



UNIVERSITY of
ROCHESTER

HR Intercom

July/August 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

President's Staff Award Winners Honored at Reception



The 2023 President's Staff Award winners were honored by University President Sarah Mangelsdorf during an in-person reception held earlier this month. [View more photos](#) and [learn about](#) the accomplishments of this year's recipients.

2023 HR Achievement Award Winner



Each year, a member of the Office of Human Resources is honored with the HR Achievement Award for going above and beyond. The 2023 HR Achievement Award winner is

Senior Compensation Analyst Aly Urban. Urban is pictured here on the left with Chief Human Resources Officer Kathleen Gallucci. Nominations are based on the criteria of performance excellence, engagement, integrity, and inclusion. A committee of HR peers selects the winner.

Career Path Modernization Community Update Presentation Now Available

The Career Path Modernization project team recently gave an update on the project, with a total of more than 1,000 members of the University community in attendance at the three online sessions. A recording of a session and the presentation slides are now available [online](#).

Manager's Tip

Getting Ready for myURHR: Time Tracking & Managing Change

Time tracking will be a core function of [myURHR](#) when the University's new Human Resources information platform replaces HRMS in the spring of 2024. Managers, timekeepers, and employees will experience more automation and easier access to data and information. [Learn about time tracking features coming with myURHR](#).

And, learn the [three actions managers should take right now](#) to support their teams as the University transitions to myURHR.

Learning & Development

Learn About New Playlists in MyPath

Project Management

The Learning and Development team has created another playlist in MyPath to support a popular area of interest: Project Management. This playlist is open to anyone wishing to learn more about the processes, methods, skills, and knowledge necessary to achieve specific project objectives. Search the playlist title or use the shortcut "PLProject" in [MyPath](#) to begin.

Health and Wellness

[Well-U](#) has partnered with Learning and Development to offer two health and wellness playlists in [MyPath](#) to help support our busy workforce. Both playlists, Health and Wellness: Combatting Stress & Anxiety and

Health and Wellness: Exercise provide short modules on simple stress busters you can practice at work and at home, including desk stretches, simple breathing exercises, journaling, and more. Learn how to overcome barriers to exercise as well as simple tips on how to get started and establish a routine. Search “plwellness” and “plexercise” in [MyPath](#) to enroll.

Playlists are a series of related online modules that have been assembled into a learning bundle. Playlists are curated from various training modules that are accessible to all employees by using the MyPath Learning Search and can be viewed in any order.

Total Rewards

Updated Securian Financial Microsite

University life insurance partner Securian Financial is featuring a new online presentation that discusses different coverage options available to regular full-time and part-time faculty and staff. Please visit the [Securian Financial website](#) to learn more.

Small Changes Now, Big Milestones Later

Boosting your retirement savings by one percent (1%) can really add up. Consistency is one of the simplest, yet most important strategies for saving—and one that can help you live the life you deserve in retirement. Over time, even the smallest increase can go a long way. Manage your contributions by visiting the University’s retirement partner [TIAA](#) online or by calling 800-410-6497 and [start saving today](#).

Healthy Meal Options

University faculty and staff can access a weekly meal subscription for 20 percent (20%) off 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, or pick up from the Effortlessly Healthy store. [Sign up today](#).

Guided Relaxation

Looking for a way to press pause in your daily routine? [Ask Well-U](#) for a guided relaxation. This body scan meditation takes less than 20 minutes and can be done anywhere.

Experiencing Back pain?

Simple changes to your daily habits can ease lower back issues. Take advantage of Well-U’s [lower back pain coaching](#) to discover which changes are right for you and how to master them so that you are able to get on with your day in comfort. [Join your coach here](#).

Upcoming Events

(Click links to register)

[Dietary Supplements Unmasked](#)

Tuesday, August 8
12:00 p.m.

Join Registered Dietitian Jill Chodak from Well-U’s lifestyle management team Tuesday, August 8 at noon for a complete breakdown of what supplements are, why and when to use them, and the health benefits and risks.

[7 Habits of Highly Effective People](#)

Thursday and Friday, August 17 and 18
8:30 a.m. – 4:30 p.m.

In this course, presented by our Franklin Covey certified instructor Michelle Lewis, participants will identify and adopt the key paradigms and principles in which *The 7 Habits of Highly Effective People* are rooted.

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 Be Mindful

Are you looking for ways to stay calm, cool, and collected in your everyday life? Well-U programs can help you focus on the “here and now” while managing stress and distractions. Be present and de-stress by:

- Participating in a [Mindfulness-based Stress Reduction program](#) beginning September 13 or a [Stress Reduction program](#) starting September 14 to learn how to harness your inner peace.*
- Making an appointment with [Behavioral Health Partners](#)* or [UR Medicine EAP](#) to learn how you can better focus on your wellbeing and create balance in your life.
- Taking 15 minutes for a [Mindfulness class](#) through Studio Sweat onDemand.

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

- Turn off all screens while eating a meal.
- Focus attention during daily activities on your taste, smell, touch, and sound senses.
- Concentrate on your breathing during any discomfort to better understand how it makes you feel.

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

*[Eligibility Required](#)