



UNIVERSITY of
ROCHESTER

HR Intercom

January 2023

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

Preparing for myURHR

myURHR will be used to manage many HR-related processes including viewing and managing benefits and payroll data, updating personal information, requesting leave, creating new job positions, and recruiting and hiring new employees. Once implemented, the myURHR platform will also support the success of many other key HR strategic initiatives, such as the new job structure developed by the Career Path Modernization (CPM) project. The modernization of Human Resources' processes, policies, and practices is essential to supporting the University of Rochester workforce. [Read more.](#)

UR Career Pathways Program

A new career development program, UR Career Pathways, is now available to staff who want to explore new professional opportunities within the University community. The program will roll out in phases, with the first phase focusing on opportunities for those interested in one of 17 positions currently in high demand. These positions include many in the health care field, such as licensed practical nurse (LPN) and pharmacy technician—with more to come as the program expands. Qualified participants will receive education, guidance, and support in exploring and moving into these high-demand positions.

"We are thrilled to launch UR Career Pathways, a first-of-its-kind initiative at the University of Rochester," says Kathleen Gallucci, chief human resources officer. "This program is part of the University's commitment to supporting staff growth and development so that employees can build long-term careers at the University."

UR Career Pathways is open to any University employee who has been employed by the institution continuously and has been in their current position for at least the past 12 months; has received a favorable rating on their last performance review; is in good standing (no disciplinary action within the previous six months); and has the recommendation and support of

their current manager. To learn more, visit the [HR website](#).

Manager's Tip

Performance Evaluations at the Medical Center

Performance evaluations at the Medical Center will be assigned this week. The self-review portion is due by Saturday, February 18. Managers will need to complete their review by Friday, March 31.

More information regarding the timeline for the rest of the University will be announced soon.

Learning & Development

2023 Annual Mandatory In-Service Program

The 2023 Annual Mandatory In-Service Program for the Medical Center will launch on Monday, January 30 with a due date of Friday, June 30. Modules have been reviewed and updated to better align with our institutional culture of respect, and are now mobile-enabled for completion on hand-held devices.

Total Rewards

Expanded Family Care Benefits

The University of Rochester now offers eligible faculty and staff access to subsidized back-up care through Care.com when there is a temporary disruption in normal care arrangements for children or adults. Eligibility for this benefit includes regular full-time and part-time faculty and non-SEIU staff, Strong Memorial Hospital residents and fellows, and Postdoctoral Associates (0093). Find more information, visit the [HR Website](#) or contact familycare@rochester.edu.

Online Tuition Waiver Application

The online employee tuition waiver application for spring semester 2023 is now available in [HRMS](#) using the following path: Self Service > Benefits > Tuition > Apply Employee Tuition Waiver. You must submit your

application within 30 days from the start of your course(s). [Learn more.](#)

Updating Beneficiaries

Retirement plan assets will be transferred according to the terms of your plan's beneficiary designation, not by the terms of your will. Make sure your beneficiary information reflects your current wishes.

- Go to TIAA.org/rochester to register or log in to your account.
- Once logged in, under the Actions tab, choose Add/Edit Beneficiaries.
- Designate beneficiaries and select how much each should receive.

For questions, please visit TIAA [online](#) or call 800-410-6497 (Monday-Friday, 8 a.m. to 10 p.m.). Once you make a change online, you will receive a confirmation email.

Win Free Meals

Employees can access a weekly meal subscription for 20 percent off on healthy meal options through [Effortlessly Healthy](#). Pick up these meals Tuesdays and Fridays from 4:00 to 6:00 p.m. in front of the Flaum Atrium. Additionally, employees that currently have a subscription plan or sign up now will have a chance to win free meals for a week. A winner will be selected each week throughout the month of January. [Sign up now.](#)

Upcoming Events & Programs

(Click links to register)

[Nutrition Basics](#)

Friday, January 20
12:00 p.m.

Learn about proteins, carbs, and fats and how they can best work for you. Moreover, you may earn \$100 upon finishing the program.

[Fitness 101](#)

Wednesday, January 25
12:00 p.m.

The Well-U lifestyle management team gives you the expertise and tools to create your own exercise routine. Overcome challenges that may be holding you back from taking that first step, and find camaraderie and accountability.

[Compassion Fatigue: When the Helping Profession Hurts](#)

Wednesday, January 25
12:00 p.m.

Explore the characteristics of those most likely to experience Secondary Traumatic Stress Disorder (STSD) and how to add to your personal resources to minimize the effects of STSD.

[Weight Loss](#)

Wednesday, January 25
5:00 p.m.

Find the right weight for you and a lifestyle to be proud of. Learn from the Well-U experts how to build sustainable healthy habits that will last a lifetime.

[Stress Reduction](#)

Thursday, January 26
12:00 p.m.

Improve your relationships and change your priorities, which will lead to better life balance every day.

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

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

Everyday Ways to Wellness

With health goals, knowing where to start is the best way to succeed. Well-U, along with its partners, has a variety of choices to get you going:

- Complete your [Personal Health Assessment](#) which includes two online health surveys and a biometric screening to understand your present health.*
- Take the [Goal-Setting Success Program](#) through lifestyle management to learn how to set goals, break through barriers, and achieve and sustain your objective.*
- [Set an appointment with UR Medicine EAP](#) to improve your mental strength in order to move forward.

Other easy daily changes you can make that don't take a lot of effort and time are:

- Drink more water.
- Substitute one salty snack for a fruit or vegetable instead.
- Take a short walk after dinner.

Well-U is here to support any wellness goal you may have. For questions, ideas, and support, [email Well-U](#).

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