



UNIVERSITY of  
ROCHESTER

# HR Intercom

March 2021

University of Rochester Office of Human Resources

*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.*

## News

### Staff Service Awards

The University of Rochester is powered by dedicated and committed staff, including 1,498 staff members who celebrated a milestone service anniversary in 2020, all of whom were invited to choose a service award gift during their anniversary month.

Although we are not able to gather together at this time, the University's Recognition Program will honor those who celebrated 10, 15, or 20 years of service with a specially engraved University of Rochester travel mug with a printed program of all honorees' names at their homes. Honorees celebrating over 25 years of service (25, 30, 35, and so on) will receive a travel mug, the printed program, and an invitation to order a meal kit from Gobble was sent to their home in lieu of our annual recognition reception and dinner.

Learn more about the [University's Awards and Recognition Program](#) and watch a video message to honorees from President Mangelsdorf.

### President's Staff Awards Nomination Deadline Approaching

In addition to our service anniversaries, we have four employee-nominated awards that recognize staff for their significant and long-standing achievements.

- The Witmer Award for Distinguished Service
- The Meliora Award
- Staff Community Service Award
- Lamar Riley Murphy Leadership Award

To nominate a valued colleague for their work, visit the [HR Website](#). The nomination period ends March 25.

### Employment Verification

Faculty and staff who need employment verification or a reference check when applying for a loan or apartment can utilize The Work Number® service, which helps control the process of authorizing access to personal employment information. More information is available on the [HR Website](#).

## Manager's Tip

### Leadership Development Program

Whether newly hired, recently promoted or have been in a supervisory role for some time, managers can find opportunities to develop skills with the University's Leadership Development program. Explore courses, tracks and training opportunities on the [HR Website](#).

## Learning & Development

### MyPath's New Look

The University's homepage for our learning and performance platform MyPath has a new look on the HR website with the same great opportunities. Visit [MyPath](#) for training, development and more.

## Diversity, Equity and Inclusion

### Women's History Month

March is Women's History Month, a time to remember the many societal contributions women have made and continue to make that are often overlooked. The University of Rochester is honored to celebrate the historical legacy of women like [Ella Salome Wilcoxon](#), the first woman to graduate from the University of Rochester in 1901, and [Beatrice Howard](#), the first African American woman to graduate from the University of Rochester in 1931. We also celebrate current contributors like our inaugural woman President Sarah Mangelsdorf, and the University's first Vice President of Equity and Inclusion and Chief Diversity Officer Mercedes Ramirez-Fernandez.

The Office of Equity and Inclusion is hosting [several events in March](#) to honor these women who have made University history. These celebrations are part of the department's work to uplift and challenge barriers that silence the voices of change as we address women's inequity, race, class, gender, sexism, disabilities, and other intersectionality of identities. To

learn more about the Office of Equity and Inclusion, subscribe to the [Encompass](#) newsletter.

## Total Rewards

### March Financial Webinars

- March 24 at 12pm: [Securian Financial's Financial Health Bite: Personal Finance](#) will discuss how to assess and take action when it comes to your finances.
- March 31 at 12pm: [Citizens Bank's Financial Health Bite: Refinancing Student Loans](#) will discuss options for consolidating federal and private student loan payments.

### Review and Confirm Tuition Benefits

To review the status of a tuition waiver application and confirm the tuition benefit granted, login to [HRMS](#) (Main Menu > Self-Service > Benefits > Tuition > Tuition Benefits Received).

### Retirement Program Contributions

As [announced](#) February 12, the University direct contribution will be partially restored using a modified two-tiered calculation. Effective April 1:

- The University will provide 6.2% contribution of eligible compensation up to a breakpoint of \$61,300, then 10.5% of eligible compensation in excess of the breakpoint, up to a maximum compensation level of \$140,000.
- Eligible participants who are actively employed by UR as of March 31, 2021, will also receive a lump-sum contribution for eligible compensation from July 1, 2020 - March 31, 2021, into their University TIAA retirement accounts.
- For more information, please read [these FAQs](#).

### Excellus BCBS website and mobile app

Faculty and staff have access to online tools and resources through the University's health care provider Excellus BlueCross BlueShield. By creating an [online member account](#), users can view and print member ID cards, search for local providers, estimate costs for an upcoming medical procedure or access treatment timelines to better understand care.

[Visit Member.ExcellusBCBS.com](#) to register. For further assistance with an online account, please contact our Excellus Dedicated Customer Service Team at 1-800-659-2808 or [ERO.SelectDedicated@excellus.com](mailto:ERO.SelectDedicated@excellus.com).

## Upcoming Events

(Click links to register)

### [Supervisor Series: Leave Administration Overview](#)

Thursday, March 18

12:00 p.m.

Join [UR Medicine EAP](#) and [Well-U](#) to learn more about plans such as the Family Medical Leave Act (FMLA), Paid Family Leave, Workers' Compensation, and Short and Long-Term Disability. Understand the eligibility requirements, employee responsibilities, and department responsibilities for each plan. This training is for those in a supervisory or managerial role only.

### [Connect for Support: New Format](#)

Tuesdays

12:00 p.m.

Connect for Support is changing its weekly format to one weekly group session for all employees. These sessions are designed to provide employees with coping strategies and to create a space to connect and support one another. Connect for Support is facilitated by a counselor from [UR Medicine EAP](#). [Email Well-U](#) with any questions.

## WELL-U What's in it for You? Making Connections

- Organize a departmental challenge. Get started with our [Wellness Challenge Toolbox](#).
- De-stress by participating with colleagues in a Stress-Free Zone, a Guided Relaxation session, or, for those on the University health care plan, a virtual Mindfulness-Based Stress Reduction program.
- Request a [biometric screening](#) clinic visit available for all the employees who are enrolled in the University health care plan.
- Have walking meetings, even virtually, by using a smartphone.
- Start a "Who Cooks It Better" contest with the [Nutrition Kitchen](#) cooking demo videos

Creating and strengthening bonds between co-workers can have lasting effects such as a happier and more satisfying work environment - two things we all hope for. [Contact Well-U](#) for questions or more ideas on how to get started building the bonds of your community.

[Sign up for Weekly Wellness](#) to receive weekly updates and opportunities from the Well-U team.

#### Contacting HR Intercom:

*HR Intercom* is distributed through @Rochester and URM. 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](mailto:Samantha.burkett@rochester.edu)