The purpose of HR Intercom is to reinforce the partnership of the Office of Human Resources with all University departments by keeping the University community informed of HR policies, programs, issues, and points of interest.

Spotlight

The University Celebrates Staff Service Milestones

Congratulations to the 1,450 staff members with service anniversary dates from July 1, 2018 through June 30, 2019, who have worked at the University for 10, 15, 20, 25, 30, 35, 40, 45, 50, and 55 years! These employees totaled 25,950 years of service. In addition to receiving a commemorative gift, those staff members were honored at a reception on June 7, and honorees with 25 years or more of service were invited to a dinner on June 3.

View the list of honorees and congratulate your colleagues! For service award program information, contact Melissa Ritzenthaler at 275-9151 or visit the Service Awards website.

News

2019 HR Achievement Award Presented to Chris Colaluca

The 2019 winner is Chris Colaluca, Senior Software Specialist for HRMS. Chris (pictured center right, with Director of HR Systems Optimization Kim Williams, far left, Associate Director for HRMS Systems Doris Ludek, center left, and Associate Vice President for Human Resources Tony Kinslow), was nominated for the award by Mike Mulherin with supporting statements from Laura DuMont and Doris Ludek.

Chris received her plaque and Barnes and Noble gift certificate at the 2019 Spring HR Forum on June 12. Her name will be added to the HR Achievement Award Plaque displayed in Wallis Hall.

Congratulations Chris!

Manager’s Tip

Independent Contractor versus Employee

The Internal Revenue Service (IRS) has established stringent criteria which must be met for an individual to be considered an Independent Contractor. In most instances an individual performing services for the University will be classified as an employee as will current and former employees or those that perform the same or substantially similar duties as employees. More information is located in Policy 122 and on the Corporate Purchasing website.

Learning & Development

MyPath Deadlines

Performance evaluations that were launched in early January on MyPath will be closing on June 30. Please be sure that all information for the evaluation is recorded and the evaluation is submitted by the deadline.

2019 mandatory in-service education is also due on June 30.
Training Saves Lives

Learning and Development was recently recognized by the American Heart Association and Laerdal for their efforts on improving quality to save more lives through the ongoing implementation and expansion of the Resuscitation Quality Improvement (RQI) Program for CPR training.

Diversity and Inclusion

Culture and Climate Change

The Office of Staff Diversity, Equity, and Inclusion is focused on the culture and climate change process at the University of Rochester - to foster and nurture diversity, equity, and inclusion. It requires a top-down and bottom-up commitment to make the change from transactional diversity programs to an integrated approach to organizational culture and climate change where equity thrives in leadership, management and business operations.

In hopes of becoming the leaders of culture and climate change, we must first address where the organization is on the continuum. The Cultural Competence Continuum identifies six categories: cultural destructiveness, cultural incapacity, cultural blindness, cultural pre-competence/humility, cultural competence/humility, and cultural proficiency. The continuum gives us a starting point as we continue to build and implement strategies necessary to shift the culture and climate. Recommendations to help us along the way include the following:

- Be intentional about recruiting, hiring, and retaining diverse leadership. The culture and climate of the organization are essential to the diversity of thought and different perspectives.
- Understand how inequity may be playing out in the organization.
- Examine the decision-making process. Make decisions with a diverse mix of voices at the table. Staff exempt, non-exempt, and union bring different perspectives to decision making.

The different perspectives help the organization make an informed decision.

- Stand on the Vision and Values of the University. The vision and values are the roadmaps to our success.

For additional information, please contact Kevin S. Beckford.

Total Rewards

Dependent Child Tuition Benefits

To apply for the Dependent Child Tuition Waiver Benefit, log on to HRMS and follow the path Self-Service> Benefits> Tuition> Apply–Dependent Tuition Waiver. Applications for the fall 2019 semester will begin to be processed in June, and all applications must be submitted no later than 30 days after the start of the course. Apply for the Dependent Children Tuition Waiver once per individual, per academic year by checking both fall and spring on your application.

Farmer’s Market Summer Dates

The University Farmer's Market will have select dates this summer. The market will be held on July 10 and 24, and August 7 and 21, all in Flaum Atrium from 2:30 – 5:30 p.m.

A Job Change May Affect Your Benefits

A change in your job can have an effect on your benefits. If you’re planning to experience any of the job status changes listed below, use the provided links to help you prepare for the changes that may occur:

- Full-time to Part-time
- Part-time to Full-time
- Full-time or Part-time to Time-as-Reported (TAR)

For more help understanding the benefits that are available to you, view your benefit summary or check out some of our healthcare articles that are specific to the University’s health plans and explain some tricky situations that you may encounter.

New Format for Well-U Fitness Classes

Beginning in July, the structure of Well-U fitness classes (free for University employees) will be changing. Previously, all classes were scheduled in 8-week sessions. With the new format, you will be able to sign up for classes as your schedule allows, one (or more) at a time. Plus, enrollment for each class will open on a rolling basis, meaning no big registration days; if this week's yoga class is full, you can sign up for next week's class. Follow these instructions to set up an account on the new registration platform. Once you’ve created an account you can begin signing up for classes.
Upcoming Events
(Click links to register)

Foam Rolling Class:
Thurs., June 20, 12:00 - 1:00 p.m.
Saunders Research Building

Well-U offers an overview of the benefits of foam rolling and ways to incorporate it into daily life in order to improve posture and flexibility.

Health Tip:
Living Your Best Life with Chronic Illness

Whether you just found out you have a chronic illness, or you have been living with chronic illness for a while, there is good news; you can learn how to co-exist very, very successfully with this unwanted presence in your life. Here’s how:

- Knowledge is power! Find out everything you can about your chronic illness. The internet is filled with advice and suggestions about chronic illness, but make sure you use reliable sources. Many large, academic medical centers (URMC, Harvard, Mayo Clinic and Cleveland Clinic) have great information, as do not-for-profit websites such as the American Heart Association and American Cancer Society. Find a website associated with your chronic illness and learn as much as you can.

- Partner with your primary care provider and specialists. A strong relationship with your providers equals success. Be open and honest about what is going on and how you are doing with your treatment plan. They want to help, so be an active partner in your health.

- Resolve to live a healthy life. This is probably not news to you, but regular exercise, nutritious eating (mostly whole food, plant-based), hydration, sleep and stress management go a long way in controlling chronic illness. If it seems overwhelming and too difficult to tackle, remember SOS- start out small. Don't try to change everything overnight. One small step can lead to great things!

  - Stay engaged in your life. When you have a chronic illness, it’s easy to get wrapped up in the details of managing it. But don't forget to save time for the things that are important to you. Some people call this "self-care"- take time to figure out what feeds your soul and make it part of what you do every day.

  - Never underestimate the power of humor. It is hard to think of chronic illness as anything funny, and it's not, but sometimes humor can get you though some pretty hard stuff.

  - Seek help when you need it. Getting through anything that is difficult or life-altering can shake your foundation. Rely on people who care about you to help out. You might be surprised by the people who want to help you-think not only about your family and friends, but also your co-workers, members of your faith community, and other people that you interact with routinely. Also, check out support groups for people who have the same chronic illness as you do.

For personal coaching and support to help you manage your chronic illness, consider partnering with a wellness coach from Well-U’s condition management coaching program. Condition management coaching is available to eligible individuals as part of Well-U.

Contacting HR Intercom:

HR Intercom is distributed through @Rochester and URMC This Week on a ten-month basis: January through July and September through November. If you have comments or questions about HR Intercom, please contact: Samantha.burkett@rochester.edu