

**A statement from Virginia Tech President Tim Sands**

To the Virginia Tech Community,

No one should have to live in fear of sexual assault on a college campus. As survivors know all too well, such an experience will alter one's life forever. For students, the trauma can significantly affect their ability to focus on learning and be an engaged member of the campus community. We must do everything in our power to end this threat and fundamentally change the aspects of our culture that promote sexual assault and downplay the severity of its impact. It will take all of us working together, including our campus community, parents, teachers, administrators, law enforcement, and lawmakers, to make this happen.

Our Board of Visitors recently engaged in an in-depth review of student conduct, Title IX, and the current legal environment. Promotion of preventative measures and bystander intervention is widespread. Reporting is on the rise, and confidential resources, such as our Women's Center, which is marking its 25th anniversary, and Cook Counseling Center, are making a difference. While we are making progress in some areas, we continue to be concerned that only a small fraction of sexual assault cases are reported, and the maze of regulations and legal restrictions is becoming more complicated and difficult for survivors to navigate.

As Sexual Assault Awareness Month draws to a close, it is vital that we continue our efforts to eliminate sexual assault from society and our campus. Every member of our university community should become familiar with our resources, learn to intervene, and promote a safe environment in your organizations and among your acquaintances and friends.

To those students on our campus who have survived sexual assault, we are committed to supporting you.

Sincerely,

Tim Sands
President

Sexual assault information and resources:

- stopabuse.vt.edu
- womenscenter.vt.edu/womenscenter.html
- ucc.vt.edu

2019 Open Enrollment to be held May 1-15, 2019

Open Enrollment for health insurance and/or flexible spending accounts (FSA) will be held May 1 – 15, 2019. Any changes made during this year's open enrollment period will take effect July 1.

Following are highlights of open enrollment changes for the 2019-20 plan year:

- There are no changes in basic plan employee premiums. Employee premiums will change for optional benefits.
- There is a new Optima Health Vantage HMO plan offered in Hampton Roads.
- New vendor, IngenioRX, will administer the outpatient prescription drug program for Anthem plans.
- New vendor, PayFlex, will now administer Health and Dependent Care FSAs as well as Health Reimbursement Arrangement (HRA).
- New vendor, Delta Dental, will now administer dental benefits for Anthem and Aetna plans.

For additional information on these changes and other open enrollment information, review this year's "Spotlight on Your Benefits" newsletter. All benefits-eligible employees will receive a copy of the newsletter to their address of record on or around May 1.

Open enrollment information sessions: Starting next week, Human Resources will hold open information sessions to review changes for all benefit-eligible employees. Sessions will continue through the end of open enrollment. Registration is not required for these sessions; Zoom sessions are available for some dates. Employees are encouraged to attend one of these sessions either in person or through zoom to learn about changes in the 2019-20 plan year. [Click here for a list of sessions.](#)

New this year! Online enrollment tool: We are excited to announce that employees will be able to make health plan open enrollment changes or enroll for FSAs online through the new Health Benefits Direct tool. [Click here for more information and instructions on how to use the online enrollment tool.](#)

Health Benefits Direct will be available May 1 – May 15 for Open Enrollment. This is the preferred

way to submit open enrollment changes, since it ensures accurate and timely processing of open enrollment submissions.

Open Enrollment changes made through Health Benefits Direct must be submitted online at Health Benefits Direct no later than May 15 at 11:59 p.m.

Other ways to submit open enrollment changes:

If you choose to submit a paper enrollment form, it can be downloaded here. After completion, it can be submitted the following two ways:

- By dedicated fax at 540-231-6479. Note: Do not include Social Security numbers on forms that are submitted by fax; as an alternate identifier, note the last 4 digits of your 9-digit Hokie ID.
- In person or by mail to the HR Service located in the North End Center, 300 Turner Street, Suite 2300, Blacksburg VA 24061. Note: Mailed forms must be received by close of business on May 15.

Paper applications must be submitted to Human Resources Service Center in Suite 2300 at the North End Center by 5:00 p.m. on May 15.

Open enrollment website: In preparation for the Open Enrollment period, please visit the Open Enrollment website, which has been updated with information on plan changes for 2019-20, plan documents, important annual health care notices, frequently asked questions, and more.

Employees who are not making changes to health insurance plans or dependents and are not enrolling in a 2019-20 FSA, do not have to take any action. Please note that if you plan on taking advantage of Premium Rewards in the 2019-20 plan year with a July 1 effective date, you must complete a health assessment on the MyActiveHealth site during the open enrollment period of May 1 to May 15.

If you have questions about open enrollment changes, please attend one of the information sessions or contact the HR Service Center at hrrservicecenter@vt.edu or 540-231-9331. Visit the open enrollment website at bit.ly/2UzcrmD.

Blacksburg campus offices to open at 10 a.m. on May 17

Virginia Tech's spring University Commencement Ceremony is scheduled to begin at 8:30 a.m. on Friday, May 17, in Lane Stadium. The influx of graduates and their families arriving creates traffic congestion on the southern end of campus and along major arterial roadways.

To minimize congestion, President Tim Sands has approved a 10 a.m. opening for all university offices in Blacksburg on May 17. Employees who are not involved with commencement are urged not to travel to campus before the 10 a.m. opening.

Certain offices must be open for commencement or for operational reasons. Thus, supervisors should use judgment and staff appropriately.

Employees are cautioned that traffic is typically heavy before and after the commencement events along Southgate Drive, Beamer Way, and Washington Street. Cassell Coliseum and the South End Zone lots will also be closed or restricted.

Employees should adjust travel and parking plans accordingly. For more information visit the Commencement website at vt.edu/commencement.html.

Staff Appreciation Day is May 22; tour registration available now

From: The President's Office and Division of Human Resources

Each year, Virginia Tech celebrates the hard work and dedication of more than 3,400 staff members. Staff Appreciation Day will be held Wednesday, May 22, from 10 a.m. to 3 p.m., in Owens Hall. All staff, non-student wage employees, and emergency hires are invited to participate.

The event offers a wide range of activities including campus tours, Bingo, stress-relieving massages, the "Fabulous Feud" game team competition, live music by the "Half Throttle Band," lunch by Personal Touch Catering, and more. View the tours and events here.

Registration for tours is required and due online by 5 p.m. Friday, May 10. Tour spaces are filled by lottery drawing. Tickets will be sent to registrant's email address.

Supervisors are encouraged to allow staff employees to attend for a minimum of several hours. Please refer to the memorandum from the President's Office.

For more information or details, visit the Staff Appreciation Day website at staffday.bams.vt.edu or contact the President's Office at 540-231-7111.