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

University Embarking on New HRMS Project

Workday HR will replace PeopleSoft, the University’s current human resource management system (HRMS), which has been in place for more than 23 years and has become outdated. PeopleSoft has been the platform for the online HRMS tool used to track personal and job data, time, payroll, and benefits, as well as recruiting.

Workday HR’s technology is best-in-class and is used by many leading health care and higher education organizations. The project is critical to modernizing University HR systems to support employees. To learn more, visit the HR website.

Career Path Modernization Community Update Presentation Now Available

The Career Path Modernization (CPM) project team recently gave an update on the project, with more than 300 members of the University community in attendance. A recording of the session and the presentation slides are now available on the CPM website. A series of Q&A sessions, facilitated by the cochairs of the Genesee Staff Council, are planned throughout March for you to ask your questions of the project team. All sessions require advance registration.

Manager’s Tip

Tracking Remote Work for Staff in HRMS

Last June, the University announced a new Remote Work Policy (#175) to help managers across the institution evaluate positions eligible for hybrid or fully remote work.

In order to best support and communicate with our remote workforce, the University will begin tracking hybrid and remote work approvals for staff in HRMS. Faculty approvals will continue to be tracked by their departments.

Managers should notify all staff who work remotely (full-time or hybrid) to read and accept their remote work agreement in HRMS using the directions on the HR Website. This includes new staff approved for hybrid or remote work, as well as staff members who change their work status to hybrid or fully remote.

Learning & Development

URMC Workforce Engagement Survey Launched March 7

Faculty, staff and trainees at the Medical Center have been invited to participate in URMC's bi-annual engagement survey with survey partner Press Ganey. This year’s survey, the first since 2019, is an opportunity to share feedback on important topics.
related to life at URMC, what we do well and what we
can do better. New this year are questions on equity and
inclusion, how your work environment has
changed during the pandemic, and crisis response as
it relates to work. Participate by April 1 to be entered to
win prizes including a Kindle or FitBit.

**Diversity, Equity, and Inclusion**

**New Diversity Statement**

In accordance with our institutional vision and values,
the Offices of Human Resources, Equity and Inclusion, Counsel and the URMC Office of Equity and Inclusion
collaborated to develop a new diversity statement.
This language reflects the University’s commitment to
diversity, equity and inclusion and will replace our
current Equal Employer Opportunity (EEO) statement. An EEO statement represents a company’s
commitment to transparent, non-discriminatory
employment, and the new diversity statement will
enhance our efforts to seek a diversity of qualified candidates throughout our recruitment efforts. See the
new diversity statement here.

**Total Rewards**

**Tax Planning**

TIAA will host a free webinar for University employees
on Thursday, March 24 at noon to discuss an overview
of tax law changes and income planning
considerations. Register here.

**Employee Discounts and Perks**

University employees can save money on health and
wellness programs, child care, amusement parks,
museums, travel, dining, shopping, and more. For
more information, visit the HR Website.

**Sign up to be a Well-U Champion**

Well-U Champions are the reason that so many faculty
and staff benefit from wellness programs at the
University. Make your department a better and
healthier place to work by signing up to be a 2022
Well-U Champion! Register here.

**Retirement Planning**

The end of the academic year is approaching! If you
plan on retiring this June or within the next few
months, contact Retiree Benefits to schedule a virtual
meeting and review the process for benefits after
retirement at your earliest convenience. It is important
to contact Retiree Benefits three months prior to
retiring to ensure a smooth transition for benefits. If
you are beginning to plan a future retirement date,
check out these online resources to get you started.

**Upcoming Events**

(Click links to register)

**Fitness 101-Get Started**

Wednesday, March 23
12:00 p.m.

Gain a better understanding of the various
components of fitness, explore motivational
challenges, and learn how to prevent injuries in five
weekly sessions.

**Nutrition Basics: Lifestyle Management Program**

Friday, March 25 and Tuesday, March 29
12:00 p.m.

Explore what healthy diets look like and how to create
one that works for you in five weekly sessions.

Please see the University Calendar for all updates to
Well-U events and programs.

**WELL-U: What’s in it for You?**

**Take a Break: Time to Declutter**

Spring cleaning usually comes hand in hand with the
warmer weather, so why not take the first step by
removing the visual disorder around you? Research
proves that getting rid of things and organizing can
help you stay focused, improve mood, and create a
feeling of being more in control. Simplifying the space
around you can be easy. Here are a few suggestions
to get started:

1. Enroll in the presentation on Minimalism by UR
   Medicine EAP where a representative for the
   Monroe County Buy Nothing Project teaches
   you how to begin and be successful at
decluttering.

2. Enroll in Mindfulness-based Stress Reduction
   and Depression Coaching & Self-Management
to focus on reducing stress and simplifying.
   Our experts can guide you in getting back on
   track with your mental health all while earning
   a $100 incentive through Well-U*.

3. Plan a garage sale or donate your items. Set
   aside a box to gather things that you will sell
   and keep tags alongside for easy marking. Or
   donate to your favorite charity such as
   Goodwill or a local shelter. Most charities have
   “wish lists” online that can help you match
   what you are donating with their needs.

   If you are struggling balancing your life and work or
   you need additional mental health support, consider
   contacting Well-U’s Behavioral Health Partners* or UR
   Medicine EAP to talk to a counselor or therapist.

   *Find out if you are eligible.