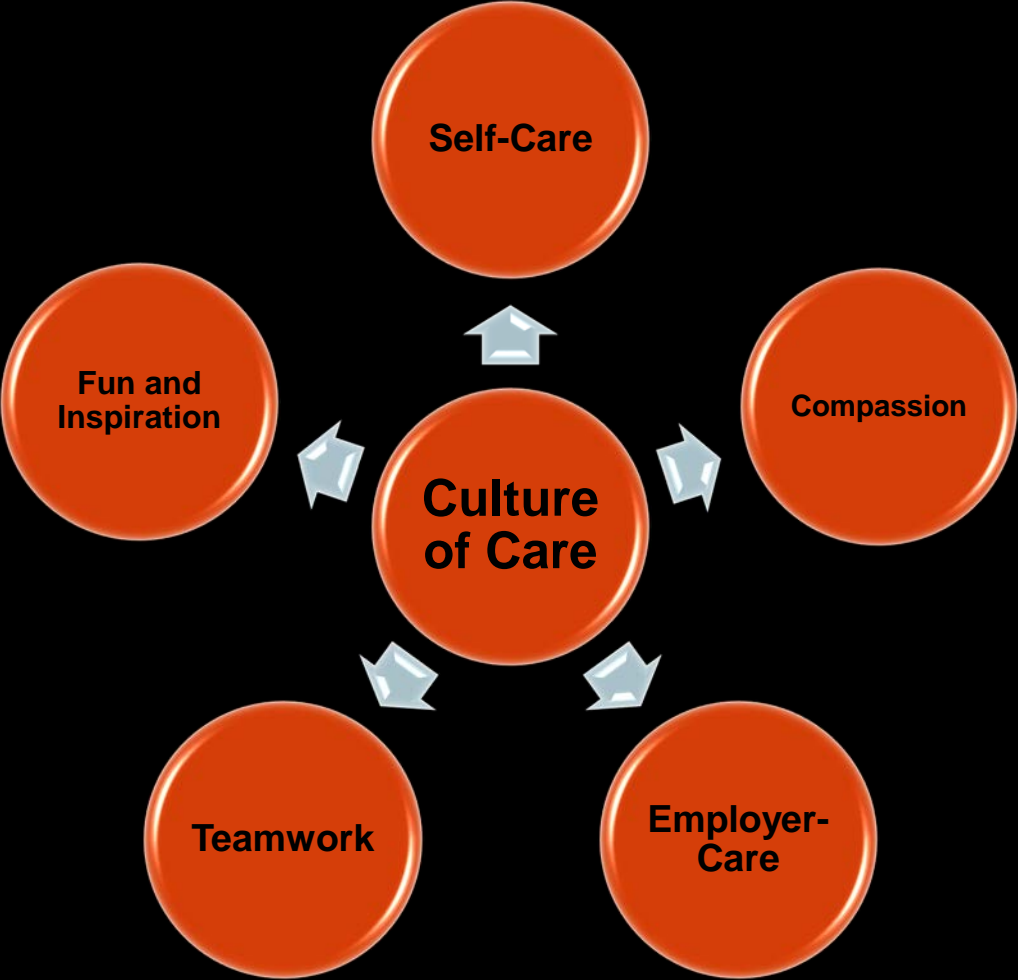
## EMPLOYEE BENEFITS AND WELLNESS

- PEBB HEALTH INSURANCE BENEFITS
- GRADUATE EMPLOYEE HEALTH INSURANCE BENEFITS
- PROTECTED LEAVE
- RETIREMENT AND PENSION PROGRAMS
- WORK LIFE
- EMPLOYEE WELLNESS



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# Demonstrating a Culture of Care through Systems of Support





# EMPLOYER-CARE AND SELF-CARE RESOURCES



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# Cascade Employee Assistance Program (EAP):

- ❖ Connect with trained professionals through telehealth, text, e-mail or telephone sessions
- ❖ Counseling Support
- ❖ Stress Management
- ❖ Life Coaching
- ❖ Financial Coaching and resources for financial needs
- ❖ Parenting Support - Figuring out the new normal and balancing new roles at home as teacher and employee
- ❖ Webinars – Ongoing and Pre-recorded/YouTube Channel

Call: 1-800-433-2320

Text: 503-850-7721

E-mail: [info@cascadecenters.com](mailto:info@cascadecenters.com)



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# EAP WEBSITE <https://www.cascadecenters.com/>

## YOUTUBE Channel - Webinars

The screenshot shows the YouTube channel page for Cascade Centers EAP. The navigation bar includes HOME, VIDEOS, PLAYLISTS, CHANNELS, ABOUT, and a search icon. There are two main sections of video thumbnails:

- Employee Assistance Seminars** (PLAY ALL):
  - Q&A Forum: Work-Life Challenges during COVID-19 (55:46)
  - Creating a Schedule to Stay Emotionally and Physically Healthy (42:21)
  - Stress Management Techniques to Cope with Social Distancing and Isolation (43:07)
  - Maintaining Emotional Well-being During COVID-19 (46:02)
  - COVID-19: Providing Leadership During Uncertain Times (41:48)
  - Managing Stress & Anxiety During Uncertain Times (30:47)
- HR & Organizational Support** (PLAY ALL):
  - COVID 19 - Managing Stress and Anxiety During Uncertain Times (30:47)
  - Communicating with Purpose: Skills for HR Professionals (54:32)
  - The Role of Leaders in Reducing Work-Life Stress (48:10)
  - Communication Skills for the HR Professional (44:24)
  - Managing Workplace Diversity Effectively (54:32)
  - Workplace Wellness: HR Guide to Workplace Wellness (57:51)

## Orientation Video

The screenshot shows the 'Personal Assistance' page on the Cascade Centers EAP website. The page features a blue background with a woman in a denim shirt and glasses resting her chin on her hand. The navigation bar includes the Cascade Centers logo and links for About Us, Events & Education, Blog, Providers, and Contact Us. The main content area includes:

- Personal Assistance**: The Employee Assistance Program (EAP) is a FREE and CONFIDENTIAL benefit that can assist you and your eligible family members with any personal problems, large or small.
- I'd like help with...**: A dropdown menu with 'Choose...' selected.
- Member Log In: EAP Member Site.**: A button with a right-pointing arrow.

# Health Insurance Provider Resources

**All Insurance Providers - No cost share for testing or treatment related to COVID-19**

**PEBB Created a Resources Page:** <https://www.oregon.gov/oha/PEBB/pages/covid19.aspx>

- ❖ Emotional health resources and Physical health resources
- ❖ Free mobile apps to support wellness/mindfulness/stress reduction
- ❖ Upcoming webinars and recordings of past webinars

**PEBB Changes Related to COVID-19**

- ❖ FSA changes allowed for Dependent Care and Commuter Accounts
- ❖ Loss of coverage provisions for eligible dependents losing coverage mid-month

**Telemedicine Available to All members**

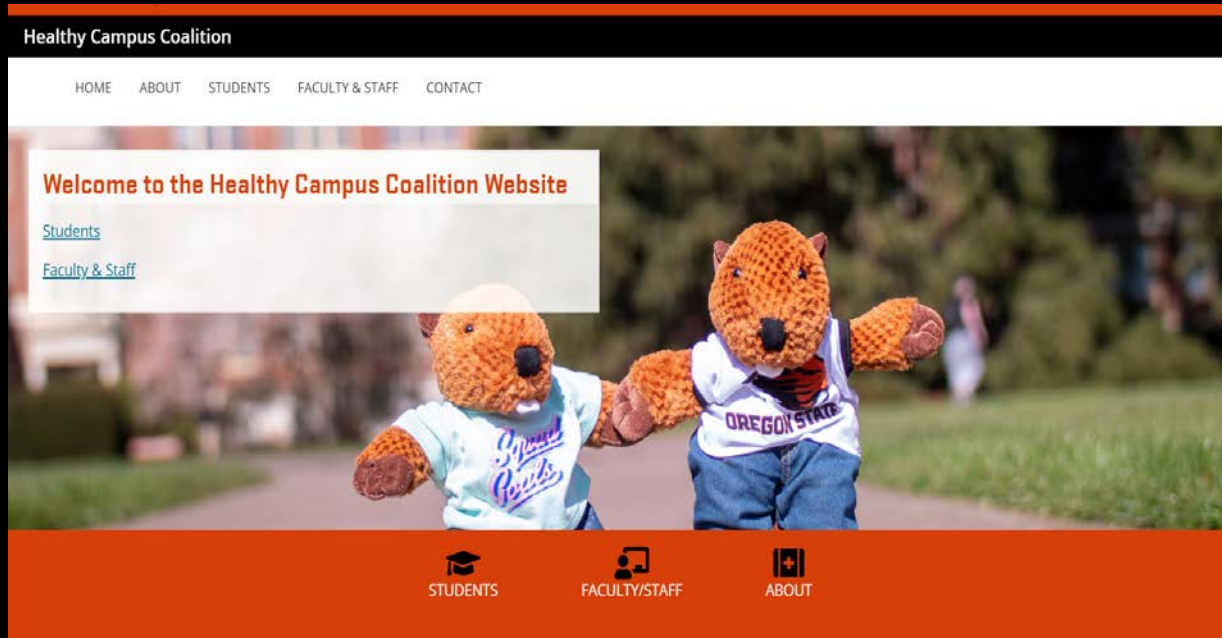
- ❖ Kaiser - E-mail, Telephone or Video Chat visits
- ❖ Moda – eDoc, Nurse Advice Line or OHSU Virtual Urgent Care Visit
- ❖ Providence – Express Care Virtual

**PacificSource Health Plan – Telemedicine options and early prescription refills**

# HEALTHY CAMPUS COALITION

*Drawing upon national models, the Healthy Campus Coalition will facilitate building a culture of health at OSU that ensures all members of the OSU community have a fair and just opportunity for health that will enable them to reach their full potential and thrive. As the bedrock of both student and employee success, the HCC will embed health within all aspects of OSU, achieving a key component of Strategic Plan 4.0.*

# HEALTHY CAMPUS COALITION WEBSITE



## FACULTY & STAFF

Emotional & Psychological Health

Environmental Health

Financial Health

Physical Health

Professional Health

Social & Cultural Health

Spiritual Health

<http://healthycampus.oregonstate.edu>



# WORKING AT HOME SURVIVING AND THRIVING

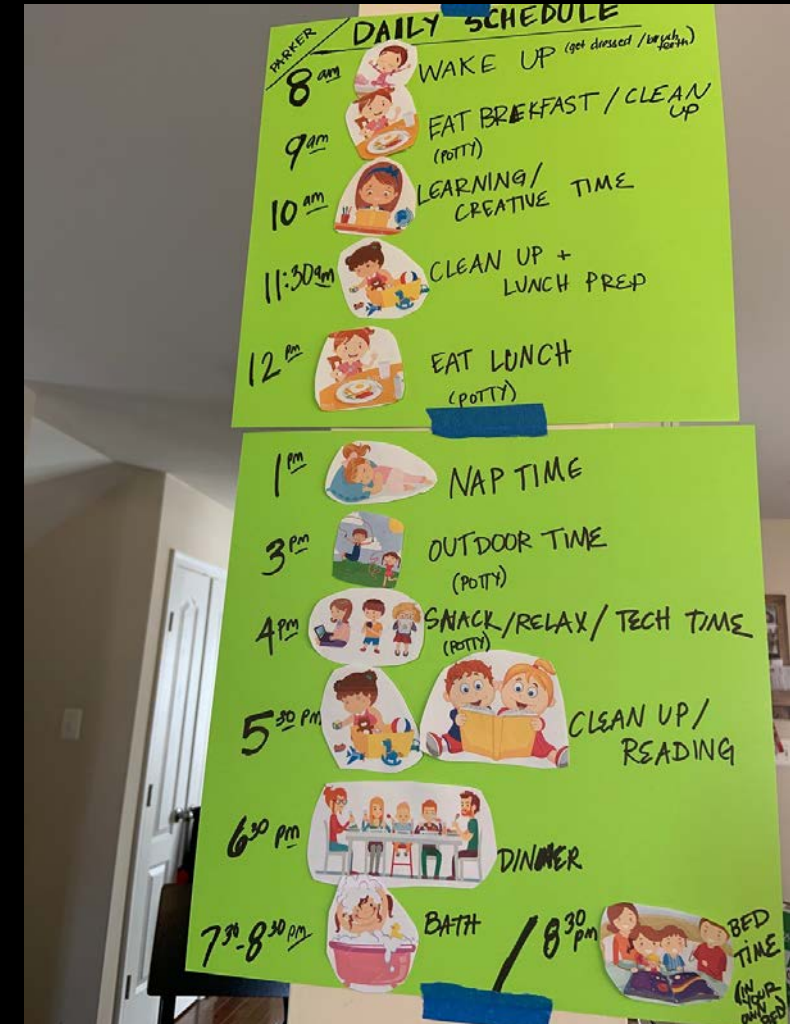
- ❖ Get dressed
- ❖ Set aside a designated work area
- ❖ Acknowledge the challenges
- ❖ Keep a calendar or to-do list
- ❖ Eat a healthy lunch or snack
- ❖ Open virtual meetings with a community builder question
- ❖ Connect purposefully with your team throughout the week
- ❖ Set and keep regular office hours/take regular breaks
- ❖ Build movement into your day/Schedule walking meetings
- ❖ Pick a definitive finishing time each day



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# PARENTING AND WORKING AT HOME

- ❖ Communicate Expectations/Create Routines
- ❖ Evaluate Childcare Resources - (Including virtual visits with family)
- ❖ Schedule activities that don't require close supervision during your meetings or busy times
- ❖ Create visual cues for times you cannot be interrupted
- ❖ Consider shift work or splitting your day
- ❖ Consider rewards
- ❖ Get creative with your space
- ❖ Create activity boxes or jars to draw ideas out of
- ❖ Take Breaks – dance party/walk/meals
- ❖ Let go of the normal and stress less about screen time. Balance this out with non-digital entertainment when all together during non-working hours.



# OSU FAMILY RESOURCE CENTER

<https://familyresources.oregonstate.edu/>

**Resources page specific to COVID-19:**

<https://familyresources.oregonstate.edu/COVID-19FamilyResources>

- ❖ Educational Resources
- ❖ Food Resources
- ❖ Entertainment Ideas
- ❖ Coping Tips



# CARE.COM WORKSHOP

## **COUPLES THAT WORK: AT HOME SURVIVAL GUIDE**

How dual-career couples can successfully  
work from home during COVID-19

Webinar • May 5, 2020 • 12:30–1 pm EDT

Brought to you by Care@Work by Care.com, this webinar will provide helpful and actionable tips about how to manage working from home with your partner – and maybe children, too!

**REGISTER NOW:**

<https://bit.ly/2XxnHVH>



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# MANAGING REMOTE TEAMS

- ❖ Acknowledge the current situation and the challenges.
- ❖ Check to see if employees have the equipment and resources they need.
- ❖ Establish multiple methods for team communication.
- ❖ Facilitate connection for your team members in your regular team meetings.
- ❖ Be explicit about priorities, goals and deadlines.
- ❖ Help with prioritizing work if employees are struggling.
- ❖ Check in regularly in a variety of ways – (frequency vs. duration).
- ❖ Encourage sharing of progress on tasks/goals.
- ❖ Be available and responsive when employees reach out.
- ❖ Model the way. Stay positive but also be human.
- ❖ Assume positive intent. Show kindness and empathy.



## Resources for Supervisors:

<https://hr.oregonstate.edu/covid-19-resources/covid-19-resources-supervisors>

# EMPLOYEE BENEFITS CONTACTS AND REOURCES

- Directory: <https://hr.oregonstate.edu/about-us/hr-staff-directory#benefits>
- Webpage: <https://hr.oregonstate.edu/benefits>
- E-mail: [Employee.benefits@oregonstate.edu](mailto:Employee.benefits@oregonstate.edu)
- Phone: 541-737-2508
- Resource Links:
- [Cascade EAP](#)
- [Health Insurance Resources](#)
- [Benefits Resources Related to COVID-19](#)