

# HRIC Takeover

 UNIVERSITY OF DENVER • The Bridge

## HRIC Bridge Takeover Summer Session, July 18

Welcome to a special edition of The Bridge, produced in collaboration with your Human Resources and Inclusive Community team!

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# How DU Employees Spent The Extra July 5 Holiday

We hope you enjoyed the four-day weekend around the Fourth of July. The extra day off on Friday allowed DU employees to enjoy some special experiences.



**Sara Chatfield, CAHSS**

"I spent July 5 hiking with family at Rocky Mountain Arsenal. We saw lots of wildlife, including a fawn!"





**Elise Goss-Alexander, Career & Professional Development**

"With my extra day off, I was able to travel to New Jersey to see old friends and meet a new nephew!"



**Jessica Lenhardt, University Financial Services**

"I loved having the 5th off to continue spending time with my family and friends and to rest after a big celebration for our nation's Independence Day! Spent time at the grandparents property riding four wheelers, sunset walks and hanging out all together!"





**Alvaro Ramirez, Human Resources and Inclusive Community**

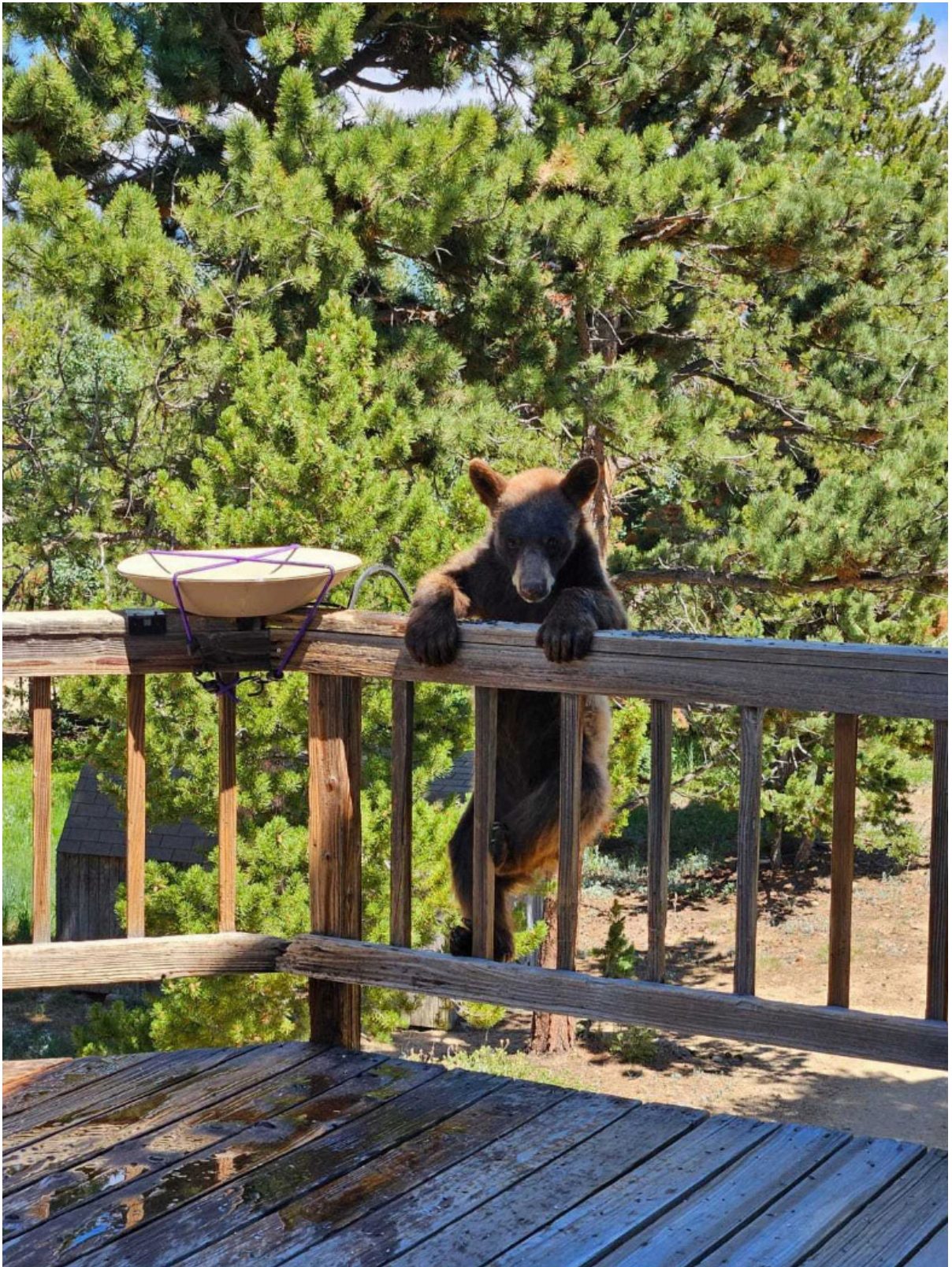
Alvaro Ramirez was able to go to Arizona for a long weekend and enjoy the July 6th Copa America game.



**Paula Kretschmann, Human Resources and Inclusive Community**

Paula Kretschmann enjoyed the fireworks show from her backyard.





**Nika Anschuetz, Marketing and Communications**

Nika Anschuetz somehow didn't run from this bear climbing up on the patio!

## **Performance Management**



## **Thank You for Your Dedication to the 2023-2024 Performance Review Process**

The Talent Acquisition and Development team wanted to take a moment to extend our heartfelt thanks to every one of you for your exceptional dedication and hard work during the 2023-2024 Performance Review process. Your efforts have been truly commendable, and we are immensely grateful for the time and energy you have invested in this critical task.

We are delighted to share that due to your diligence and commitment, we have achieved an outstanding 99.8% completion rate for the performance reviews. Each review completed represents a valuable contribution towards our organizational goals and the growth of our team members. Your dedication ensures that we continue to foster a culture of continuous improvement and development within our organization.

Once again, thank you all for your hard work and dedication. Your contributions are truly valued and make a significant difference to the University's success.

## **Postponement of 2024-2025 Performance Planning and Enhancements to Performance Management**

In recognition of the challenges and efforts of the past year, we have decided to postpone the start of the 2024-2025 Performance Planning cycle.

Originally scheduled for July 1, it will now commence on August 1. This adjustment aims to provide everyone with a well-deserved opportunity to recharge and reflect before diving into the next cycle. On August 1, all benefited employees will be assigned the 2024-2025 Performance Planning task in Talent@DU. This task requires three steps:

1. Employee enters/edits goals and reviews the competencies.
2. Manager reviews the goals and competencies, discusses as needed, and signs-off. These goals can be updated throughout the year.
3. Employee signs-off as final acknowledgement of the goals.

The agreed upon goals will be reviewed in April of 2025 during the 2024-2025 Performance Review period. For more information on the steps in the process, please visit the [HRIC Performance Planning website](#).

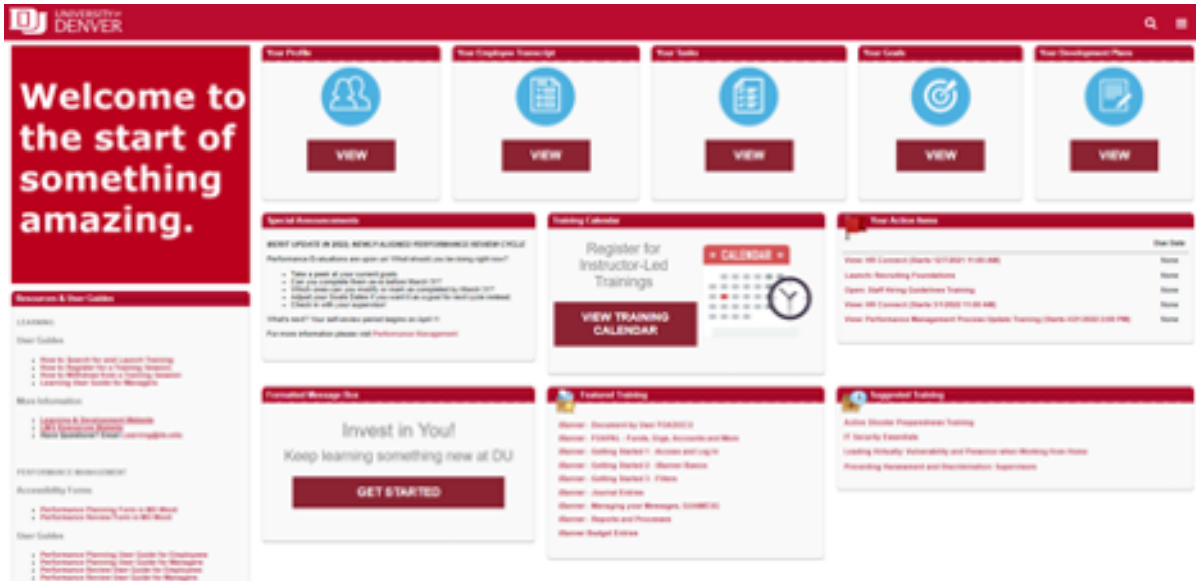
Additionally, we are pleased to share that we have been actively responding to the feedback received from the recent Performance Management survey and focus groups. Your valuable insights have been instrumental in shaping our approach. As a result, we are exploring enhancements to our performance management system and processes which will be communicated to the community once they're ready. Stay tuned!



We are committed to ensuring that these improvements reflect our dedication to fostering a supportive and rewarding work environment for all. Your continued engagement and feedback are vital as we move forward.

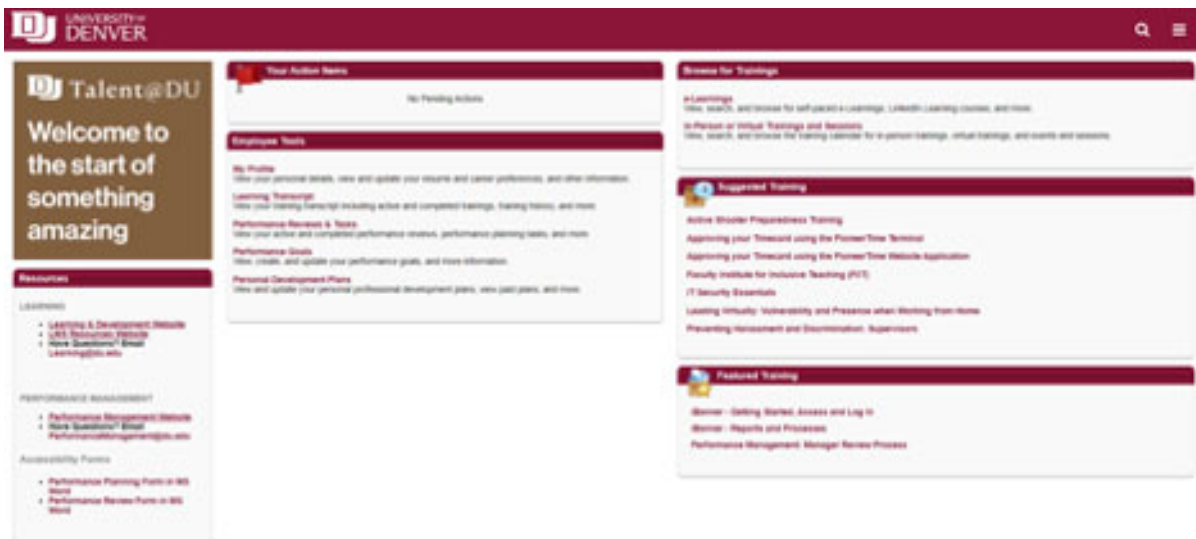
Meanwhile, the Talent@DU homepage has undergone a subtle redesign, check it out!

Previous homepage:



New, simplified homepage:

- “Your Action Items” made more prominent to draw your attention to active tasks
- Better descriptions of what each link does and why they are important including how to access LinkedIn Learning which is available to all employees
- New, more aesthetically pleasing color-scheme using updated DU branding



## Supervisory Core Competencies



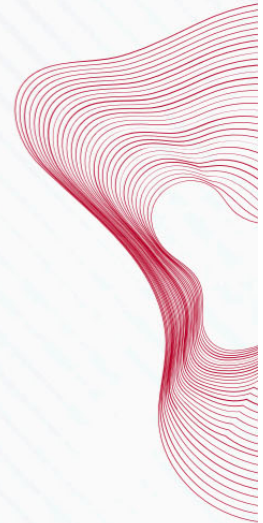
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## SUPERVISORY CORE COMPETENCIES

Be an impactful DU Leader! Enhance your skills with our online Supervisory Core Competencies course, curated by DU experts and focused on DU culture.

- ✓ Premium Assessments.
- ✓ Coaching Strategies.
- ✓ The 4D Employee Experience.
- ✓ Access to the private DU Supervisors Teams Channel.
- ✓ Available at no cost for benefited and non-benefited DU employees.
- ✓ Self-paced environment designed for your schedule and learning needs.

**Available via Talent@DU (search for Supervisory Core Competencies or look under Featured Trainings)**



**Questions? Contact [Learning@du.edu](mailto:Learning@du.edu)**

**I-9 Verification Supervisor Course**



#### ONLINE CLASS

### I-9 Verification Supervisor Training

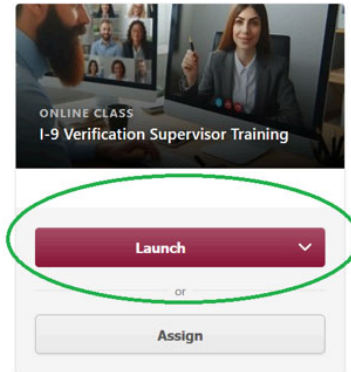
Last Updated 07/17/2024

#### Details

I-9 Training for supervisors.

Provider	HRIC
Version	1
Available Language(s)	English (US)
Subject(s)	<a href="#">Management and Supervisory</a>

[Show Less](#)



As part of our new supervisory training program, we now offer the I-9 Verification Supervisor course through Talent@DU. This practical training covers essential aspects of employment verification, including videos, step-by-step processes, and downloadable documents. Visit Talent@DU and use our search function to access this online, self-paced resource.

For any questions or comments, please reach out to Learning@du.edu.

## DU Benefit Plan Enrollment Opportunity

The University will be moving its benefit plan year to January 1 to December 31 which means that you will have another opportunity to enroll in benefits in October. Be on the lookout for more information on the upcoming open enrollment period. If you already selected benefits in the last period and desire no changes, then your current benefits will automatically carry over.

Please see previous open enrollment emails (sent April 11 and 18) or visit the [open enrollment website](#) for detailed information on all of our plan offerings.

### Customer Service Availability

#### Cigna

Cigna offers access to a 24/7 customer service line. The Cigna One Guide Service is available by calling 888-806-5042.

#### Kaiser

The New Member Connect Department is available Monday through Friday, 8 a.m. to 5 p.m. at 844-639-8657. Members also have 24/7 access to the [kp.org/newmember](http://kp.org/newmember) site or can email the New Member Connect Department at [UniversityofDenver@kp.org](mailto:UniversityofDenver@kp.org).

### Voluntary Life Insurance

During this annual open enrollment, employees are eligible to increase their Voluntary Life insurance in \$10,000 increments up to the maximum Guaranteed Issue Amount without Evidence of Insurability (EOI) provided you are “actively at work.” EOI is a documentation of good health required by health insurance providers in order to obtain certain types of insurance. An employee’s spouse may increase their Voluntary Life insurance in \$5,000 increments up to the maximum Guaranteed

Issue Amount without EOI provided they are not hospitalized and have not been previously declined. This policy is through New York Life Voluntary Life and Accidental Death & Dismemberment Insurance.

### **Cigna MotivateMe – 90 Day Transition for Kaiser Permanente Members**

For all employees making the change from Cigna to Kaiser Permanente, please make sure to redeem all Motivate Me incentives on MyCigna.com within 90 days following June 30, 2024. These incentives will arrive in the form of a gift card to the home address. Following this 90-day period, you will no longer be able to redeem your Motivate Me incentives. For more information on how to redeem incentives, please visit the [Well@DU website](#). If you have any questions, please call Cigna at 1-800-244-6224.

## **Nutrition and Holistic Wellbeing Coaching Program**

If you're interested in exploring your personal wellbeing or making effective and long-lasting behavior changes, we hope you'll join in this year's **Nutrition & Holistic Wellbeing Coaching Program**. The program is offered at **no-cost to DU employees** through a partnership between Well@DU, the Ritchie Center for Sports & Wellness & HRIC. Faculty & Staff are invited to participate in as many programs as they'd like throughout the year including wellbeing seminars, body composition assessments, 1:1 wellbeing coaching, nutrition events, fitness classes, and more. The program is offered both on-campus and virtually and is led by certified nutrition coaches and personal trainers; all of whom have 10+ years of experience at DU. The program takes a personalized approach to wellbeing and helps cut through the often conflicting popular media messages related to wellness. If you'd like to learn more about this year's program, please complete our [interest form](#) and we'll be in touch soon.

### **DU TIAA On-Campus Visit Schedule**

#### **One-on-one Employee Sessions with a TIAA Financial Consultant July / August / September 2024**

<b>University of Denver</b>	
<b>Date</b>	<b>Room Location</b>
Monday, July 15, 8am to 4pm	Burwell Center, Room 126
Tuesday, August 13, 8am – 4pm	Burwell Center, Room 126
Tuesday, August 20, 8am – 4pm	Burwell Center, Room 126
Tuesday, September 10, 8am – 4pm	Burwell Center, Room 126
Tuesday, September 24, 8am – 4pm	Burwell Center, Room 126

To schedule an appointment, employees can call TIAA at 1-800-732-8353 or [click here to register](#).

Employees may also speak to a financial consultant on the phone by calling 1-800-842-2252



Monday through Friday from 6am to 8pm or Saturdays 7 a.m. to 4 p.m.

### **More Information**

DU employees are eligible to meet with financial professionals from the University's retirement plan service provider, TIAA. An employee does not need to be a participant of the 403(b) Plan in order to utilize this service.

This is a free service, as a part of your DU Benefits package.

### **Questions?**

Contact Jeremy Thompson at [jeremy.thompson@tiaa.org](mailto:jeremy.thompson@tiaa.org) or 303.607.2265

## **Beneplace: DU Discounts and Deals**

Check out the summer offers in your DU Discounts for summer adventures, including hotels, flights, and rental cars. Beat the heat in a zoo or aquarium. If you haven't signed up yet, simply visit <https://du.savings.workingadvantage.com/home> to register and create a free account.

Shop Samsung: Buy the Galaxy S24 Series and get up to \$750 enhanced trade-in credit. Plus, get up to 50% off select Samsung products with your exclusive discount. [Ditch that old phone](#)

Bespoke Refrigerators: Get up to \$1,200 off on Select Bespoke refrigerators. [Keep your groceries cool this summer](#)

Samsung TVs: Get up to \$2,700 off select Neo QLED 8K TVs. [Upgrade your viewing experience](#)

***The Bridge connects faculty and staff to all campus happenings, all the time.***

***Do you have an announcement, opportunity, survey, or event to promote to DU faculty/staff?***

Use [our easy online form](#) to submit your news. Paid events and programs must include a DU faculty/staff discount. **A minimum lead time of two weeks pre-publication is required for considerations.**

**We want to hear from you!** Give us your feedback on The Bridge or suggest new content to consider using [our easy feedback form](#).

[View email online](#)



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Denver, CO 80208



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you are a member of the DU  
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