Data Talks 2 You!

January 25, 2018

Sponsored by Cornerstone

Presenters

Linda Harber,
Vice President for Human Resources,
Payroll and Faculty/Staff Life
George Mason University

Kate Astor,
HR Metrics and Project Analyst
George Mason University
Poll Question

What type of institution do you work at?

Poll Question

What is your position?
AGENDA

1. Strategic Communication & HR Metrics
   What We Do in Our 200 Metrics Avenue
   Impact, Metrics & Diversity

2. Importance of Visualization
   Effective Telling Data Tells Your Story

3. Demo the Tools

STRATEGIC
COMMUNICATION

EVOLUTION OF
DATA & METRICS

Data
Desert

Data
Overload

Meaningful
Metrics
Poll Question

Where are you in your data evolution?
“A PICTURE IS WORTH A 1000 WORDS”

90% of information transmitted to the brain is visual.

The brain can get the sense of a visual scene in less than

\( \frac{1}{10} \) th of a second.

Visuals are processed

60,000 X faster than text.

OUR BRAINS ARE MASTERS AT RECOGNIZING PATTERNS

COLOR

ORIENTATION

THE

WHO/WHAT/WHERE/HOW
Poll Question

What types of communication mediums do you use often (check all that apply)?
UNUM participants (data as of 08/2016):

- $XXX/per employee per year or $XXXK/total annually – Average cost for Standard's Higher Ed clients nationally
- $XXX/per employee per year or $XXXK/total annually – Average cost for Standard's Higher Ed clients in VA

Statewide and national numbers illustrate how dramatically costs can change.

The overwhelming majority of the plans in place today are employer-funded in VA.

With our expertise and access to some of the top Universities in the state, we could help consult with your benefits department on the right plans for GMU.

The benchmarking data included is based on Standard's block nationally. Standard has a large presence in Higher Ed both nationally and in VA.

The following factors would dramatically impact GMU's employer, employee, or shared cost(s):

- Benefit percentage, monthly maximum, waiting period, and max benefit period
- Employer contribution
- Employee demographics
- Insured earnings

Claims data would be applicable after the first renewal.
Thank You!

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