

An e-newsletter for the employees of Lindenwood University

Welcome to the First Edition of Communique

Today's edition of Communique marks a new day in the communications process at Lindenwood University. We hope this electronic newsletter will be useful to you as a valued employee at LU.

Tentative plans are for this publication to be weekly—emailed to employees on Monday afternoons.

We will make every effort to provide you with the latest important information regarding a variety of issues at Lindenwood—from today's health insurance news to all sorts of important

policy information.

But of course it won't be fun without your participation—we need information about new employees and we want to recognize and salute our award winners and our veterans. We'll also try to highlight at least one employee weekly to familiarize everyone with the "faces" of LU.

If you have information you think needs to be distributed to the masses, please e-mail Scott Queen in the public relations office. His email address is squeen@lindenwood.edu.

Health Insurance Premiums Won't Rise; But There Are Changes

The following letter is from Julie Mueller, chief operating officer:

It is time again for the annual open enrollment in Lindenwood's major medical benefit plan. As in the past, we researched various insurance companies and health plans to find the best product and best pricing possible for our employees. After reviewing all options, we decided that GHP would continue to be the provider of medical benefits for Lindenwood University.

As many of you are aware, health insurance premiums continue to rise. The national average increase in premiums this year from last year is 12 percent. The average increase in Missouri is 15 percent. In addition to the standard increases, Lindenwood experienced an additional increment due to higher utilization of services than ever. This resulted in a 39 percent increase in

premium with GHP.

The good news is we were able to negotiate with GHP and modify our current plan to bring the increase down. By raising office visit co-pays and deductibles, we have been able to keep the increase to our premiums at a much more manageable level. Prescription co-pays will remain the same as last year. With the modifications, we are very pleased to announce that Lindenwood will not be increasing the employee portion of the cost of the health insurance in 2007. **Lindenwood will be absorbing the entire increase in premium.** In the current health insurance market, we are delighted to be able to offer another year of health benefits at no cost increase to our employees.

(Continued on next page)

Special Interest Articles:

- *Employee discounts on Boone Home Christmas Walk*
- *Michael Stein presents paper in Los Angeles*



Coming Up: Information on Dental Plan and Group Life Insurance

Inside Story – 3: Becky Panagos receives Emerson Award for Excellence in Education

Inside Story – 4: LU outlines university-wide policy on e-mail communications

Inside Story – 4: Lindenwood hires Daniel Newton as sports information director

Health Insurance Premiums (from previous page)

The employee portion of the cost of the new plan will remain as follows:

Employee	\$100.00
Employee + Spouse	\$250.00
Employee + Children	\$250.00
Employee + Family	\$450.00

Please review the information below for specific details of our new plan. If you are currently enrolled in the current GHP plan,

you do not need to do anything. You will automatically be enrolled in the revised plan. If you are not currently enrolled in the plan and would like to enroll effective January 1, 2007, or if you would like to terminate your coverage, you must contact Joyce Townsend at 949-4971 no later than December 21, 2006. If you have any questions, please feel free to contact me at 949-4901

Lindenwood Plan Comparison

	<i>Current Plan</i>	<u><i>2007 Plan</i></u>
Primary Care Physician Required?	No	<i>No</i>
Office Visits	\$15 PCP \$30 Specialist	\$20 PCP \$40 Specialist
Inpatient Hospitalization	None	None
Outpatient Surgery	None	None
Maternity (initial visit only)	\$15 office co-pay; no coinsurance for hospital delivery	\$20 office co-pay; no coinsurance for hospital delivery
Emergency Room	\$100	\$100
In-Network Deductible	\$500 individual/\$1000 family	\$1000 individual/\$2000 family
In-Network Out of Pocket Maximum	\$1500 individual/\$3000 family (includes deductible)	\$2000 individual/\$4000 family (includes deductible)
Home Care, Ambulance, Skilled Nursing, Physical, Speech and Occupational Therapy, Durable Equipment, Orthotics and Prosthetics	20% coinsurance after deductible	20% coinsurance after deductible
Prescription Co-pays	\$12 generic \$30 formulary brand/ \$50 non-formulary	\$12 generic \$30 formulary brand/ \$50 non-formulary
Out-of-Network Deductible	\$1000 individual/\$2000 family	\$2000 individual/\$4000 family
Out-of-Network Coinsurance	30% after deductible	30% after deductible
Out-of-Network Out-of-Pocket Maximum	\$3000 individual/ \$6000 family	\$4000 individual/ \$8000 family

NOTE: **Changes in Coverage are in bold.**

Panagos Receives Emerson Award for Excellence in Education

Lindenwood University professor Rebecca Panagos was presented an Emerson Award for Excellence in Teaching in a ceremony on Sunday, November 19, at the Ritz-Carlton Hotel in Clayton.

Panagos, who is hearing impaired, was recognized for her work in the teacher education program at Lindenwood University, where she specializes in elementary reading programs and special education.

Panagos has a Ph.D. in special education from the University of Missouri—Columbia. She has been a professor at Lindenwood since 1996, prior to which she worked for 20 years at the Special School District of St. Louis as a school counselor, vocational evaluator/counselor and resource teacher. Panagos specializes in special education and elementary reading programs.

Dr. Rick Boyle, dean of the faculty,

said that Panagos specializes in mentoring students seeking certification in special education and elementary education and that she is known throughout Missouri for her work in reading and special education.

“She is current and relevant and is known around the state as one of the most knowledgeable reading and special education teachers in Missouri,” Boyle said. “She is very deserving of the Emerson award. Dedication to her teaching and her students and the profession as a whole—she embodies all of that.”

Boyle said that Panagos’ hearing impairment makes her achievements and her day-to-day work all the more inspiring. Part of her work, he said, is to take her elementary reading methods program to schools, where part of the curriculum is to take the lessons immediately into class with elementary school students.



Rebecca Panagos

“She is current and relevant and is known around the state...”

-Dr. Rick Boyle”

Employees Discount Available for Christmas Walk

The Daniel Boone Home will continue its Christmas Candlelight walk December 8-9. Twelve historic buildings will be featured this year, with several skits and reenactments to entertain guests.

Lindenwood staff, faculty and students are invited to visit at a special discount. Purchase one ticket and get the second ticket free. Adults are \$15 and children are \$10.

Large crowds are expected and visitors are asked to come early. Gates open at 5:30 p.m., with tours beginning at 6 p.m. Visitors will visit the Daniel Boone Home, the Sappington Dressel House and then tour the historic village circle.

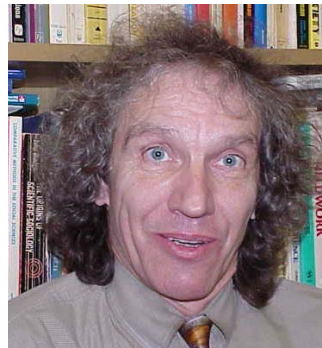
For the first time ever the Spanish Fort discovered in 1995, that dates to 1793 will be lit and available for inspection.

Professor Stein Presents Paper in Los Angeles

Lindenwood University Professor Michael Stein presented a paper Nov. 2 in Los Angeles at the American Society of Criminology annual national meeting. The paper was titled “The Place of Place in Social Science Research.”

Professor Stein has taught Sociology at Lindenwood since 1992. He regularly teaches Lindenwood’s introductory course, Deviance, Family, Social Problems, and Urban Sociology.

Much of the research he has conducted has been integrated into courses he teaches, as was true with the presentation in Los Angeles.



Michael Stein

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Daniel Newton

Daniel Newton Hired as SID

Daniel Newton started his job Friday as sports information director at Lindenwood University.

Newton has a BA in business administration from Truman State University, where he also minored in journalism. He worked in sports information at Portland State University for three years before return to his alma mater. He has served as Truman State's sports information director for four years.

NewLindenwood University Email Policy Outlined

Lindenwood University now has in place a new email policy adopted by the board of directors and included in faculty and staff handbooks. Following is the policy:

The purpose of e-mail services at Lindenwood is to improve the efficiency and effectiveness with which we conduct business, increase the ease and frequency of internal and external communications, and realize institution-wide savings in the cost of communications at the University.

Our e-mail system is to be used principally for conducting Lindenwood business. Excessive personal use – defined as exceeding ten minutes per work day engaged in personal e-mail communications – is not permitted.

Any personal e-mail transactions should take place only during regular work breaks, unless they are of a time-critical nature – e.g., related to a family emergency or an urgent financial or medical matter.

Under no circumstances is any employee authorized to broadcast personal or political messages to either ad hoc or preconfigured distribution groups, whether internal or external to the University.

Lindenwood employees are prohibited from sending or knowingly downloading e-mails that violate local, state, or federal laws or ordinances. All electronic transmittals sent over our system must conform to norms of common courtesy and decency. These

transmittals must not contain off-color language or humor, obscene, profane, or tasteless images, or angry or disrespectful expressions. Nor should they express personal or unfounded criticisms of the University or any members of the Lindenwood community. Use of the system to carry out threats or harassment will result in disciplinary action that may include termination of employment at the University.

Neither graphic images nor software attachments should be downloaded, opened, or transmitted via e-mail unless automatic virus-checking is turned on and functioning at the time of such operations. No one should open attachments that have questionable or unknown status, as doing so can cause expensive, time-consuming damage and malfunction across the University's entire computer network.

All e-mails generated through or received by Lindenwood's e-mail system are property of the University and subject to examination by University officials for cause. However, statutes governing intellectual property rights will supersede the University's prerogatives in the case of copyrighted materials. Although we do not routinely monitor all e-mails, we reserve the right to inspect any messages on our server at any time.

Failure to abide by these policies may result in rescission of an individual's e-mail privileges. Repeated violations of these strictures may be cause for dismissal