



UNIVERSITY of
ROCHESTER

HR Intercom

June 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

Career Path Modernization Community Forum Invitation

The Career Path Modernization Project has made significant [progress](#) over the last several months and will advance toward implementation in January 2024. As the University looks forward to the work ahead, faculty and staff are invited to join an [upcoming community forum](#) about what to expect as the project enters its final phases. Chief Human Resource Officer Kathy Gallucci, and Senior Director of University Compensation Dan Salamone, will host three one-hour community forums on Wednesday, June 21. The format will be split into two components, starting with an overview of the latest project information and updates, followed by a Q&A facilitated by the cochairs of the Genesee Staff Council, Amanda Sharpe, and Jon Powers. All sessions require [advance registration](#). A recording will be available for those unable to attend.

University's COVID-19 vaccination requirement comes to an end

The COVID-19 vaccination will no longer be required of University of Rochester students, faculty, and staff. This transition aligns with the end of the federal COVID public health emergency, and New York State's recent decision to begin the full repeal of its COVID-19 vaccination mandate for employees at hospitals, nursing homes, and other health care facilities. The University will lift the vaccine requirement for its health-care workers in accordance with Department of Health guidelines when the repeal is final, which is expected to happen later in June. The requirement has already been lifted for the rest of the University community. More information is available on the [COVID-19 Resource Center](#).

CPR Training Initiative Provides Lifesaving Resuscitation Skills for All

Every second counts when someone suffers sudden cardiac arrest. Understanding what to do in the event that someone near you is experiencing one can save their life. Reciprocally, someone next to you may have the skills to save your life, if ever needed. Knowing

how to perform CPR or use an automated external defibrillator (AED) properly, we can improve survival and have better outcomes for cardiac arrest victims. That's why the University of Rochester Medical Center's CPR Initiative provides training and skills within the University and the greater Rochester community to improve bystander CPR rates. To register yourself or your team for CPR training, please [complete this training request form](#).

Manager's Tip

New Learning Playlists Available for Leaders

Two new learning playlists for leaders are now available in [MyPath](#). "Change Management for Leaders" (searchable by the playlist title or shortcut "PLChange") and "Team Building for Leaders" (shortcut "PL Team") help leaders champion change and build teamwork within their area. A playlist is a curated bundle of related online modules that can be viewed in any order. A standalone module on change is also available for employees at any level by searching "Coping with Workplace Change".

Learning & Development

Preventing Harassment and Discrimination

Each year, as required by New York State, our faculty and staff complete training on how to identify and react to workplace harassment and discrimination. Not only does this support aligning the behavior of our community with our Meliora values, but is also an important component of our efforts in equity and inclusion to ensure a safe workplace for all.

To fulfill this year's requirement, we will utilize the Sexual Harassment Prevention training provided by New York State. Training will be assigned in MyPath on August 1, and must be completed by October 31. Additional education will also be available in MyPath.

Special Live Safe Space Training

In the early hours of June 28, 1969, police raided a gay bar in NYC called the Stonewall Inn. The evening marked the beginning of six days of protests that permanently shifted LGBTQ+ life in America.

On June 29, 2023, to honor the 54th anniversary of this LGBTQ+ liberation event, the University of Rochester will host a LIVE Safe Space Training for faculty and staff. The session is from 8:30 a.m. – 12:30 p.m. in a classroom off of Flaum Atrium at the Medical Center and includes beverages and lunch. To register for this special event, search [MyPath](#) for the Safe Space Playlist and click on Safe Space Part 1. Registration is limited to 30 participants. For questions, please email Scott.Fearing@rochester.edu.

Total Rewards

Reminder: Healthcare Premium Increase Effective July 1

For six months, the University has delayed premium increases that originally would have gone into effect on January 1, 2023. As a reminder, new premium rates will begin July 1, 2023. Review additional information on [premium rate increases](#), and [applicable premium information](#) on the HR website. *Please note: any changes to either salary or University service throughout the calendar year will not change the faculty/staff member's salary band in regards to premium amounts within the calendar year.*

What's Your Savings Strategy?

Faculty and staff interested in learning more about saving for the future can set up an in-person or virtual meeting with a TIAA consultant. The consultations are offered at no additional cost and are intended to assist you with designing a plan to meet your individual financial needs in retirement. [Schedule](#) your one-on-one consultation online or by calling (800) 410-6497.

Claim Your Child Care Subsidy

Individuals who were approved for the 2023 Child Care Subsidy can log into [Lifetime Benefit Solutions](#) (LBS) and complete the claim/reimbursement process. After the end of the year, you have 120 days to submit a claim for the prior year. If you have not previously logged into your LBS account, reference the [instructions for getting started](#). Find more information on the [Family Care page](#) of the HR website.

Dependent Tuition Waiver

If your dependent child is attending The University of Rochester for the 2023-2024 academic year, don't forget to apply for the [dependent child tuition waiver](#) by logging into [HRMS](#) and following the path Self Service >Benefits >Tuition >Apply-Dependent Tuition Waiver.

Upcoming Events

(Click links to register)

[Stress is Not Your Friend](#)

Thursday, June 22
12:00 p.m.

Find out how to “unfriend” your tension and embrace confidence, calm, and collectedness.

[Nutrition for a Lifetime](#)

Tuesday, June 27
12:00 p.m.

Join Registered Dietitian Elizabeth Eisnor to learn how to navigate changing nutritional requirements so that you can live longer, prevent disease, maximize energy, and live your fullest life.

[Debunk Dietary Myths](#)

Friday, June 2
12:00 p.m.

In five weekly sessions with Registered Dietician Bethany Moran, 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 Emotional Wellbeing

Handling life's challenges and properly managing your emotions can be tough. Your emotional wellbeing is just as important as your physical and nutritional health. With Well-U support, you can foster a sense of confidence by:

- Setting an appointment with [Behavioral Health Partners](#)* or [UR Medicine EAP](#) to improve your resiliency.
- Organizing a departmental “[30 Days of Gratitude](#)” wellness challenge.
- Taking a short break to watch “[Pet Paradise](#)” and smile.

Other easy daily changes you can make to improve your emotional wellbeing are:

- Make your inner self-talk more positive.
- Talk to and pet a dog or cat.
- Call a friend you haven't spoken to in a while.

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

*[Eligibility Required](#)