



UNIVERSITY of
ROCHESTER

HR Intercom

May 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.

News

New Fitness Platform

Studio Sweat On-Demand is the new wellness streaming platform with over 1800+ fitness classes and wellbeing content. Classes are available both live and on-demand so you can workout anywhere, anytime. All employees who sign up by Wednesday, June 1 will be entered into a raffle to win either a Nutribullet or a shiatsu back massager. [Sign up](#) with Studio Sweat On-Demand.

Manager's Tip

Performance Evaluations

The due date for manager evaluations for University staff is **Wednesday, June 15**. Managers should complete each review in [MyPath](#), schedule a meeting to discuss the evaluation with each employee, and submit the evaluation by that date. If you have any questions, please contact your supervisor or your [HR Business Partner](#).

Learning & Development

United Way Leadership Development

Registration is now open for the United Way Leadership Development Programs. Focused on self-leadership; diversity, equity, and inclusion; board responsibilities; and social issues, the programs help build a diverse group of leaders with a broad perspective. To learn more, visit the [United Way website](#).

Diversity, Equity, and Inclusion

Juneteenth Celebration

The University of Rochester will recognize the Juneteenth Holiday on Monday, June 20, which will commemorate the abolishment of slavery and honor

the traditions and practices of people of African descent. As part of the celebration, any member of the University community, member of the Greater Rochester community, or student (elementary to post-secondary) is welcome to participate in the [Expressions of Freedom Exhibit](#).

Submissions should respond to the following questions:

- What does "freedom" mean to you?
- What does Juneteenth signify to you?

Responses to the inquiry can showcase your writing abilities (an essay or poetry), short video (no more than 5 minutes), PowerPoint presentation, artwork, or any other modality that speaks to your abilities and strengths.

Submissions are due Friday, May 27 by 5:00 pm to the University of Rochester's Institutional Office of Equity and Inclusion at equityandinclusion@rochester.edu.

Asian American Heritage Month

This May marks the 49th anniversary of the annual recognition of Asian American Heritage. First, recognized as a seven-day proclamation in 1979 and expanded to the month-long celebration in 1990, the month commemorates the achievements and contributions of Asian Americans and Pacific Islanders to drive the United States forward. The University of Rochester invites you to engage in events and educational opportunities to honor the community and follow the Medical Center's celebration of people of Asian and Pacific Islander heritage who have made medical history at [URMCcelebrates.com](#).

Total Rewards

Free Family Care Webinars

In addition to the Care.com memberships for eligible employees, the University is now providing all employees, regardless of eligibility, the [Care Resource Center](#). This includes relevant webinars, podcasts, guides, articles, and more on topics ranging from

protecting your kids' privacy in a digital age to understanding and combatting burnout. This resource is free and available to access at any time. [Learn more](#) about your eligibility for free Care.com premium memberships.

What's Your Savings Strategy?

Faculty and staff looking to learn more about saving for the future can set up an in-person or virtual meeting with a TIAA consultant, at no cost, to establish investment goals and select the appropriate funds for those goals. Start by using [TIAA's tools and calculators](#) to design a plan that will meet your individual financial needs in retirement. Schedule your one-on-one consultation [online](#) or by calling (800) 410-6497.

Tuition Waiver Application

If you are taking classes at the University, 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](#).

If you're attending an outside college/university, don't forget to submit your application for your summer classes to the Office of Total Rewards no later than 30 days from the start of the course(s). The application and more information about tuition reimbursement can be found on the [HR website](#).

Upcoming Events

(Click links to register)

[The Facts on Fats](#)

Thursday, May 19
12:00 p.m.

Join Well-U's registered dietitian Jill Chodak on May 19 at noon to discuss the different types of fats, what roles they play in your body, as well as some common misconceptions about macronutrients.

[Working Parents Network](#)

Wednesday, June 1
12:00 p.m.

Connect with other working parents and bounce ideas on how to navigate behaviors you might be seeing in your elementary school-aged children.

Explore your Nutrition Programs starting June 7 and June 10
12:00 p.m.

Well-U's [lifestyle management](#) dietary experts can help you solve the dietary mystery as a group in [Nutrition Basics](#), programs, or with your own personal dietitian, during [Nutrition & You](#), and explore ways to be your own advocate for healthy eating habits.

Please see the [University Calendar](#) for all updates on Well-U events and programs.

WELL-U: What's in it for You?

Take a Break: Recover with Sleep

Poor memory and concentration, quick temper, bad balance, and high blood pressure are only some of the effects caused by lack of sleep. When you are trying to manage work, home life, and the multitude of other life factors that create chaos in your everyday life, sleep can seem like an easy one to cut short, but in reality, by not getting enough sleep, you are making it harder for yourself.

It is important to set yourself up for success for the time that you spend time snoozing. Relax + sleep = happier and healthier.

Well-U provides many opportunities to help count those sheep when it is time:

1. Join [UR Medicine EAP](#) and the UR Medicine Sleep and Neurophysiology Research Lab for "[Top Tips for Sleep](#)" on Tuesday, June 14. Improve your quality and quantity of sleep.
2. Challenge yourself and coworkers in [Well-U's Lights Out departmental challenge](#). A Well-U supported friendly contest that encourages you to go to bed at the same time every night to build a healthy and consistent routine.
3. Create your space for sleep by using room-darkening curtains, a sounds machine if noises disturb you, listen to a [guided relaxation recording](#), and make it a place wholly focused on relaxation.

If you are struggling with your mood and it seems to be more than you can handle alone or you need 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.](#)