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UNM at Work

YOUR MONTHLY HUMAN RESOURCE

OCTOBER 2020

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It's Time to Get Your Flu Vaccination



According to the Centers for Disease Control and Prevention, there are many positive [indicators](#) for getting your flu vaccine, and this year it is especially important.

UNM's Benefits & Employee Wellness encourages all employees, their spouses/domestic partners, dependent children 6 months and up, and students to take advantage of no cost flu shots available in our community.

- **Drive-thru Clinics** will be offered by UNM Hospital, Sept. 26 through Oct. 31, throughout Albuquerque. View the [Flu Shot Schedule](#) for details.
- **The Main Event UNM Walk-up Clinics** will be offered Tuesday, Oct. 20 and Wednesday, Oct. 21 from 11 a.m. to 3 p.m. in the SUB Ballrooms. View the [event details](#) for more information.

- Learn more about other options for faculty, staff and students at our [2020 Flu Shot webpage](#).

Make sure to discuss with your doctor before proceeding, to ensure that your health status warrants taking the flu vaccine.

Be sure to follow COVID-19 safety measures when attending a flu shot clinic:

- Wear a mask
- Wear a short-sleeved shirt (if you have one)

Remember to show your medical plan ID card to receive your vaccine this season at the various UNM community flu shot clinics or your prescription drug benefit ID card at participating pharmacies in the Albuquerque area.

Flu vaccine prevents millions of illnesses and flu-related hospitalizations each year. During [2018-2019](#) 49% of the U.S. population chose to get a flu vaccine, and the CDC estimates they prevented a projected 4.4 million influenza illnesses, 58,000 influenza-associated hospitalizations and 3,500 flu deaths.

The flu vaccine has been shown to reduce the risk of having to go to the doctor with the flu by 40 percent to 60 percent.

Protect the Pack. Get your get flu shot today.

Getting your flu shot helps reduce the burden on our hospitals and healthcare systems.

UNM Gives Kicks Off Oct. 1

Among our defining characteristics as Lobos are our generosity of spirit and our sense of civic responsibility. Each year, the UNM Gives campaign provides faculty and staff with the opportunity to give back to our community through a contribution to the United Way of Central New Mexico.

This year in particular, as our community and country struggle with the challenges of COVID-19, your support and compassion have never been more critical. With your help, our pack can impact positive change—and change lives across our state.

Giving is Easy

There are several convenient ways to give including payroll deduction, one-time gifting or recurring donations. Visit the [UNM Gives website](#) for more information and to give.



Register to Vote. Your Vote Matters.



HR encourages the UNM community to vote in the upcoming 2020 General Election on **Tuesday, Nov. 3**.

The State of New Mexico permits any registered voter to request a ballot by mail or to vote in person—but you'll need to register to vote by **Tuesday, Oct. 6**, which is also the same day that absentee voting begins.

New Mexico residents who need to register may do so by [mail](#) or [online](#).

GO Bond C for Higher Education

One of the statewide ballot issues impacting UNM is the General Obligation Bond C for Higher Education.

Passage of Bond C would provide \$30 million for the [Colleges of Nursing and Population Health](#), \$13.2 million will support academic and research infrastructure

upgrades, and over \$8.2 million will support our branch campuses.

Additionally, the GO Bond will not raise taxes. To learn more details about what GO Bonds are, and a breakdown of the projects they will fund, visit the [UNM GO Bonds website](#).

Voting Leave

Remember, per [University policy](#), employees who are registered voters are eligible for up to a maximum of two hours of leave with pay, at their request, and time off from University duties to vote in a governmental election.

This policy does not apply to employees whose daily work schedule either begins more than two hours after the polls open or ends at least three hours before the polls close.



Your Professional Development



PEP 2020 Begins Dec. 1

The 2020 Performance Evaluation and Planning process begins on Dec. 1, when self-evaluations are assigned in UNMJobs. All evaluations are due by March 1, 2021.

Due to COVID-19 and limited operations in 2020, we encourage you to review your 2020 goals and make changes as needed prior to starting your PEP process. Goals can be modified at any time.

Staff performance evaluations are an important part of employment at The University of New Mexico.

The process is not just about completing a form, it's about managers and employees making the most of an opportunity to engage in high quality discussions about performance, development, and goals.

Visit the [PEP website](#) to learn more.



ULead Online: Second Fall Cohort Available

This month, we are highlighting the inclusive leadership path in the ULead program.

Join us Oct. 12-Nov. 20 and gain the benefits of leadership development with a special emphasis on inclusive leadership practices during our 6-week, virtual program.

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

Visit the [ULead website](#) to learn more about the entire virtual program, view the schedule and more, or contact EOD if you have questions at eod@unm.edu.

Mandatory Training, Dec. 1

Don't forget! All regular faculty and staff, temporary faculty and staff, on-call staff and student employees (including grad students) are required to complete the designated University-wide mandatory training. The University-wide mandatory trainings are:

- **MT 2020E or MT 2020S: Prevention of Harassment and Discrimination**
- **BAST 2020: Basic Annual Safety Training**
- **ACSH 2020: Active Shooter on Campus: Run, Hide, Fight**
- **STH 202: Information Privacy & Security Awareness**

Questions? Visit our [Mandatory Training webpage](#).



Benefits Tip Corner

Express Scripts Mobile App

If you are currently covered under a UNM Medical Plan, your coverage includes a prescription drug plan administered by Express Scripts.

Express Scripts offers members the option to download a free Express Scripts mobile app to your smart phone to help keep track of your medications and much more!

From the Express Scripts app, you can easily and securely access your prescription drug information directly from your smart phone.

With the mobile app, you can:

- View a list of your current prescriptions
- Order home delivery refills of your prescriptions



- Track the status of your home delivery prescriptions
- Check prescription pricing and coverage

Download the Express Scripts mobile app today! Search Express Scripts in your mobile device's app store and download the mobile app for free to display your virtual ID card.

Questions? Email us at hrbenefits@unm.edu or visit our [Express Scripts webpage](#).

Fit Life: Moving Forward this Fall



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

Believe it or not, fall is here! I know the last several months have been hectic and life-changing for many, to put it mildly. You're probably thinking, "How is it already October?" Some days it feels like we're still in March.

In a presentation for [Staff Council](#), I discussed this feeling of time standing still that many of us are experiencing right now and suggested using physical activity as a way to feel like you're moving forward

despite the current situation.

Fall brings a sense of new beginnings and opportunities to try something different. As a health education consultant, I encourage you to focus on your overall health and wellness this fall.

And, if you do feel like you're still stuck in March, hopefully some of my [fall fitness opportunities](#) will help you move forward!

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

Your Benefits & Wellness

Positivity 101: Are You “Sandwiched?” Benefits Can Help Gen Xers



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

Generation X (Gen X), defined as those born between 1965 and 1980, makes up 40% of the workforce. They are the generation moving up in line to take on more senior roles as Baby Boomers leave the workforce.

Once reserved for just the Baby Boomers, Gen Xers have now become the new “[sandwich generation](#).” These folks find themselves managing the stress of trying to raise kids, contribute to college funds, pay off debt, and care for aging parents.

If that isn’t enough, they are doing all of this while trying to save for retirement and pay for health care too.

The good news is that The University of New Mexico offers a wide array of benefits to help employees navigate their personal and professional lives—everything from [retirement](#) and [financial wellness](#) to [mental health services](#).

Two people with the same basic demographic profile can experience very different life events and need different

help to support their overall well-being.

Even if you are not “sandwiched” between raising children and caring for your parents, as an employee of UNM, you are entitled to numerous programs that can assist you with your [professional growth](#) and [personal well-being](#).

Solving the challenge of helping employees take advantage of the full range of available benefits, in manageable bites, requires a team of HR professionals who understand how different life events impact a person’s total well-being.

UNM’s Benefits & Employee Wellness is here to help engage employees with the right benefit at the right time.

[Learn more](#) about your benefits and take advantage of all the programs provided to you as an employee of The University of New Mexico.

A sense of well-being isn’t just about who you are, how old you are, or how much money you make; it also reflects the moments in your life that matter.

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

Tentative Reopening of Johnson Center and Seidler Natatorium, Oct. 12

Johnson Center’s recreational facilities and Seidler Natatorium are tentatively scheduled to reopen on Oct. 12.

There will be limited hours, as well as limitations on facilities, programs, and services, in addition to greatly reduced maximum occupancy loads.

Reopening will take place in phases and they will proceed with an abundance of caution. Face masks must be worn at all times, even when exercising and

social distancing will be enforced.

Also, during this first phase, it is anticipated that Johnson Center and Seidler Natatorium will only be available to UNM students, faculty, and staff.

Depending on demand, reservations for fitness equipment might be required.

For up-to-date information, check with the [UNM Rec Services website](#) or follow them on [Facebook](#).

Your Benefits & Wellness

Food for Thought: Never Run Out of Fresh Vegetables Again



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

We all know that vegetables are an important part of healthy eating. But fresh veggies can spoil quickly, so it's no surprise that we commonly run out before our next grocery trip.

It doesn't have to be this way. Sure, we can keep frozen vegetables on hand. But by purchasing a few vegetables that last a long time, we can also have fresh options ready. And with a few easy recipes, we're always set for a well-rounded meal.

These colorful veggie suggestions will keep for several weeks, along with recipes you can use to get them on your plate quickly.

CABBAGE

Cabbage can last two months when wrapped in plastic. It will even last a long time unwrapped, if you don't cut it – simply peel off outer leaves as you need them (if any are unsightly, keep unwrapping until you find good leaves underneath).

[Sautéed cabbage](#) makes for a quick and easy side. It seems simple but is surprisingly flavorful.

CARROTS

Carrots will last up to four weeks in your fridge if kept dry. Wrap them in a paper towel to remove excess moisture and change it periodically.

Then you'll be able to make this [quick carrot slaw](#) in minutes, especially if you let a food processor do the chopping.

RED ONION

Keep red onions on hand, and you'll always have a flavorful vegetable ready. They'll last a week or two at room temperature but can last as long as two or three months in cool, dark storage.

For easy prep, try quick [pickled red onions](#). This recipe is a great way to add a burst of flavor to sandwiches, burgers, tacos, salads, and more.

RUTABAGA

You probably always walk past rutabagas in the store. But next time, stop and pick up a few. They can easily last a month in your fridge and are full of fiber and nutrients. Rutabagas are slightly sweet, so they work well as a low-carb potato substitute.

Personally, I like rutabagas best when they are roasted, like in these [rutabaga fries](#).

BEETS

Beets can last one to three months if you remove the greens and store them in a perforated plastic bag. Chopped or grated raw beets can be a delicious way to add a bit of color and crunch to your meal. Roasting is also pretty easy. Here are [four easy ways to cook beets](#).

My preference is to make [roasted balsamic beets](#) (and let the foil keep cleanup easy).

All of these options are easy to store and simple to prepare. Keep a few on hand, and you'll never run out of vegetables again.

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



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