

OFFICE OF HUMAN RESOURCES NEWSLETTER

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Welcome Back to the Spring 2008 Semester!!

Study of ARP/403(b) 457 Investment Funds

According to Dr. Thomas Woodruff, Director of the Retirement and Benefits Division of the State Comptroller's Office, ARP and 403(b) participants should be pleased to hear the results of a recent study published in the Summer of 2007 in the issue of *Financial Management*. The study is titled "What's in your 403(b)? Academic Retirement Plans and the Costs of Underdiversification." Professors at Claremont State University compared portfolios based on TIAA-CREF variable annuities compared to those that might be achieved with a broader range of investments. On behalf of the State of CT Retirement Division, Dr. Woodruff asked the authors to replicate their analysis using the new investment options available to participants in the State of Connecticut ARP and 403(b) plan. The



Connecticut Study concluded that over a 10 year period, a highly risk-tolerant participant whose retirement savings were invested using the current ARP/403(b) menu could achieve an ending account value three times higher than was possible using TIAA-CREF annuities alone. This study should be of interest to all plan participants, but especially to those who are thinking about consolidating all their retirement assets—including amounts still invested in TIAA-CREF annuities— in one place. A copy of the full article can be accessed at www.ctDCP.com.

Opening of the Lactation Room

The Office of Human Resources and the Members of the SCSU Mother's Support Network are pleased to announce the opening of the Lactation Room. Public Act No. 01-182, an act concerning Breastfeeding in the Workplace, requires that employers make reasonable efforts to provide "lactation rooms" with privacy for employees. The Lactation Room is located in Connecticut Hall, Women's Lounge, First Floor. Please contact Francesca Poole in the Office of Human Resources at X25059 for more detailed information.



Dual Employment Forms

This reminder is provided to faculty and staff holding more than one state position. A Dual Employment form is required from any individual holding more than one state position regardless of whether the positions are within one or more State agencies. **All Dual Employment forms will be signed by the Office of Human Resources.** Forms can be obtained through the Office of Human Resources or on our website.

HR Staff

Please note that Aimee Bonn of the Office of Human Resources has a new telephone number. Aimee's new extension is X28848

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Southern Connecticut
State University

General Human Resources Information

EMPLOYEE ASSISTANCE PROGRAM (EAP)

SCSU contracts with The Lexington Group, Inc., for EAP services to provide free, short-term, confidential counseling and referral services to faculty, staff and family members.

The voluntary program is completely confidential and available to you and your family members 24 hours a day by calling toll free 1-800-676-4357. You may also obtain more information about The Lexington Group, Inc. via their website:

www.the-lexington-group.com.

DIRECT DEPOSIT

Take advantage of Direct Deposit today, and you will no longer need to make a special trip to pick-up your paycheck. Forms are available in the Office of Human Resources.

Direct Deposit is a safe and convenient way to receive your pay. Enrollment is simple! Visit our web site for more information.

In-Service Training for CT State Employees for Spring 2008



The Department of Administrative Services (DAS) has issued the In-Service Training schedule for CT State Employees for the Spring of 2008. DAS offers many types of training including: introductory and advanced courses on computer programs, professional development, supervisory training, and handling stress/health and wellness on the job.

Courses are held at the 12 Community Colleges throughout the state. An In-Service Training Catalog and applications are available in the Office of Human Resources for your review. For additional details and an application you may also go to <http://www.commnet.edu/in-service/> or <http://www.commnet.edu/in-service/docs/CurrentCatalogInPageMaker.pdf>

All applications and courses must have: your supervisor's signature of approval, the department's Banner Org # and must be signed by your department's Financial Manager before it can be processed. Please note that a Travel Authorization must be completed and submitted to Accounts Payable before attending your course.

All applications must be returned to the Office of Human Resources no later than February 4, 2008.

Please make your course selections very carefully and note that some courses have prerequisites. **No withdrawals or substitutions can be made after seats have been assigned.** If you cannot attend a class for any reason, please contact the Office of Human Resources. For further questions, please contact Amanda Pysh, Office of Human Resources at X25569.

On Campus Soon...



Liberty Mutual will be on campus to discuss special group discounts on auto and home insurance. They will be on campus the following dates and times in the Wintergreen Building:

February 28, 2008 1-3 p.m.
March 18, 2008 8-10 a.m.
April 10, 2008 1-3 p.m.
May 6, 2008 8-10 a.m.

For more information about Liberty Mutual visit their website at www.libertymutual.com or Jennifer Henry at **1-800-458-3749 ext. 225**.



ING will be on campus in the Adanti Student Center, Room 305 on the following dates:

January 30, 2008 9-5 p.m.
February 6, 2008 9-5 p.m.
February 14, 2008 9-5 p.m.
February 20, 2008 9-5 p.m.
February 27, 2008 9-5 p.m.
March 3, 2008 9-5 p.m.

For more information about ING visit their website www.ing.com or contact **Marilyn Timbers** at marilyn.timbers@ingfa.com or at **860-368-3363** to schedule an appointment.

HR Online @

Please visit the Human Resources Website at: www.southernct.edu/employment/