



UNIVERSITY of
ROCHESTER

HR Intercom

January 2022

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.

Spotlight

Keep New Year's Resolutions with Well-U



Well-U, the University's award-winning health and wellness program, has resources and support for everything from managing stress and emotional health

to diet tips and fitness classes to help employees reach their goals.

As we continue to navigate through these challenging times, we have transitioned current programs to be accessible anywhere. Getting healthy has its rewards, like feeling better, having more energy, or experiencing less pain. As an added benefit, employees can earn a cash reward for completing certain activities and programs.

Learn more about [Well-U's programs and offerings](#) to receive support on the journey to wellness.

News

COVID-19 At-Home Testing Coverage and other Updates

Excellus BCBS, in response to the federal guidance issued on January 10 regarding accessing over the counter COVID-19 tests at no cost, will cover the cost of tests effective January 15. Visit the [Excellus BCBS website](#) for more information including how it will work, who is eligible and which tests are eligible, and more. Please note this is an evolving situation and processes may change.

In the last few weeks, we have seen lots of changes to University operations and health and safety guidance due to the escalating situation of the omicron variant of COVID-19. Find the latest updates on the start of the 2022 spring semester, safety guidelines and policies, confirmed cases dashboard, messages, FAQs, and more on the University's [COVID-19 Resource Center](#).

David Figlio Named Provost



An internationally recognized economist and educational leader whose interdisciplinary research spans educational, public, and social policy, including the link between health and education, has been named the new provost at the University of Rochester.

David Figlio, currently the Orrington Lunt Professor of Education and Social Policy and dean of Northwestern University's School of Education and Social Policy (SESP) and a fellow of the National Academy of Education, will begin his Rochester role on July 1, 2022. [Learn more.](#)

University Holidays

The University has nine holidays in a calendar year. When a legal holiday, which is also a University holiday, falls on Saturday or Sunday, the University officially observes the holiday on Friday or Monday, respectively. For more information, please see the University's [Holiday Policy \(#330\)](#).

Manager's Tip

COVID-19 Positive Test Isolation Guidance

The [Centers for Disease Control and Prevention](#) and the [New York State Department of Health](#) have recently updated recommendations related to isolation periods for individuals who test positive for COVID-19. According to this guidance, fully vaccinated individuals may end isolation five full days after they test positive if they have never experienced symptoms or five days after the onset of symptoms if they are fever-free for 72 hours without the use of fever-reducing medication and if other symptoms have improved.

All employees must continue to mask and follow all other University safety guidelines. Visit the University's [COVID-19 Resource Center](#) for more information, regular updates, and frequently asked questions.

Learning & Development

Leaders: Prepare for Performance Evaluations

An announcement with information on the University's annual Performance Evaluations is planned for the coming weeks. In the meantime, leaders can take advantage of several opportunities to prepare.

[Register in MyPath](#) for these sessions:

- Performance Management: Conducting the Performance Review (online module available on-demand)
- Performance Management: Giving Effective Feedback
- Performance Management: Creating and Managing Performance Goals
- Using MyPath for Employee Performance Reviews

For more information, visit [Performance Management](#) in the HR website's Manager's Toolkit.

Equity, Diversity and Inclusion

Honoring the legacy of Dr. Martin Luther King, Jr.

January 17 marks the 36th anniversary of the holiday honoring the life and work of Dr. Martin Luther King, Jr. and the resilience of all who joined him to advance the civil rights of the Black and African American communities throughout the United States. In this historically challenging environment, let MLK Day be a reminder that through progress, we can emerge much stronger as a collective.

As the University of Rochester continues our work to advance diversity, equity, and inclusion, we hope many staff, students, and faculty were able to take part in commemorative events hosted by the [Office of Equity and Inclusion](#), among others, not only as an opportunity to reflect on its significance and Dr. King's value of service to others, but also to join together in the advancement of our collective goal to establish the University as an antiracist institution.

Total Rewards

Retirement Program Updates

Effective January 1st, the recordkeeping and administrative fee for the University's Retirement Program was reduced to \$36 annually and will be deducted directly from your account in the amount of \$9 per quarter, with the new amount being deducted beginning March 31, 2022.

In addition, plan expenses were lower than the generated recordkeeping and administrative fees.

Therefore, the University has decided to evenly allocate these savings to Plan participants. If you are an eligible participant, you should see this transaction posted to your account in the first quarter of 2022. The credit will appear on the March 31, 2022 quarterly statement.

Excellus Online Accounts

University employees who are members of the Excellus health care plan have access to online member accounts to view benefits, deductible accumulations, find a doctor and more. Visit the [Excellus website](#) to learn more and contact customer service [via email](#) or phone at 585-232-2632 for help.

Online tuition waiver application available for Spring 2022

The online employee tuition waiver application is now available in [HRMS](#) using the following path: Self Service>Benefits>Tuition>Apply Employee Tuition Waiver. Please submit your application within 30 days from the start of your course and it will go directly to your supervisor for approval. [Learn more.](#)

Upcoming Events

(Click links to register)

[Carbohydrates: Friend or Foe?](#)

Thursday, February 3
12:00 p.m.

Nutrition fads come and go, but carbohydrates have continued to be controversial for decades in the diet world. Learn more through a registered dietitian from your lifestyle management team.

[Health Bites: Defeating your Debt](#)

Tuesday, February 8
12:00 p.m.

Andrea Colline, from Consumer Credit Counseling Service of Rochester will talk about taking charge of debt and working toward a debt-free lifestyle by covering strategies for negotiating interest rates, settlements, and developing repayment plans.

[Supervisor Series: Recognizing Stress, Depression and Anxiety](#)

Wednesday, February 16
12:00 p.m.

Managers/supervisors, gain tools to assist you in recognizing signs of stress, depression, and anxiety among your employees.

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: Manage Debt and Finances

After the holidays, financial stress can take hold as credit card bills roll in and debt becomes overwhelming. [Well-U](#) offers a variety of ways to

manage your fiscal tension and the stress it brings to your life.

- Sign up for the [UR Medicine EAP lecture](#) on strategies on a debt-free lifestyle in "[Defeating Your Debt](#)" on February 8 or schedule a [UR Medicine EAP workshop](#) for your whole department.
- Enroll in a [Well-U program](#) like [Mindfulness-Based Stress Reduction](#) or [Depression Coaching & Self-Management](#). Our experts can guide you in getting back on track with your mental health all while earning a \$100 incentive through Well-U*.

If you find that you need more mental health support than you can manage, 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.](#)