

Loyola World

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News for employees of Loyola University Chicago

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Benefit Beat

New statement gives comprehensive view of Loyolans' benefits

University and medical center faculty and staff employees recently received a Comprehensive Benefits Statement mailed to their homes. The new form provides each Loyolan with a personal summary of benefits provided by Loyola University Chicago and Loyola University Medical Center, including salary, medical and dental plans, vacation and sick bank totals, retirement savings, social security, and tuition, where applicable. In addition to showing employee benefits totals in these areas, the statement also notes the amounts Loyola subsidizes in several key benefit areas.

"This new statement was created to show Loyolans their complete salary and benefits, all in one place," said Director of Employee Benefits and Administration Anne Hinman. "Most Loyolans realize that the university and medical center offer benefits packages that are very competitive with other employers, seeing this compiled and tallied on one form is very informative and affirming for all of us who dedicate our time and

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The 1996 benefits committee takes advantage of a sunny day before a meeting. Top row: Allen Shoenberger, J.D., professor of law; John Kambanis, vice president of human resources management; Marilynn Marwedel, retirement services manager (guest); Trisha Cassidy, associate vice president of provider relations, LUMC; Mary Longo, insurance supervisor, human resources, LUMC; Patricia McCanna, assistant to the dean, Mundelein College; Sue Wiggins, administrative secretary (guest). Second row: Ann Bugliani, Ph.D., associate professor of modern languages and literatures. Third row: Charles Lange, Ph.D., professor of microbiology and immunology; Michael Minnice, director of student financial assistance and veterans advisor. Fourth row: Vic Scodiuss, senior administrative assistant, health care services; Charlotte Trznadel, senior secretary, marketing. Bottom row: Bonnie DeZur, assistant director of registration and records; chairperson Anne Hinman, director of employee benefits administration.

New 'bundled' student fee to end pricing confusion for lakeside services and programs

In a move to alleviate the confusion caused by itemizing fees for some student services and activities, the university is moving to a "bundled" fee system which will result in a single fee noted on all students' bills this fall. Fees paid will vary depending on students' colleges or schools and, in most cases, on credit hours taken in a given semester.

The bundled fee will provide lakeside campuses students (some of whom are based at the medical center) with improved access to an array of opportunities, including Career Center counseling and placement, student health, recreational sports facilities, admission to on-campus intercollegiate events, learning assistance services, Counseling Center services, university or community programmed special events, and student activities planned by full-time undergraduate student organizations or supported by the deans of the part-time undergraduate and graduate/professional schools.

"We are trying to make our accounting and billing methods more user-friendly," said Acting Vice President for Student Affairs Dan Barnes, Ph.D. "In the past, we had itemized lines for some areas—like the Halas Center, health services and the student activity fee—but this caused confusion about what else students were getting for their money. We offer a very

solid package of services and activities, which we are continuing to improve. Rather than itemize some and not others, we are moving to one fee that helps to pay for activities and the services in these eight areas. We are increasing access and availability for students."

Plans for changing the fee accounting structure were in process as the spring semester drew to a close. Dean for Campus Life Bernard Pleskoff's efforts to engage student input resulted in a premature announcement of the proposed change in the student newspaper, *The Loyola Phoenix*. Since April, efforts have resulted in finalizing the fee amount and in providing official notices of the changes, including communication to academic deans from Senior Vice President and Dean of Faculties James L. Wisner, Ph.D.

The fee for full-time undergraduates, for example, will be \$200 per semester, \$60 of which (the same amount as for 1995-96) will go directly into the student activity fund. The remainder of the amount helps to defray part of the cost of several student services, programs and activities which remain subsidized by other university resources. Part-time, graduate and professional students will pay a lower bundled fee. Their deans will continue to receive funds, equivalent to those for

1995-96, for activities for students in these schools.

Student services and programs are available to full-time and part-time undergraduate and graduate/professional students. The new community special events fees are intended to provide an increased sense of community for both residential and commuting students.

"We are in the process of some exciting changes," Pleskoff said. "We are striving for inclusiveness for students, to make everyone feel welcome and interested in being on our campuses."

Student and community events

Details for moderating the newly created fund that will support university-programmed, community events for students and others are still being refined. A committee, separate from the Student Activity Fee (SAF) Committee, will be established as an advisory group to Barnes.

"I want to emphasize that this fund was created in response to listening to what our students had to say when they were approached about using student activity funds to lower the cost of individual student participation in a university-planned event," Barnes said. "The money in this new fund will be used for programming for all students that likely will have a broader appeal for the whole

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University's undergrad student newsletter goes on-line

The first issue of a new World Wide Web-based newsletter, targeted specifically to Loyola undergraduate students, will be available to all Loyolans on Aug. 26. *CrossCampus*, a biweekly newsletter featuring events and news for Loyola students from faculty and administrators, has been sent to students in paper form since August 1993.

Loyola public relations, working with a student committee and information technology, began the effort to put *CrossCampus* on-line this April, while continuing its regular publication. "We knew that Loyola students were interested and active in using the World Wide Web," said Monica Walk, director of internal communication. "We hope that students will like *CrossCampus*' new Web-based features such as photos, hyperlinks [to other Web sites] and e-mail links."

The new editor of *CrossCampus*, Amy Moser, assistant manager of marketing and internal communications, began an e-mail survey process in June with a group of students eager to give feedback. "I wanted to evaluate undergraduates' information needs and determine their preferences about the information channel," said Moser. "I surveyed them via e-mail before and after they saw the prototype so that we could be open to a wide variety of delivery options." To view the current issue (available Aug. 26), see <http://www.luc.edu/publications/crosscampus/>.

The survey results also in-

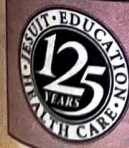
creased public relations' awareness of student needs. "I don't think that students accessed the paper copy of *CrossCampus* effectively. That's a problem because it is a good, informative news source. Access is easier electronically," wrote senior Todd Davis, a member of the committee who didn't yet have e-mail. Students also critiqued the prototype's story content; sophomore John Bigane asked for articles with a future-oriented focus. Moser also added instruction for text browsers on the advice of sophomore Muhammed Khurshid, who wrote, "Those of us with busy

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To view the current issue of *CrossCampus*, the university newsletter for undergraduate students (available Aug. 26), on the World Wide Web, see <http://www.luc.edu/crosscampus/>.

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Life team' increases organ, tissue donation

MEDICAL CENTER—A team of health-care professionals at Loyola University Medical Center is doing its part to combat the national shortage of organ and tissue donors.

The "life team," in place since November, educates Loyola physicians about organ and tissue donation, increasing potential donor referrals to the National Organ Bank of Illinois (NOBI). Lynda Potucek, organ procurement coordinator, thoracic and cardiovascular surgery, and founding life team member, said Loyola is the third largest cardiothoracic transplant center in the country. As shown in recent reviews, Loyola has the potential to be the top organ donor referral hospital.

In 1993, LUMC ranked first in the number of ROBI organ donations but dropped to fourth place in 1994. Potucek said many patient care units had mis-

conceptions about donation and were not referring patients who were suitable to be, after their deaths, organ and especially tissue donors, she explained.

In 1995, the state passed legislation requiring hospitals to refer all medically suitable potential organ donors to ROBI. To help Loyola comply with the new law and to increase donor referrals, Potucek organized a group of nurses, physicians, organ procurement coordinators and pastoral care workers. ROBI's hospital liaison, Beverly Jacoby, set up the team's educational component.

Life team members meet monthly, send information on donation to Loyola physicians and hold in-services for patient care units. Topics have included suitability of donors, and how and when to approach a patient's family to obtain consent for organ donation. Organ

recipients and donor family members also have spoken at these meetings about the benefits of organ donation.

Additionally, team members monitor medical records to ensure that the staff has given patients' families the option to donate their loved ones' organs and tissues when appropriate.

Another life team member, John Walsh, M.D., assistant professor of medicine and medical director of the medical intensive care unit, pulmonary and critical care medicine, said team members make "health-care providers more comfortable talking to the patients' families about organ and tissue donation."

Walsh believes the team's greatest accomplishment, however, "has been to increase awareness that we need to refer all potential organ and tissue donors to ROBI."

Criteria for potential donors

Organs:

- Legally documented brain death.
- Newborn to 80 years of age.
- Free of human immunodeficiency virus (HIV), hepatitis B, leukemia and lymphoma.

Tissues:

- Cardiopulmonary death (heart has stopped beating and cannot be resuscitated).
- Under 75 years of age (no age limit for donors of corneas and eyes).
- Free of severe infectious disease.

As a result of the life team's efforts, Loyola referred 18 potential organ donors to ROBI in the first half of this year—up from zero for the first six months of 1995—and potential tissue donor referrals jumped to 88 from 13.

The life team's goal is to make people think routinely of organ donation. For example,

caregivers could advocate that their patients list their wishes to be potential donors on their driver's licenses.

Said Walsh, "We want to be thinking about organ and tissue donation throughout our day, not just as a patient approaches death. We want to do what is right—to try to increase organ and tissue donation."

New statement provides view of Loyolans' benefits

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to Loyola. The Loyola Benefits Committee was our partner in creating the new statement. Representatives from faculty and staff previewed both content and the format and offered suggestions that helped shape both structure and financial product."

The statements will be distributed annually, replacing the benefit confirmation statements previously mailed in October and January. Due to the extensive process required to produce this comprehensive form for the first time, this year's statements were not completed until July; they contain a snapshot of benefit plan participation dated Jan. 1, 1996 (including fiscal year 1995-96 salaries), and pension accruals from Dec. 31, 1995. Next year, statements will be completed in April; for most employees, benefit electives and salaries do not change between January and April.

Feedback from Loyolans—via response cards included with the statements and telephone—has been positive. Hinman reports. The benefits office has fielded requests for clarification of some information; included here are answers to some of the most frequently asked questions.

From 1989, I contributed to the Loyola University Employees' Retirement Plan (LUERP) and have, in addition to my LUERP benefit, a

balance of my own contributions in the plan. How do these contributions factor into the accrued LUERP benefit shown on my statement?

The annual accrued LUERP benefit shown on your statement assumes your contributions with interest remain in the plan when you begin pension payments. You have the option, however, to take a refund of your contributions with interest anytime after you terminate employment with Loyola and before your pension payments commence. If you choose to take a refund of your contributions with interest, your accrued benefit is recalculated to reflect the refund.

For an estimate of your accrued LUERP benefit, should you elect a refund of contributions, call Mary O'Callaghan in the benefits department at 5-7925.

Why is Social Security reflected on my statement?

Both Loyola and you contribute 7.65 percent of your salary to Social Security to fund your future Social Security benefits. The estimate of your Social Security benefits payable at age 65 is included to assist you in planning for your retirement by providing a comprehensive view of your retirement income sources.

According to my benefit statement, I'm eligible but not currently participating in the

Retirement Matched Savings Plan. How can I participate?


In order to participate in the Retirement Matched Savings Plan and receive Loyola's matching 2 percent contribution to your account, you should schedule an appointment with a VALIC representative. Phone 5-7505 for the VALIC representa-

tives' schedule on your campus.

I'm not sure some of the information on my benefits statement is correct.

Besides merely informing employees of their benefits, an annual comprehensive benefits statement shows employees the information that the various ben-

efits systems record about them. This provides employees an opportunity to review the data. If you have a question about any particular information in your statement, call the benefits department at (800) 424-3980. All inquiries will receive a response within two business days.



GOING ABOVE AND BEYOND—Mark Fabri, battalion chief for the Oak Park Fire Department (center), and Oak Park Firefighter and Paramedic Mark Dodgson (second from right) pose with the "Above and Beyond" award presented to their department by Loyola University Medical Center EMS staff in recognition of the department's lifesaving efforts for a driver who suffered severe facial injuries when his car struck a guardrail on the Eisenhower Expressway in Oak Park and burst into flames. Oak Park paramedics placed a tube in the victim's throat and kept his air passageway open despite the man's facial injuries and swelling. The patient was later successfully treated at Loyola. With the awardees are Loyolans (from right): Wendy Marshall, M.D. trauma surgeon and director of trauma services; Jan Gillespie, R.N., trauma coordinator; and Deborah Atkian, R.N., manager of Loyola Lifestar aeromedical service.

Newsletter for undergraduate students goes on-line

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schedules and computers at home will access a text browser.

Other students were integral in the process. Senior Mike Stucka, news editor of *The Loyola Phoenix* student newspaper and Web developer, designed the template for the publication and provided ongoing technical and editorial feedback. Senior and public relations intern Amy

Poland reviewed the publication in each Loyola lakeside computer lab and has worked with Moser to promote the Web site as students arrive on campus. Moser plans to continue involving students in all parts of the process and will encourage their ongoing feedback about the publication.

During the first six months of Web publication, Loyola printing services will photocopy the *CrossCampus* Web pages, and the mailroom will

distribute them to racks at LSC and WTC. "The printout is really designed to facilitate access to *CrossCampus* on the Web," said Walk. "We want Loyolans to see the printed version only to alert them to the Web site, which is much more exciting than the paper version."

Moser plans to feature approximately six stories and up to five photos per issue. Content for *CrossCampus* focuses on "official" university news,

including announcements from the president and other administrators and faculty. It is designed to complement, not compete with, *The Loyola Phoenix* student newspaper. Information from student groups also is featured in *CrossCampus*.

CrossCampus will link with Loyola's official Web calendar to provide a central location for all event information, but will not include a separate student events calendar. All events can

be submitted to the Loyola Web calendar at <http://www.luc.edu/calendar/submit>.

Moser invites ideas for articles and encourages suggestions for links and e-mail addresses to be attached to each story. All event or program information (for articles) should include a detailed description, including time, date, place and who's invited to participate.

Contact Moser via e-mail at amoser or via fax at 5-6215. Call her at 5-7712.

