



UNIVERSITY of
ROCHESTER

HR Intercom

March 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

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current human resource management system (HRMS), which has been in place for more than 23 years and has become outdated.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](#).

News

Important update on masking

In a message sent March 3 to the University community, University President Sarah Mangelsdorf, Medical Center CEO Mark Taubman, Interim Provost Sarah Peyre, and Vice President and Chief Human Resources Officer Kathleen Gallucci announced that masking will be strongly encouraged, but no longer required, on most University campuses. Masks are still required at the Medical Center, on the University shuttle service, and for those who have received exemptions from vaccination. The Medical Center has separate masking policies and guidelines, which are available on the [Medical Center's intranet site \(login required\)](#).

In addition to the easing of masking guidelines, non-Medical Center faculty, staff, and students will no longer be required to complete the daily Dr. Chat Bot health screening prior to being on campus. Dr. Chat Bot screenings are still required for anyone entering the Medical Center. [Read the full message](#).

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 URM, 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 URM 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 having difficulty 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](#).