



HUMAN
RESOURCES

1700

UNM at Work

YOUR MONTHLY HUMAN RESOURCE

JULY 2020

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Preventive Health Checkups Canceled

Due to the COVID-19 pandemic impact on UNM operations and budget uncertainty, and to ensure the continued safety of our employees, HR Benefits & Employee Wellness is canceling the 2020 Preventive Health Checkups.

The checkups normally take place from July through October. In light of this change, Employee Wellness would like to remind and urge you to remain vigilant about learning your health status by scheduling an annual checkup.

Need a Primary Care Provider?

If you need to locate a primary care provider, you can start your process here.

UNM LoboHealth: Maximizing Your Benefits

1. Visit the [UNM LoboHealth webpage](#) to learn more about your benefits.
2. View the UNM LoboHealth [Understanding Your Benefits Info Sheet](#), which contains information on priority scheduling, explanation of Tier 1, Tier 2, and Tier 3 providers, and the 24/7 Nurseline.
3. Find a doctor through the [BlueCross BlueShield Network](#), make an appointment and present your UNM LoboHealth ID card when checking in for services. ID cards are mailed after enrollment in the plan.
4. Order prescription drugs through Express Scripts. [Learn more](#) about this benefit.



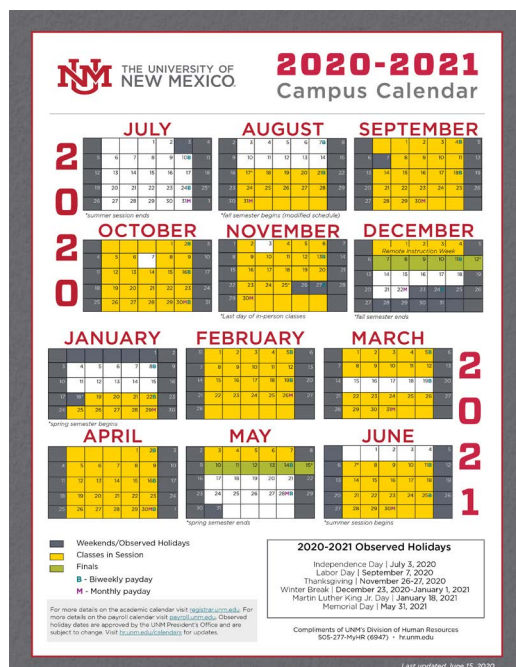
Presbyterian: Maximizing Your Benefits

1. Visit the [UNM Presbyterian webpage](#) to learn more about your benefits.
2. Find a provider through the [Presbyterian Find a Provider](#) portal.
3. Register with the [myPRES website](#), Presbyterian's secure online patient and member portal to easily manage and receive information about your health, including video visits, your electronic health records, and billing.

HR Benefits & Employee Wellness will continue to evaluate the opportunity for future programs to improve UNM medical plan participants' overall awareness of their health status and well-being.

We appreciate and thank you for your understanding. If you have questions, contact Benefits & Employee Wellness at hrbenefits@unm.edu.

2020-2021 Campus Calendar Now Available



The 2020-2021 Campus Calendar is now available. On occasion, some dates are subject to change as approved by the UNM President's Office.

Please visit our [HR Calendar webpage](#) for up-to-date information on payroll, holidays and events throughout the year.

Ombuds for Services is Here for You

“COVID-19 and the murder of Mr. George Floyd have illuminated—like a lightning storm—the need for constituents in every job classification to find safe, accessible, fair and credible ways to express concerns within their organizations and seek help. We need effective conflict management systems in organizations, and every major system needs at least one safe, independent, neutral, confidential professional as an access point.” Prof. Mary Rowe, MIT Ombuds.

UNM Ombuds Services is such a place- a safe, independent, neutral, confidential support for processing your experiences. [Reach out today](#) to schedule an appointment.

Your Professional Development



Registration Open for Fall ULead Online

The EOD team is pleased to extend this invitation to our campus community to join our new version of the ULead program via online.

Are you or someone on your team interested in developing leadership skills for your career path this fall? ULead Online is for you!

ULead will help you uncover your innate leadership abilities and positively impact the world around you, no matter your job level or function.

ULead Online is a 6-week leadership program that is offered for free to all UNM employees.

We are offering two options this fall

- August 24 to October 2
- October 12 to November 20

You have 3 learning paths to choose from

- **Project Management** - From ideas to solutions, lead, execute and monitor your projects.
- **Managing Relationships in the Workplace** - Communication, engagement, conflict resolution, change management, coaching- move people forward.
- **Inclusive Leadership** - Diversity and inclusion in the workplace, unconscious biases.

Contact EOD if you have questions or if you would like additional information about the program at eod@unm.edu or at the [ULead website](#).

Ready to apply? Complete the [application](#) and we will be in touch with further information.

Unconscious Bias: Confronting the Realities of Bias

Unconscious biases are learned stereotypes that are automatic, unintentional, deeply ingrained, and are able to influence behavior.

Join EOD in this month's **Professional Development Course Spotlight**, now available virtually, July 22.

In this course you will unleash your potential by understanding bias and defining the mindsets, skill sets, and tool sets to confront the reality of bias.

EOD will present relevant and interactive experiences and provide practical tools to equip you in addressing bias in your everyday decisions and interactions.

Manager Benefits: Make better choices about how to hire, delegate work, and develop and promote talent. Build innovation, empathy, curiosity, and courage across your organization.

Employee Benefits: Learn how to more fully respect, include, and value colleagues, customers, and other stakeholders through connection and courage.



WHEN: July 22 | 10 a.m. to 3 p.m.

REGISTER: Register via [Learning Central](#)

COST: Free!

Need help with topics like this one? EOD has many resources to support you and your department, ranging from open enrollment courses, department facilitations, and one-on-one consulting. [Visit EOD](#) for our services and course offerings.



Benefits Tip Corner



Reminder: Open Enrollment Benefits Elections Effective July 1

Important Reminder! Your new medical insurance rates go into effect on July 1.

If you made benefit election changes during Open Enrollment for the 2020-2021 Plan Year, be sure to check your July pay stub in LoboWeb to make sure deductions are accurate and verify your new elections have been applied.

To check your benefits statement:

1. Go to [myUNM](#)
2. Log In with your UNM NetID and password
3. Enter LoboWeb

4. Click “Benefits and Deductions”

5. Click “Benefit Statement”

6. Follow the prompts for the secure Multi-Factor Authentication

Biweekly Employees: Your new deductions will begin on July 10, 2020.

Monthly Employees: Your new deductions will begin on July 31, 2020.

If you have questions or need assistance, contact a Benefits representative at HRBenefits@unm.edu.

Positivity 101: Why Small Pleasures are a Big Deal



Tracey L. Briggs, MA
Health Education Consultant, Supervisor
Employee Wellness

Since March, we have experienced enormous life changes. We have gone from the New Mexico Department of Health restrictions on social gatherings to slowly reopening our world.

The cancellation of momentous social events such as weddings, milestone graduations, family gatherings, and long-awaited vacations are felt with loss and can evoke a form of grieving.

Allowing ourselves to feel and express disappointment and sadness is important. Sometimes we obscure those little things when it is even more important now to

realize that everything big is a collection of all things small. Additionally, the future can feel a little uncertain so noting some of the simpler, smaller pleasures of your day-to-day life can help you focus on the here and now.

In this week's Positivity 101, I would like to remind you of a practice that promotes being more attuned to the modest moments. Feel yourself in the present and recognize what is right in front of you.

Your Daily Practice: Allow yourself to be enchanted by the small things

These “small” activities may be among the most moving and satisfying. As you go through your day, consider pausing to grasp and immerse yourself in the joy of the moment. By practicing this, you will nurture your emotional strength and well-being.

Agree to give a few of these mini but beautiful pleasures recognition in your day:

- Prepare a [fun breakfast](#) and enjoy it with your family
- Enjoy that cool glass of [iced tea](#) while sitting in the afternoon sun
- Snuggle with your pet
- Play your favorite [board game](#)
- Walk, relax and [listen to nature](#)
- Have a [meaningful conversation](#) with a loved one
- Sit under the beautiful night sky and stare at the stars

Like Tracey's tips? Join the conversation on [Yammer](#).



Fit Life: Create an At-Home Fitness Space

Lauren Lewis, MS, NASM-CPT
Health Education Consultant
Employee Wellness

I often tell clients to set themselves up for success—meaning, do what you need to do in order to be consistent with your fitness routine.

That can be scheduling your workouts at a time you know will work best for you, having your workout clothes ready to go, or starting out small by committing to just five minutes of activity a day.

Set up your schedule and your surroundings so fitness becomes a regular part of your life. A great place to start is at home! Having a dedicated fitness space in your home will help you stay consistent, and you don't need much space or equipment. Check out my list of great [home gym equipment recommendations](#).



There are all sorts of ways to create an at-home fitness space. I pulled a few images together on this list to give you some inspiration. From small spaces to garage gyms, there's always a way to fit fitness into your life!

Like Lauren's tips? Subscribe to Lauren's email listserv [The Fit Life](#) for weekly fitness information and daily movement tips.

Food for Thought: Rethinking Work Lunch



Reed Vawter, MS, RDN, CSOWM, LD
Health Education Consultant
Employee Wellness

As we think about our physical return to work on campus, planning lunch may feel like one of the many unknowns.

Normally, I'm a reheated leftovers kind of guy—this has always made lunch easy since I don't have to make anything new. I just pack up last night's extras and reheat it at work. I already take my lunch in an insulated container, so I don't have to worry about the refrigerator.

Though [University guidance](#) encourages the coordination of routine and regular disinfection of common contact sites, you may still feel concerns about using the microwave or refrigerator. Here are a few ideas for

bringing a healthy lunch to your workplace that require little or no preparation.

COLD SANDWICHES

The easiest way to avoid using the microwave is probably to go with a sandwich. Here are [40 sandwiches](#) to try. It's easy to find options to fit any dietary preference, including [vegetarian sandwiches](#) or even [keto sandwiches](#).

COLD BOWLS & SALADS

You might prefer something that doesn't require you use your hands so a [lunch salad](#) is a good option. You could also try a [California roll sushi bowl](#), a [chicken quinoa bowl](#), or a [tropical lentil bowl](#), all of which work cold.

BENTO BOXES

Need extra variety in your lunch? Try a bento box. [Bento boxes](#) were made to be taken to work and eaten cold. Because they can be so photogenic, [bento box recipes](#) are popular on social media. But if you don't have that kind of time, [simpler options](#) also exist.

None of this is rocket science. It is just recognizing that many of our routines will need to be re-evaluated. There are solutions. By planning ahead for the routines we can control, we'll help reduce anxiety for the things we can't.

Like these tips? Subscribe to Reed's Eat Well [email listserv](#) for weekly topics on joyful eating and healthy living.

Your Benefits & Wellness



New Mental Health Resources Website

Vanessa Roybal, BS
Health Education Consultant
Employee Wellness

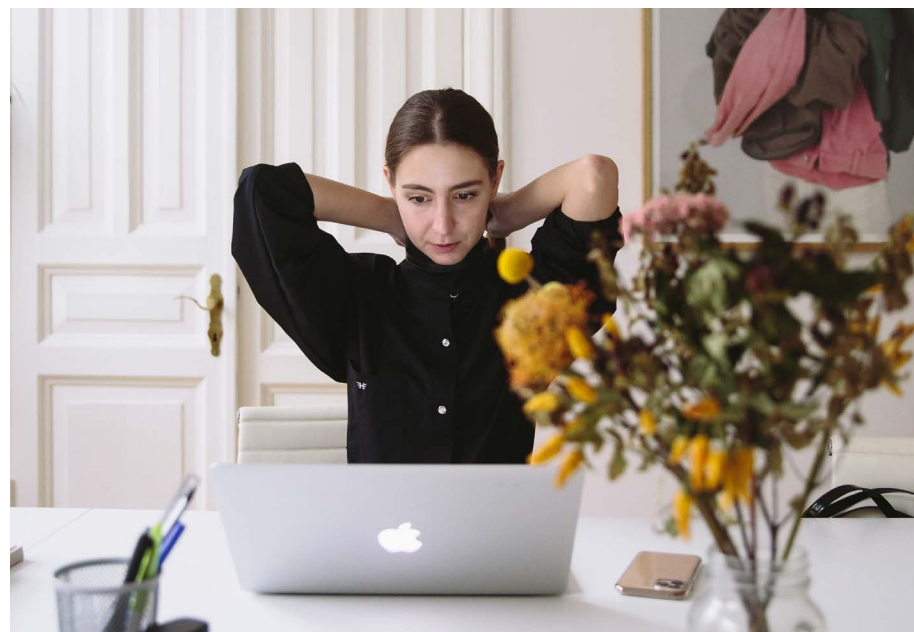
Our mental health is as important as our physical health. But according to the Anxiety and Depression Association of America (ADAA), two-thirds of nearly 450 million people worldwide who are currently living with a mental illness do not seek treatment.

For centralized resources, Amy J. Levi, PhD, CNM, HSC Vice Chancellor for Academic Affairs, and her team recently launched a website to easily guide you through finding the professional service which is best for you. Visit the [Mental Health Resources page](#) for more information on mental health awareness and well-being resources.

Even if you do not have a mental health condition, you can educate yourself and the people around you to speak out against the stigma. You can make a difference in acknowledging that mental illness is not anyone's fault, and it does not define the person.

By realizing that the power to change individual perceptions is through education and awareness about mental illness, you become a part of the positive shift in how mental health is acknowledged and addressed.

It's also important to remember that some mental health conditions, such as depression and anxiety, can increase vulnerability to chronic health conditions like



hypertension and respiratory illnesses.

Lack of or not knowing where to find assistance could be a reason for not obtaining treatment. The University of New Mexico has several resources for staff, faculty, students, and community members to utilize that are located both on and off campus. The new page makes it easier to connect with those resources.

Employee Wellness offers complimentary individual consultation to benefits-eligible faculty and staff. Use this one-on-one service via phone or Zoom to be the healthiest person you can be! Contact us at wellness@unm.edu.

Long-Distance Step Challenge

Let's go the distance while social distancing! Join the Long-Distance Step Challenge from **July 1-15**. Each participant will be added to a group according to their physical activity.

Any UNM, HSC, SRMC, UNM Hospital, and UNM Medical Group, faculty, staff and student can participate in the team challenge with their own Fitbit fitness tracker or the Fitbit app on their phone.

The challenge is Free! [Register here](#).



Have a Safe & Relaxing 4th of July Holiday

The University of New Mexico will recognize Independence Day on Friday, July 3 and all University offices will be closed.

Visit the [HR Calendars & Holidays](#) page for more information.





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