



UNIVERSITY of  
ROCHESTER

# HR Intercom

July/August 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

### **Kathy Gallucci Named University Vice President and Chief Human Resources Officer**

Following a national search, [Kathleen Gallucci has been named vice president for human resources and chief human resources officer](#), effective August 1. Gallucci joined the University in 2016 and since September 2020 has served as interim chief human resources officer, in addition to continuing her role as vice president for human resources at the Medical Center.

### **Future of Work**

As we plan for the full re-opening of our campuses, University leadership is taking a thoughtful approach to workforce planning that carefully balances safety and flexibility for our employees with our education, research, and patient care missions.

Being a multi-faceted institution, we recognize that there is no 'one-size-fits-all' approach to how our teams work, collaborate, and innovate, and as a result, it's likely we'll see a variety of work approaches.

Leaders are continuing to discuss options with staff and complete assessments to determine the future work state for positions in their areas.

[Resources for employees](#), including answers to common questions, support for family care, mental health resources, and education related to remote work, are available on our HR website.

[Click here for a special message](#) from President Mangelsdorf about the approach we are taking and the future of work at the University of Rochester.

### **Career Path Modernization Update**

Last year, the University launched the [Career Path Modernization \(CPM\) Project](#) to transform our 40-year-old structure of job titles and descriptions, pay, and career paths. The CPM Project Team continues to make progress and work through critical project milestones and we are pleased to share a few updates and opportunities for involvement:

## Ongoing Resources and Updates

We have recently expanded the CPM website, which now includes a [glossary of terms](#) that will be helpful to understanding the project. Additional resources and information will continue to be made available online as the project continues.

## University Community Involvement

Creating solutions that work across our organization requires engaging our faculty and staff in a variety of ways. As the project progresses, we will maintain our committee meetings where representatives from across the institution provide guidance for the Project Team. A [list of committee members](#) can be found on the CPM website. Additionally, we are hosting workshops with a cross-functional subset of individuals who are closer to the hiring and structural challenges we face today in order to gain feedback on a proposed new structure, job families, titling conventions, and career paths.

We will also host employee forums for all faculty and staff to learn more about CPM, ask questions, and provide feedback to the Project Team. The first employee forum will take place later this summer. More information, including registration, will become available soon on the [CPM website](#).

## Manager's Tip

### **Workforce Planning**

[Tools and resources](#) to support managers in their planning for the future of work are available online. The Office of Human Resources is also hosting a series of [manager information sessions](#) for leaders to learn more about best practices for remote and hybrid work, including how to build a collaborative, engaging work environment. Additional resources related to this transition, including the University's [Remote Work Policy](#), are available on the [remote work section](#) of the HR website.

## Learning & Development

### Reminder: Modified Performance Evaluations Deadlines

This year's modified approach to performance evaluations is now available in [MyPath](#) for University staff. This year's templates focus broadly on our achievements and growth, allowing employees and managers to acknowledge how they adapted to changing work environments and contributed to their departments and the University.

The deadlines are:

- University manager reviews: July 31
- Medical Center staff self-reviews: July 15
- Medical Center manager reviews: August 31

More information is available on the [HR website](#).

## Diversity, Equity and Inclusion

### Harassment and Discrimination Training

In pursuit of our [Meliora values](#) and in compliance with state and federal law, the University of Rochester requires all employees to complete an annual training on how to identify and react to workplace harassment and discrimination. The training this year focuses on sexual harassment and misconduct, and it is an important component of our efforts to address the damaging effects of discrimination on the basis of race, color, national origin, sex, religion, age, marital status, sexual orientation, gender identity, military status, source of income or disability.

This year's training, "Culture of Respect: Prevention of Sexual Harassment and Discrimination", must be completed by September 30. Due to the feedback we received last year, we have shortened this year's course, which should only take approximately 30 minutes to complete. For the first time, it will be offered in nine languages, as well as closed captioning and will be accessible for screen readers.

For more information and [frequently asked questions](#) about the training as well as additional opportunities for online and in-person training, visit the Office of Equity and Inclusion [online](#).

## Total Rewards

### Take Advantage of Your 403(b) Retirement Program Benefits

The following resources are available to University employees through our partners at TIAA to assist with investment goals in advance of retirement:

- [helpful retirement saving tips](#)
- [planning tools and calculators](#)

- [free virtual consultation](#)

Employees can contact TIAA for more information by calling 1-800-410-6497.

### Life Insurance Beneficiary Information

To view or change life insurance beneficiary information, log into [HRMS](#) and click on "Securian Financial." If no beneficiary is named, policy benefits will be paid, in order of priority, to a lawful spouse, children, parents, siblings or estate.

### Upcoming Events

(Click links to register)

#### [Nutrition Kitchen](#)

View anytime.

Join Jen Lee and Nina Rosien to learn how to make colorful desserts and easy, classic side dishes with a healthy twist.

#### [Protein Power](#)

July 23 and August 13  
12:00 p.m.

This virtual program will cover why bodies need protein, how much is enough or too much, different sources and creative ways to add protein to meals.

### WELL-U What's in it for You? Eat Right

While the benefits of eating healthy and drinking enough water are well-known, changing a lifestyle can be hard. Start small, like by scheduling water breaks or making small food swaps, in order to build good habits that improve how you feel and your ability to succeed.

If enrolled in the University health care plan, you can:

- Register for a [Healthy Weight or Weight Loss program](#)\*
- Meet one-on-one with a [registered dietitian](#)\*
- Complete a [biometric screening](#)\* to assess risk for potential health concerns

For employees not enrolled in the University health care plan, Well-U provides the following opportunities:

- Watch [Nutrition Kitchen](#) monthly cook-along videos
- Choose healthy options in Café 601 by looking for the [Be in Balance](#) icons on food items
- Organize an [Operation Hydration challenge](#)
- Schedule a [nutrition-focused presentation](#)

Check out the [Well-U website](#) for more options and ideas.

\*When program is completed, an incentive can be earned.