



UNIVERSITY of  
ROCHESTER

# HR Intercom

May 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

### Advances in the Career Path Modernization Project

The Career Path Modernization Project has made significant progress over the last several months and is advancing toward implementation in January 2024. Throughout the remainder of this year, the compensation team will continue reviewing the over 5,500 job classification validation forms submitted in MyPath, mapping jobs to the new job structure, and refining and applying pay ranges as well as a job titling framework.

Online community forums will be held in June to provide a comprehensive project timeline overview as well as an opportunity to submit questions. Find more information about the status of the project and what to expect over the coming months on the [CPM website](#).

### Employment Verification

Faculty and staff who need employment verification or a reference check when applying for a loan or apartment can utilize The Work Number® service, which helps control the process of authorizing access to personal employment information. More information is available on the [HR Website](#).

## Manager's Tip

### Getting Ready for myURHR: Understanding Security Roles

Before [myURHR](#)—the University's new Human Resources information system replacing HRMS—goes live in the spring of 2024, it's essential that every faculty and staff member has the appropriate security access needed to enable them to perform required job responsibilities.

Learn the [top 5 things to know about myURHR security roles](#). The process of identifying security roles and assigning them appropriately is just beginning. For more on the project, visit [myURHR](#) on the HR website.

## Learning & Development

### The Next Big Idea Club



A book club offers an opportunity for teams to learn new concepts, develop camaraderie, engage in teambuilding, and practice leadership roles. MyPath now offers

an easy way for facilitators to get a club started with their colleagues. Current book club titles focus on leadership; health and wellness; diversity, equity, and inclusion; and personal and professional development themes and discussion questions are provided. To get started, check out the short module entitled "Next Big Idea: A Book Club Facilitator's Guide" in [MyPath](#).

## Total Rewards

### Explore Expanded Family Care Benefits

The University of Rochester offers family care benefits like Care.com premium memberships, subsidized backup care, daycare tuition discounts, and a child care subsidy (only new hires or employees with a qualifying life event can apply for the subsidy outside the annual application window) to help faculty and staff take care of life outside of work. Visit the [HR website](#) for details.

### Employee Tuition Waiver Application

The online tuition waiver application for the Summer 2023 semester is now open. Submit your application by logging into [HRMS](#) and follow the pathway "Self Service > Benefits > Tuition > Apply Employee Tuition Waiver". All applications must be received within 30 days of the course start date.

### Take Advantage of Retirement Program Benefits

The University of Rochester partners with TIAA to help our faculty and staff meet retirement goals. The

following resources are available through TIAA to assist with your investment objectives:

- [On-demand and live webinars](#)
- [Planning tools and calculators](#)
- [Free virtual consultation](#)

Employees can contact TIAA for more information by calling 1-800-410-6497.

## One Year of Studio Sweat onDemand

Well-U is celebrating one year of [Studio Sweat onDemand](#) with a giveaway. This FREE virtual fitness and wellness platform is constantly adding new classes, both live and on demand. Any employee who signs up or takes a class now through the end of May will automatically be entered into a drawing to win a prize. Email [Well-U](#) with any questions.

## Upcoming Events

(Click links to register)

### [Debunk Dietary Myths:](#)

Friday, June 2  
12:00 p.m.

In five weekly sessions with Bethany Moran, RD, explore what healthy diets look like and how to create one that works for you. A \$100 incentive is available for [eligible](#) employees.

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 Prevent Illness

Benjamin Franklin once said that an ounce of prevention is worth a pound of cure. Living a healthy lifestyle and getting proper screenings can keep you on top of your game. Well-U supports your efforts stay disease-free by:

- Completing your [Personal Health Assessment](#), which includes two online health surveys and a biometric screening to understand your present health and make a plan to improve.\*
- Taking the next [Goal-setting Success program](#) through lifestyle management to learn how to set goals, break through barriers, and achieve and sustain your objective.\*
- Setting an appointment with [Behavioral Health Partners](#)\* or [UR Medicine EAP](#) to improve your mental strength in order to move forward.
- Connecting with your health care plan, like [Excellus](#), to see how they can best support you.

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](#)