



**HUMAN
RESOURCES**

UNM at Work

YOUR MONTHLY HUMAN RESOURCE
April 2023

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Open Enrollment is right around the corner!

Open Enrollment is scheduled for April 19-May 5 and we will be sending more detailed information soon. In the meantime, we want to give you a heads up of what to expect for the 2023-2024 Plan Year.

The key changes plan participants can expect are updates to the salary tiers for premium contributions, as well as a reduction in copays for many Outpatient Mental Health/Substance Use Disorder (MH/SUD) service providers. These changes are being implemented to help combat rising health care costs while minimizing the financial impact on our plan members.

Rising health care costs

Health care costs continue to rise nationally and UNM is not immune to the effects. While costs are increasing, our self-funded model makes sure that 94% of premiums you pay go directly toward health care claims for you and your fellow plan members. Only 6% of premiums are used for plan administration by entities such as BCBS, Presbyterian and CVS.

Salary tier changes

To help offset the cost increases, the salary tiers for premium contributions have been expanded. While the actual dollar amount that employees pay each month is dependent on their enrollment choices and family coverage, many will see a decrease in their percentage of the premium contribution, with UNM picking up a larger portion of the cost. Others will see no change in their contribution percentage. No salary level will see their employee contribution percentage increase.

Refer to the chart (right) to see the current and new contribution percentages for your salary level. To see the new rates for 2023-2024 Plan Year and how your monthly payments may change for your salary level, please refer to the medical rate [schedule found here](#).

Current Salary Tier		
Employee Salary	UNM Contribution	Employee Contribution
\$34,999 or less	80%	20%
\$35,000-\$49,999	70%	30%
\$50,000 and greater	60%	40%

July 1, 2023 Salary Tier		
Employee Salary	UNM Contribution	Employee Contribution
\$44,999 or less	80%	20%
\$45,000-\$59,999	70%	30%
\$60,000 and greater	60%	40%

Copay reduction for mental health services

Mental health services have never been more important, so we are increasing access to providers at the minimum copay level, including for virtual care via the BCBS MDLIVE and Presbyterian Video Visits platforms. Currently, copays for Outpatient MH/SUD services range from \$10 to \$35 depending on the provider. For the 2023-2024 Plan Year, copays for Tier 1 and Tier 2 providers under both the UNM LoboHealth and Presbyterian Health Plan will be set at \$10 for both in-person and virtual care.

What is NOT changing

Despite increasing health care costs, all copays (other than MH/SUD), coinsurance, deductibles and out-of-pocket maximum levels will remain the same for medical and prescription drug benefits. Also, there will be no change to dental plans through Delta Dental of NM, vision coverage through VSP, or the life, long-term and short-term disability insurance offered through The Hartford.

Expect additional communications from HR Benefits as we get closer to, and throughout, the Open Enrollment period.

Questions? Email us at hrbenefits@unm.edu

Mental Health Awareness Fair coming May 11



On **Thursday, May 11 between 11 a.m. and 2 p.m.**, UNMH Employee Wellbeing, Health Sciences Wellness and UNM Employee Wellness will be hosting the 2nd annual Mental Health Awareness Fair to take place in the grassy area east of HSLIC Library on north campus. With vendors from numerous UNM departments and events to promote mental and physical wellness, the event will offer free lunches on a first-come, first-serve basis along with pet therapy provided by the High Desert Therapy Dog organization, music, art and physical movement. Reserve the time on your calendar now to join the festivities and grow your awareness of the mental health resources available on UNM campus.

QPR Gatekeeper training now offered monthly in 2023

Employee Wellness is now offering QPR Gatekeeper training on the first Friday of every month from 2:30 – 3:30 p.m. QPR stands for Question, Persuade, Refer. Like CPR, QPR is an emergency response protocol to help someone in crisis and considering taking their own life. QPR is the most widely taught suicide prevention training in the world and is proven effective.

Learn how you can save a life from suicide. Visit the [Employee Wellness website](#) to learn more about the trainings and [register](#) for a class.

HR CALENDAR

Jan. 23 - May 17

Spring Lunchtime Zoom Fitness
Classes

Apr. 1 & 2

Lobo Triathlon

Apr. 7

Staff as Student

Apr. 7

QPR Gate Keeper Training

Apr. 12

W2W Educational Series

Apr. 12

EOD Course of the Month
Management for the Unofficial
Project Manager

Apr. 12-June 30

Working With Postivity Course

Apr. 19

EOD Lunchtime Learning
Schedule the Big Rocks, Don't
Sort the Gravel

Apr. 19

Crucial Conversations
Accountability

Apr. 19 - May 5

Open Enrollment

Apr. 20

Crucial Conversations
Mastering Dialogue

Apr. 20

Tech Days

Apr. 29

Stadium Stair Challenge

YOUR BENEFITS & WELLNESS

The benefits of healthy social relationships

Tracey L. Briggs, MA
Supervisor, Employee Wellness

Our physiological systems are highly responsive to positive social interactions. Lifelong friendships, new acquaintances, and caring conversations, are the key ingredients of close relationships. Whether with romantic partners, family, or friends, social connections can influence our biology and well-being.

Psychologists have studied and identified the desire to feel connected to others as a basic human need, and that interpersonal relationships have a significant impact on our mental and physical health, health behaviors, and mortality risk. Wide-ranging [research](#) suggests that strong social ties are linked to a longer life. In contrast, loneliness and social isolation are linked to poorer health, depression, and increased risk of early death.

Nurturing a variety of relationships is important. These can include partnerships, spouses, friends, neighbors and colleagues. Studies have found that people who have larger, more diverse types of social ties tend to live longer and have better physical and mental health than people with fewer relationships. Social support may be especially protective during difficult times. From marriage to work friendships, the benefit of such connections might improve your ability to fight off illness or give you a more positive outlook on life.

In finding the place to build friendships and professional relationships, you need to look no further than the [Happy Heart Bistro](#) and the University Club.

On north campus, you can find a bright, open space and lots of warmth at “The Bistro.” From plenty of smiles to a [healthy menu](#), it is open to all of UNM and always a wonderful place to meet. On central campus, [the University Club](#) is one of the best kept secrets at UNM. For the small price of a [\\$7 per month membership](#), you have access to a whole host of benefits which range from a [member newsletter](#), a discounted price on the catered [healthy buffet lunch](#) to weekly Happy Hour events which help you conclude the work week. You even have member access to [conference space at no charge](#) and holiday events. The “Club,” once known as the Faculty and Staff Club, is open to all benefits eligible UNM employees. Social events and the weekly menu are shared to your inbox so you can connect for a working meeting or just for a relaxing lunch.

By developing the overall quality of your workplace associations and growing a variety of social relationships, you may help reduce stress, heart-related risks, increase your mental well-being and improve personal and professional satisfaction. So, look into and take advantage of how UNM offers employees the opportunity to grow their social wellness at the University Club, Happy Heart Bistro, or many of the other socially beneficial programs like [Popejoy Hall](#) performances, [Lobo athletics](#), Recreational Services [WOW Pass classes](#), and [Continuing Education classes](#), just to name a few.



**National
Walking Day**
April 5th



Leah Adent, MPH, CHES, NASM-CPT
Health Ed. Consultant

Wednesday, April 5th is National Walking Day! Sponsored by the American Heart Association, National Walking Day encourages everyone to increase their physical activity by getting out and walking for at least 30 minutes during your workday. To celebrate, hop on a [Lobo Trail](#). The Lobo Trail paths are marked, vary in length, and offer a variety of scenery around central and north campus. Start a walking group or just head out on your own.

If you are close to north campus, celebrate National Walking Day with HSC Wellness. Join them at the HSC grassy area, just northeast of HSCLIC Library from 11:30 a.m. – 1 p.m. to start your walking journey. All are welcome!

YOUR BENEFITS & WELLNESS

Four strategies to help manage your stress

Reed Vawter, MS, RDN, CSOWM, LD
Health Ed. Consultant

I don't know about you, but the more stressful my workday, the more likely I am to stress eat an entire bag of chips when I get home. Excessive stress affects all parts of our life, so it's important to have healthy strategies to cope. Luckily, we have many tools at UNM that can help us manage and reduce the influence of our daily work stressors.

- **Use your vacation time:** Sadly, about [55% vacation days go unused](#) each year by American workers. Don't be one of those people! Vacations help you rest and recharge. Schedule a day (or more) off and pamper yourself.
- **Take a meditation break:** Help your brain slow down with a [short meditation session](#). Meditation helps calm negative emotions and, if practiced regularly, can reduce stress and anxiety levels.
- **Step outside:** Stepping away from your stress gives you a chance to breathe and escape the tunnel vision that it creates. It's also an opportunity to be active and burn off any excess energy. Try a brisk walk on one of our [Lobo Trails](#).
- **Tackle a challenge:** Sometimes, chasing a rewarding, personal goal is the best way to battle stress. It gives us a clear direction to focus our energy on. Try the [Stadium Stair Challenge](#) on April 29. This event will help you build strength and endurance while feeling like a superhero.

We won't ever get rid of stress entirely; but we can manage it. Use these strategies to find your balance and to build long-term stress resilience.



Register for the summer Working With Positivity course



The end of the semester is looming on the horizon and in April, Benefits & Employee Wellness will offer the Working With Positivity program for the summer. The course facilitates the workbook, *Move From Surviving to Thriving: A Positive Psychology Workbook for Challenging Times*, authored by UNM professor, Bruce W. Smith, PhD.

The Working With Positivity course is an interactive learning experience. Positive psychology helps you to be your best in many situations. There is no predetermined outcome; instead, you chart the course and implement skills to help you live your greatest life.

The course offers you the opportunity to utilize a research-based, self-development workbook to overcome obstacles and thrive! The 12-week class is scheduled to meet on Zoom every Friday at 12:05-1 p.m. from April 14 through June 30.

[Sign Up Today!](#)

2023 Stadium Stair Challenge April 29



UNM is hosting the 6th Annual Stadium Stair Challenge on **Saturday, April 29**. Join in the excitement of walking, jogging, or running the University Stadium stairs. Kids Run at 8:15 a.m., Adult Run at 8:30 a.m.

For more information, visit the [Stadium Stair Challenge](#) website.

[Sign Up Today!](#)

YOUR PROFESSIONAL DEVELOPMENT

EOD Spotlight: Plan and Achieve

Theresa L. Sherman, EOD Consultant

This month, our professional development offerings focus on planning and achieving. Are there major goals you'd like to achieve (both professionally and personally) but you never find the space to make them happen? Do you have a major project ahead that you need to get organized?

Working in an organized and efficient manner seems like an improbable task for some. The fact is that it is both easier and harder than ever to plan and achieve our major objectives- our big rocks. Prioritizing our big rocks require focused attention, high-value decision making, and high energy.

According to Edward M. Hallowell, MD, founder of the Hallowell Center for Cognitive and Emotional Health, the key symptoms of the neurological condition, Attention Deficit Disorder (ADD) have become some of the key attributes of most people working and living in today's world.

"Over the past decade or so more and more people have come to me saying they had ADD, but they didn't. They had what I call a 'severe case of modern life,'" said Dr. Hallowell. Our modern environment has created symptoms of overload such as distractibility, impulsivity, disorganization, trouble planning and procrastination, making it difficult to follow through on plans.

This month we offer a couple of useful trainings that will help you identify what is important, where to place your focus, and how to plan your projects from start to finish. We hope you can join us.



Project Management for the Unofficial Project Manager

Date: Wednesday | April 12 |

10 a.m. to noon, 1 to 2 p.m. (Via Zoom)

[Register Here](#)

Do you manage a large-scale task or initiative that has a beginning and an ending? Then you are a project manager! The fact is, many employees manage a project, even though project manager is not in their job description. All projects risk failure through lack of time management, scope creep and no formal project management training. In this Franklin Covey class, we will provide you, the unofficial project manager, with tools and resources to manage projects successfully.

Each month, EOD offers an interactive, instructor-led training course to help further your professional development. These courses are available to you as part of your UNM benefits!



Schedule the Big Rocks, Don't Sort the Gravel

Date: Wednesday | April 19 |

Noon to 12:45 p.m. (Via Zoom)

[Register Here](#)

Do you sometimes feel buried alive in a mountain of gravel- countless emails, meeting requests, texts, and other demands on your time that pile up around you? EOD will provide you with some bite-sized skills and tools to help you identify your big rocks and avoid feeling compelled to sort through the gravel during this lunchtime learning event.

Grab your lunch and settle in for some quick bites of professional development. EOD's Lunchtime Learning Series offers new and exciting topics each month and gives employees tools to make work and life more productive. EOD trainings are free as part of your UNM benefits!

OMBUDS SERVICES FOR STAFF

**CONFIDENTIAL, INDEPENDENT,
INFORMAL & NEUTRAL**

OMBUDS SERVICES SUPPORTS UNM EMPLOYEES NAVIGATING CHALLENGES

Ombuds Services for Staff provides an informal and private first-stop for staff, faculty supervising staff, and their coworkers who seek information, insight and support from a trusted neutral.

Ombuds Services can help individuals or groups by:

- Listening and reflecting to give you perspective
- Assisting in constructive problem solving and conflict handling
- Analyzing a problem and identifying options towards resolution
- Identifying useful resources, policies, and procedures
- Facilitating conversations between co-workers
- Providing workshops, trainings and presentations on effective communication, constructive conflict management, and collaboration.

A SOURCE OF SUPPORT FOR YOU

Ombuds supports you to reach your full potential and goals by providing confidential help and assistance if you:

- Have any workplace concerns or goals to explore
- Need a confidential space for information and resources for problem solving
- Experience or witness workplace misconduct that might be bullying or harassment
- Want a private place to vent and discuss a workplace conflict

Ombuds services help build a culture of engagement and inclusion in the workplace.

SCHEDULE A VISIT

We serve staff, faculty supervising staff and their co-workers by phone or Zoom Monday-Friday from 8 a.m. - 5 p.m. To schedule a confidential visit with an ombuds, please email us at ombuds@unm.edu.

For more information, please, visit our website: <http://ombudsforstaff.unm.edu/>

Ombuds courses for spring 2023

CRUCIAL CONVERSATIONS FOR ACCOUNTABILITY

The course teaches nine powerful skills for resolving performance problems, strengthening trust and reliability, and eliminating inconsistency. Learn a process and skills to help people get back on track when performance falters.

Course kick-off dates:

Apr. 19 & June 15

[Course Details and Registration](#)

CRUCIAL CONVERSATIONS FOR MASTERING DIALOGUE

This course focuses on skills that foster open dialogue around high-stakes, emotional, or risky topics. Learn how to speak persuasively, foster teamwork, and make better decisions. Based on the best-selling book, *Crucial Conversations*®.

Course kick-off dates:

Apr. 20, June 14 & July 18

[Course Details and Registration](#)

Payroll Department extended window hours

The UNM Payroll Department is pleased to announce extended window hours to better serve our customers.

We are now open from 8 a.m. to 4:30 p.m., Monday thru Friday. Please note the window is closed for lunch from 1:15 to 2:15 p.m. However, during lunch, you may ring the doorbell and someone will assist you.

For more information, please visit our website at payroll.unm.edu to learn more about online tools and answers to frequently asked questions.



CAMPUS NEWS

Spring Staff as Students - April 3 Save the date!



STAFF COUNCIL

Staff Success Committee Presents

UNM STAFF AS STUDENTS

WORK HARD, STUDY HARD

Monday, April 3 | 11:30 a.m. - 1:00 p.m.
SUB Ballrooms A & B

This is a great opportunity for UNM employees to learn about Tuition Remission Benefits to further their education with academic or professional development courses at UNM with PRIORITY registration status.

Enter for a chance to WIN one of three \$25 Lobo Cash gift cards by visiting at least four different department booths.

High Desert Therapy Dogs
www.highdeserttherapydogs.org



TALK TO A REPRESENTATIVE

- Office of Admissions
- Office of the Registrar
- Center for Academic Program Support (CAPS)
- Continuing Education
- Employee & Organizational Development (EOD)
- Children's Campus
- Office of Graduate Studies
- And More...

Plus advisors from different schools, colleges, programs, and departments

Questions? Contact Madeline Lionbarger, mlionbarger@unm.edu

If you know what class/classes you wish to take:

1. Make your way to a Registrars table! They will enter a PIN so you will have early access to registration.
2. Make your way to an Admissions table! They will help you get enrolled at UNM.
3. Register for your class(es)! Advisors are here and available to help you!
4. Pat yourself on the back and take pride in the knowledge that you are taking steps to further your education!

If you don't know what classes you wish to take, but want to know more about your educational options and opportunities as a UNM staff member:

There will be many departments tabling at the event. Take advantage of getting to speak one-on-one with representatives from popular degree programs, and staff support services.


Tech Days - April 20 Registration now open

Register before April 10 for the exclusive opportunity to participate in no-cost sessions, discussions, and hands-on demos of current and future technological innovations at the University.

Returning in-person to the Student Union Building.

Questions? Please contact: itevents@unm.edu

[Register Here](#)



OFFICE OF THE CHIEF INFORMATION OFFICER

TECH DAYS

live demos sessions no-cost

Register Today!

▶ Registrations accepted through 4-10-23 ◀

TechDays.unm.edu





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Questions? Contact Us!

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