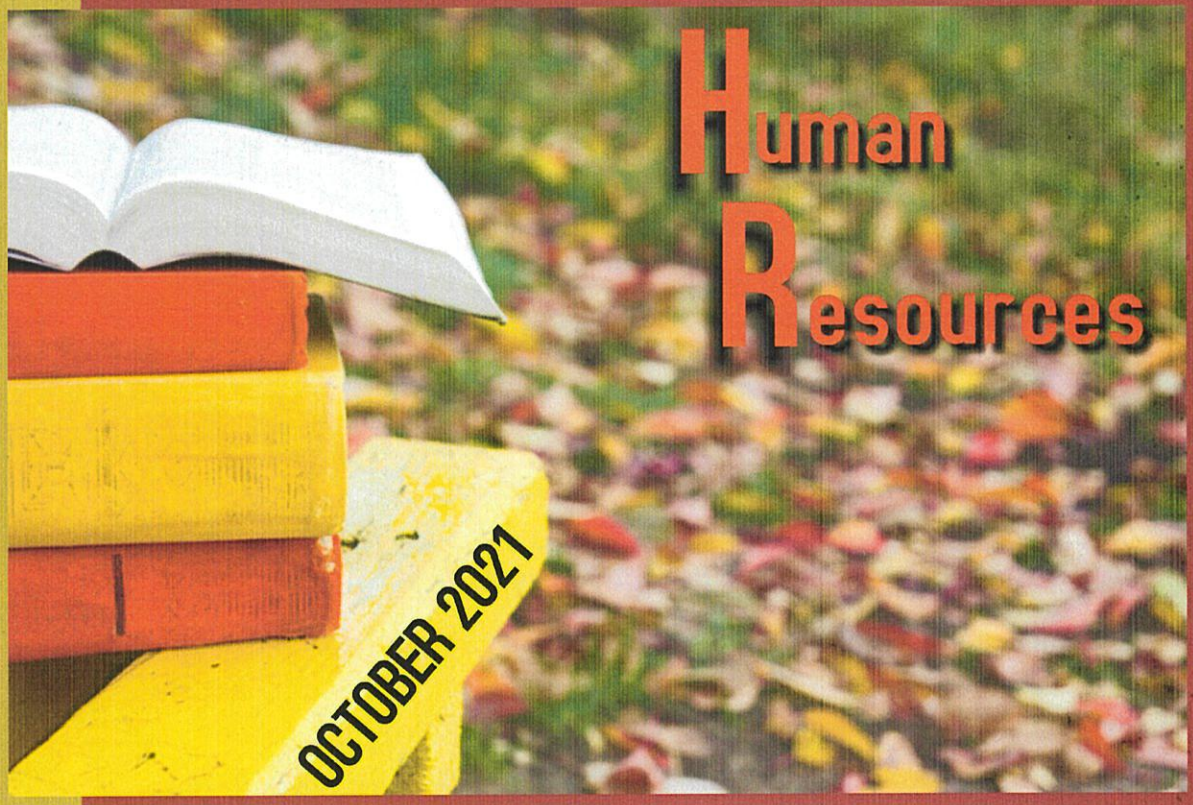
NEWSLETTER



WHAT'S INSIDE

2022 Benefit and Preminum Rate Changes

Working with Generation Z and Millinium employees

Breast Cancer Awareness

Benefits Fair 2021

Did You Know Facts

New Employees

Feed Back Fear

JSU

Customer Service Zone

Take All Complaints Seriously

- Listen courteousley and attentively to the customer's problem.
- Show empathy for the customer's feelings.
- Apologize for the customer's bad experience.
- Don't place blame or make excuses.
- Ask questions and restate what the customer has said to be sure you understand.
- Thank the customer.
- Follow up to make sure the customer is satisfied.

motivating MISSISSIPPI

keys to living healthy

2022 Benefit and Premium Rate Changes

Effective January 1, 2022, the premiums for health insurance will increase. The increase rate is 6% for all non-Medicare Coverage Categories.

Employees are encouraged to review the "Know Your Benefits" Newsletter mailed to your home address from the State and School Employees' Health Plan regarding changes that will be effective January 2022.

A 2022 Plan Document (PD), which contains benefits, plan provisions, and eligibility guidelines, will be available online at http://knowyourbenefits.dfa.state.ms.us .

Below is a summary of the new health insurance premiums rates. Medical Deductibles for Select coverage is also increasing. The in-network deductible will increase from $1,300 to $1,500 for individuals and from $2,600 to $3,000 for family coverage. Please note that the deductibles for the Base Coverage will remain the same in 2022.

Health Insurance Premium Rates

Effective January 1, 2021

Legacy Employees Hired Before 1/1/2006						
Active Employees	**Base Plan**					
Plan Type	**2021 Total Premium**	**2022 Total Premium**	**2022 Premium Increase**	**2021 Employee Portion**	**2022 Employee Portion**	**2022 Employee Increase**
Employee Only	$389.00	$412.00	**$23.00**	$0.00	$0.00	**$0.00**
Employee + Spouse	$814.00	$863.00	**$49.00**	$425.00	$451.00	**$26.00**
Employee + Spouse & Child(ren)	$1,037.00	$1,099.00	**$62.00**	$648.00	$687.00	**$39.00**
Employee + Child	$499.00	$529.00	**$30.00**	$110.00	$117.00	**$7.00**
Employee + Children	$671.00	$711.00	**$40.00**	$282.00	$299.00	**$17.00**

Legacy Employees Hired Before 1/1/2006						
Active Employees	Select Plan					
Plan Type	2021 Total Premium	2022 Total Premium	2022 Premium Increase	2021 Employee Portion	2022 Employee Portion	2022 Employee Increase
Employee Only	$409.00	$432.00	**$23.00**	$20.00	$20.00	**$0.00**
Employee + Spouse	$893.00	$945.00	**$52.00**	$504.00	$533.00	**$29.00**
Employee + Spouse & Child(ren)	$1,116.00	$1,181.00	**$65.00**	$727.00	$769.00	**$42.00**
Employee + Child	$579.00	$612.00	**$33.00**	$190.00	$200.00	**$10.00**
Employee + Children	$750.00	$793.00	**$43.00**	$361.00	$381.00	**$20.00**

Horizon Employees Hired After 1/1/2006						
Active Employees	Base Plan					
Plan Type	2021 Total Premium	2022 Total Premium	2022 Premium Increase	2021 Employee Portion	2022 Employee Portion	2022 Employee Increase
Employee Only	$389.00	$412.00	**$23.00**	$0.00	$0.00	**$0.00**
Employee + Spouse	$814.00	$863.00	**$49.00**	$425.00	$451.00	**$26.00**
Employee + Spouse & Child(ren)	$1,037.00	$1,099.00	**$62.00**	$648.00	$687.00	**$39.00**
Employee + Child	$499.00	$529.00	**$30.00**	$110.00	$117.00	**$7.00**
Employee + Children	$671.00	$711.00	**$40.00**	$282.00	$299.00	**$17.00**

Horizon Employees Hired After 1/1/2006						
Active Employees	Select Plan					
Plan Type	2021 Total Premium	2022 Total Premium	2022 Premium Increase	2021 Employee Portion	2022 Employee Portion	2022 Employee Increase
Employee Only	$430.00	$455.00	**$25.00**	$41.00	$43.00	**$2.00**
Employee + Spouse	$914.00	$968.00	**$54.00**	$525.00	$556.00	**$31.00**
Employee + Spouse & Child(ren)	$1,137.00	$1,204.00	**$67.00**	$748.00	$792.00	**$44.00**
Employee + Child	$600.00	$635.00	**$35.00**	$211.00	$223.00	**$12.00**
Employee + Children	$771.00	$816.00	**$45.00**	$382.00	$404.00	**$22.00**

TAKE THE FEAR OUT OF FEEDBACK

The ability to give feedback is a superpower. Little nuggets of feedback can change lives. But the word "feedback" has a negative connotation, perhaps because not many people are comfortable giving it.

One mistake many managers make when giving feedback is to focus only on poor performance instead of also speaking to successful performance.

When managers focus on an employee's weaknesses, their engagement drops to 31 percent. When supervisors focus on fixing a performance problem through negative feedback, "It's a huge turnoff in the employees' minds," they said. "When we exert control over someone, their performance will actually go down, outcomes suffer, and learning is limited. As a supervisor, remember it's about their future and not your agenda."

Trust and Positivity Are Key When giving feedback, managers shouldn't be judgmental. Feedback should be intended to help individuals or teams thrive and grow. "If not, then don't fool yourself into thinking its feedback," they said.

Once a manager and employee develop trust, more valuable and more effective discussions over feedback can be had, they said.

"When there's a trusting relationship, so many good things happen. There's 74 percent less stress, 106 percent more energy, 50 percent more productivity, 60 percent more joy, 70 percent more purpose and 50 percent more retention," Chandler said.

Chandler and Grealish said negativity will kill the process. They recommended conveying the message "It's not that you did it wrong. It's that you can do it even better."

Don't Make Feedback Scary Supervisors should aim to lower employees' fear of receiving feedback. "The last thing an employee wants to hear is, 'let's set up some time tomorrow for you to visit with me in my office,' this is something that will surely lead to a restless night's sleep. Instead, give small bits of feedback more often, not just annually or biannually.

Some do's for delivering feedback that will deepen bonds between the employee and the manager, and expand their relationship:

- Be clear about the situation the feedback is based on.
- Focus on the most important thing about the situation.
- Avoid gossip, rumor and innuendo.
- Describe what you observed using only facts, not guesses.
- Share the resulting impact.
- Explore and plan with the employee what the next step should be.

Paul Bergeron is a freelance writer based in Herndon, Va.

October

Brest cancer awareness

Knowing It Exists Is Not Enough.

JOIN THE MOVEMENT AT
WWW.BREASTCANCERAWARENESS.COM

Made with PosterMyWall.com

JSU 1877 | JACKSON STATE UNIVERSITY

2021

VIRTUAL BENEFITS FAIR AND OPEN ENROLLMENT

VISIT WEBPAGE:

https://www.jsums.edu/humanresources/registration-jsu-virtual-benefis-fair-2021/

Octber 1-31, 2021

***Enroll/ Make changes to employee benefits**

***Communicate with vendor representatives**

Human Resources Department
College of Business 5th Floor
601.979.2015 / hrbenefits@jsums.edu

What 20-Something-Year-Olds Want from an Employer

Brought to you by: People Strategy

There are many stereotypes about employees who are in their twenties and early thirties and fall into either the Gen Z or Millennial population. Here are some examples often heard.

- They don't know how to work.
- They are so lazy.
- They can't function without their phones.
- They don't like people who hold authority over them.
- They are disrespectful.
- They don't know how to work in the real world, they don't understand that things don't just get handed to you.
- They probably had daddy pay for that.
- They are non-committal.
- They act like they know everything and are better than everyone else.

The goal of this article is to explain how these stereotypes miss the mark and to share what Gen Z and Millennial generations want from work experiences. Hopefully by the end you see the younger generation within today's workforce as a group who cares, works hard, has goals and aspirations, and wants to learn from those who have the life experience and knowledge they don't.

Gen Z and Millennials want clear, consistent guidance from experienced mentors "Like anyone just starting their professional life, this generation is trying to grow and acquire knowledge that will help achieve the life they want to live. Respectfully given advice based upon personal experience is something they eat up because they don't know it all. Most young professionals want to excel at what they are doing. When they set their mind to doing something, they are all in. Gen Z and Millennials do have an "all or nothing" approach to life, which is probably where the stereotype of being non-committal comes from. When they commit to something, it is done to the best of their abilities. Both stereotypes look for direction from colleagues and leaders. Employers should relay what needs to be done and then let them do it. When they succeed, give rewards and allow them to continue to learn and take on more responsibility.

A chance to succeed and earn enough to support their life ambitions Yep, that's right, they are ambitious, possess an entrepreneurial spirit, and take great pride in their work and success. Gen Z and Millennials don't expect anything to be handed to them. They just want the opportunity to prove themselves. They recognize hard work is necessary to make the big bucks, and are willing to put in the work.

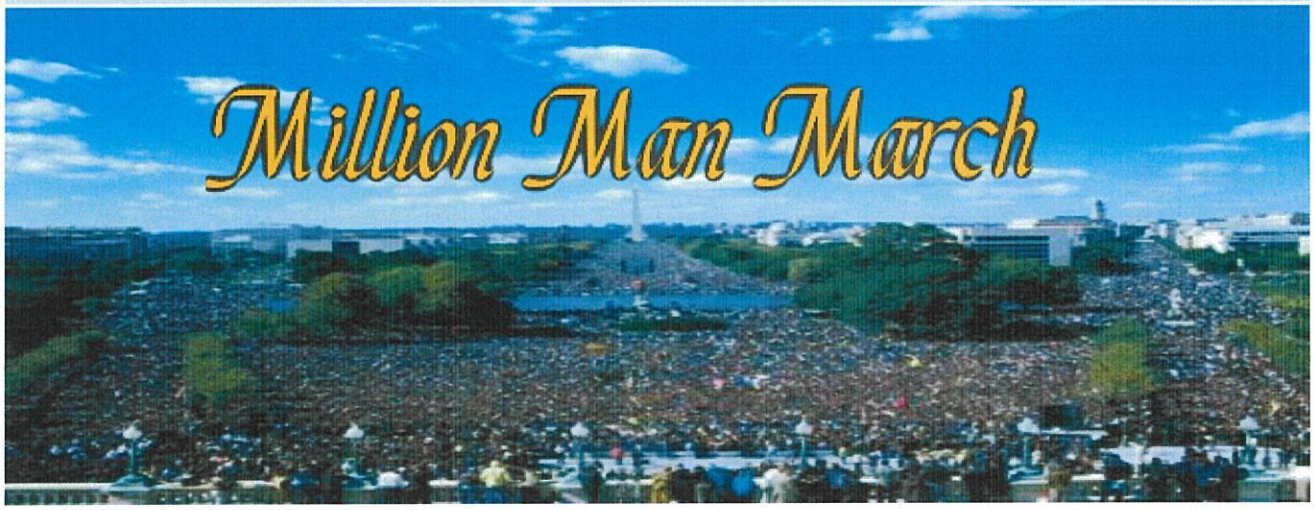
Opportunities to grow – professionally and socially There is a misconception that this generation is lazy, or doesn't want to work. They want to work, but they want to work for a company that rewards their time and effort. They want the opportunity to move up and progress, to be able to accrue accomplishments that can be used as stepping stone to reach a higher destination. If an employer can't offer that, they will put forth the minimal effort required until a company is found that does offer what is desired. These generations know how to work hard, but they also know their worth and want to be respected and appreciated.

An environment that fosters teamwork They want to be part of a team that they can trust. When trust is lacking within an organization, Gen Z and millennials will be hunting for a new place to work. Boundaries help them understand what they can and cannot do as well as what they should be attempting to do. Providing boundaries will helps define where the lines are so they don't cross them until given the go-ahead?

A chance Gen Z and Millennials want a fair chance to pursue the opportunity to become successful. They want to earn your trust, with hopes that in return, you recognize, reward and respect their abilities to contribute to the company's success. They want the chance to excel alongside peers and coworkers. They want the chance to move up and earn more. They want the chance to make their dreams come true. And, honestly, isn't that what we all want?

DID YOU KNOW?

October Facts



October 16, 1995, Hundreds of thousands of black men gathered at the National Mall in Washington. The event focused on atonement, reconciliation & responsibility within the black community.

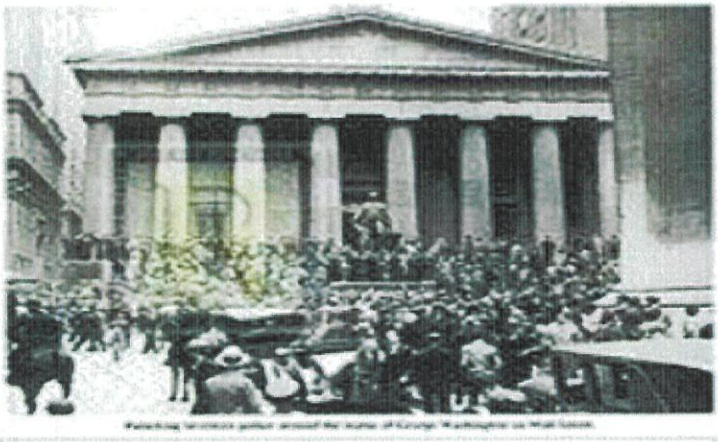
Black Thursday
10-29-1929

The first day of the stockmarket crash of 1929. That was the worst stock market crash in U.S. History. It kicked off the Great Depression.

WALL STREET CRASH!

Black Thursday in America

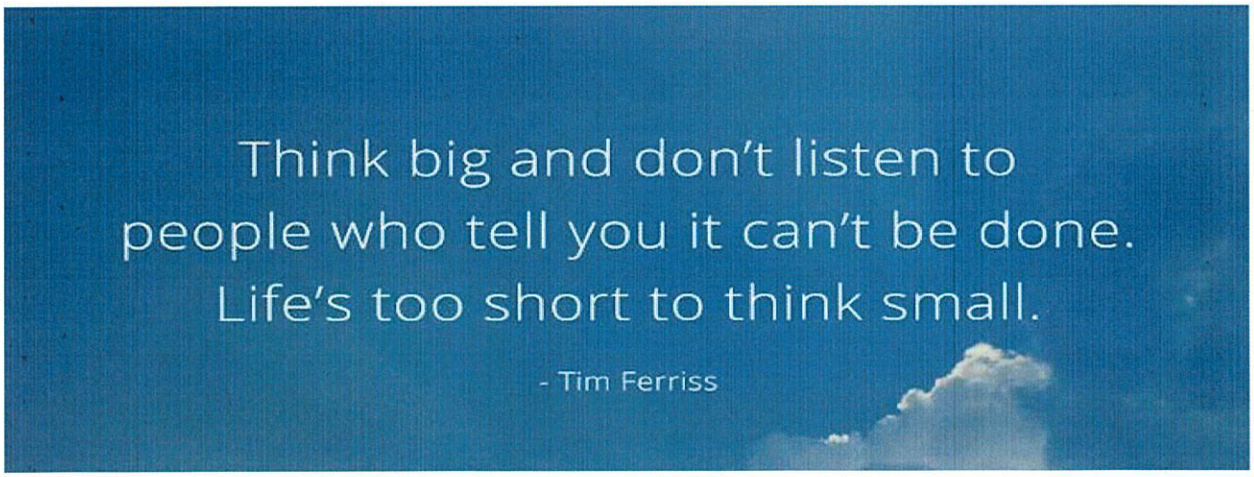
Stocks Plunge and Eleven Commit Suicide



Made with PosterMyWall.com

WELCOME NEW EMPLOYEES

JULY, AUGUST, and SEPTEMBER

First Name	Last Name	Title	Department
Jermarcus	Bounds	TRIO Regular SSS Retention & Graduation Coach	Student Success
Donald	Brooks	Research Associate	RCMI-Center for Health Disparities
Sydney	Brown	Director of Women's Business Center	Women's Business Center
Tiffany	Caesar	Visiting Scholar	Margaret Walker Center
Chase	Champbell	Assistant Women's Basketball Coach	Athletics
Erica	Darden	Compliance Coordinator	Athletics
Lawanda	Dickens	Instructor	English & Mod Foreign Language
Trashonda	Dixon	Assistant Professor	Elementary & Early Childhood Education
LaTannia	Ellerbe	Assistant Professor	Music
Tierra	Flowers	Assistant Professor	Elementary & Early Childhood Education
Kalil-Dan	Ford	Computer Science Intern	Information Technology
Angel	Foster	Computer Science Intern	Information Technology
Janne	Hall	Research Associate	Environment Science
Brent	Harris	Coordinator of Student Engagement	Center for Student Engagement & Leadership
Kyle	Harris	Facilities Maintenance	University Stadium-Athletics
Latoya	Hart	Asst. VP of Institutional Effectiveness & Research	Foundations & Research
Crystal	Henry	Executive Director of Housing & Residence Life	Housing & Residence Life
Naira	Ibrahim	Assistant Professor	Environmental
Charles	Irvin	Visiting Professor	Political Science
Dominique	Jasmin-Pasley	Assistant Director	Athletics
Hortencia	Kayser	Visiting Professor	Communicative Disorders
Cantavion	Kelly	Security Officer	Public Safety
Patricia	Leaks	Administrative Coordinator	Academic Affairs
Karen	Linstrum	Assistant Professor	School of Community & Rehabilitation
Maurice	Mangum	Department Chair	Political Science
Mason	Mathews	Assistant Strength & Conditioning Coach	Athletics
Fredrick	McKinley	Major Gift Officer	Major & Planned Gifts Unit

Tiffany	McLaurin	Visiting Assistant Professor	Criminal Justice & Sociology
Misti	Munroe	Associate Vice President	Business & Finance
Brittany	Myburgh	Assistant Professor	Art
Doreen	Myrie	Assistant Professor	Special Education
Sylvianne	Njiki	Research Associate	Environment Science
Ashley	Norwood	Visiting Assistant Professor	Mass Communications
Emmanuel	Nwachukwu	Assistant Professor	Mass Communications
Oluwatoyin	Odubanjo	Research Associate	RCMI-Center for Health Disparities Research
Amber	Pack	Coordinator of Ticketing Operations	Athletics
Christopher	Partee	Computer Recycling Coordinator	Civil Engineering & Industrial Systems & Technology
Simeon	Rankin	Computer Science Intern	Information Technology
Allaysia	Roberts	Computer Science Intern	information Technology
James	Robinson	Department Chair	Health, Physical Ed. And Recreation
Sheri	Ross	Admin. Assistant	Communications Disorders
Pamela	Scott	Prof/MSW Coordinator	Master of Social Work Program
Lauren	Shelby	Education & Public Relations Manager	Margaret Walker Center
Phillip	Shirley	Instructor	Journalism & Media Studies
Malone	Silver	Associate Director of Football	Athletics
CaTika	Slay	Director of Academics	Athletics
Gene	Smith	Associate Professor	Music
Jasmine	Thomas	Residence Hall Building Director	Housing & Residence Life
Nathan	Towery	Assistant Professor	Mass Communications
KB	Turner	Dean	College of Liberal Arts
Alicia	Wells	Computer Science Intern	Information Technology
Jonathan	Williams	Assistant Women's Basketball Coach	Athletics
Alexis	Williamson	TRIO Regular SSS Administrative	Student Success