



UNIVERSITY of
ROCHESTER

HR Intercom

September 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

Expanded Child Care Benefits

To continue to help support the constant rising cost of child and dependent care, starting January 1, 2023, the University of Rochester will be offering a Child Care Subsidy Program, depending on total household gross income, as well as Subsidized Backup Care through Care.com. [Announced on September 8](#), the Child Care Subsidy Program will provide financial assistance by providing annual funds of up to \$3,600 a year, depending on total household gross income, to eligible employees to assist with child care expenses. Employees will need to complete and submit a child care subsidy application and supporting documentation by October 12, 2022. [Apply now](#) or [learn more](#). Information sessions are available on [Wednesday, September 28, at noon EDT](#) or [Tuesday, October 4, at 3 p.m. EDT](#).

Career Path Modernization (CPM) Project Enters Next Phase

The [Career Path Modernization \(CPM\) project](#) will transform our job structure, which is the foundation for how we hire, pay, develop, and advance our workforce. In a few weeks, we will advance one of the most important components of the CPM project, the validation of staff job classifications (such as “Technical Associate,” “Academic Counselor,” or “Project Nurse”), a process we have already begun, to ensure staff members are in a job classification that best represents the work they do. [Learn more](#).

Manager's Tip

Deadline for Harassment and Discrimination Training is September 30

The deadline to complete the University's annual training on how to identify and react to workplace harassment and discrimination is September 30. This training is an important component of efforts to address the damaging effects of harassment and discrimination and is required by state and federal law.

“Culture of Respect: Prevention of Sexual Harassment and Discrimination” is available in [MyPath](#) and will take approximately 30 minutes to complete. 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](#).

Learning & Development

Workplace Safety: Available Resources

The University offers a variety of online and in-person programs to all employees, including emergency preparedness, active shooter awareness, and programs to support overall well-being. New nonviolent crisis intervention training began to roll out at UR Medicine in August. The training is provided by the Crisis Prevention Institute, a company offering the “gold standard” of de-escalation training used at academic medical centers across the nation and internationally. [Learn more](#).

Total Rewards

Walktober Wellness Challenge

Take advantage of autumn's cool temperatures and spectacular views in Well-U's Walktober wellness challenge. Take a virtual color tour through some of the world's most vibrant, breathtaking landscapes. Delicious recipes, inspiring articles, interactive message board, motivating daily emails, and more help keep you moving. [Register before October 7](#).

Hang Up the Habit

Get help from Well-U experts to [quit smoking and vaping](#). One on one support, medication management, and continuous accountability is provided to help you achieve your goal. [Contact your quit-coach now](#).

Upcoming Events & Programs

(Click links to register)

[Change your Eating Habits for the Better](#)

Starting Tuesday, September 27

12:00 p.m.

Well-U offers an incentive for the completion of Nutrition Basics or Nutrition & You, two dietary-focused programs that can get your health headed in the right direction.

[Putting Your Garden to Bed](#)

Tuesday, October 11

12:00 p.m.

Join [UR Medicine EAP](#) and Jurij Kushner, Master Gardner from Cornell Cooperative Extension, as we cover the steps you should take in the fall to help ensure a successful garden next year.

[Work-Life Balance: Starts with You as a Leader](#)

Wednesday, October 12

12:00 p.m.

This session is for all managers and will help assess your own work-life balance as a leader and uncover good balance habits to model for your employees.

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: Tools to Relax on Your Time

Studies show that app-based or virtual relaxation seems to have many of the same effects as in-person relaxation activities. Self-imposing a timeout, whether virtual or in-person, can lower stress, improve relationships, stabilize your mood, and help your focus and productivity. Most times, virtual settings can be the easiest for accessibility and continued commitment.

[Well-U](#), your employee wellness team, knows that pressing "pause" on stress can bring echoing effects throughout your life and therefore, has a variety of options that can help you find that time that you deserve. Now it's your turn to take advantage of them.

Well-U has options that all faculty and staff can take part in by:

1. [Sign up](#) for Studio Sweat on Demand that hosts many virtual mindfulness meditations, scenic virtual experiences, and stretching routines that vary in length of time.
2. Relax during your lunchtime to take a virtual [lifestyle management program](#), such as [Stress Reduction](#)*.
3. If stress becomes too much to handle alone, find professional help in-person, or by telephone or virtual visits through [UR Medicine EAP](#) or [Behavioral Health Partners](#)*.

4. Even exercising can bring you peace, so join in the fall wellness challenge for all faculty and staff by [registering for Walktober](#) and win great prizes for moving consistently every day throughout the month.
5. Check out the [Well-U website](#) for all the other resources that can help you find your inner peace for the present moment and for life.

It's important to take the time for yourself, not just for you, but for those around you and those you care for. Remember that in order to care for others, you must first care for yourself.

[*Find out if you are eligible.](#)