



HUMAN
RESOURCES

UNM at Work

YOUR MONTHLY HUMAN RESOURCE
July 2023

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Engagement survey next steps



As reported in the June edition of this newsletter, Gallup, the analytics and consulting firm, is preparing the survey results to be formally presented to UNM's executive leadership. Scheduling of the presentation is currently being arranged, though it is expected to take place in late July.

Here is what you can expect in the coming weeks:

- By late July, institution-level summary results and analysis will be presented by Gallup to UNM executive leadership.
- At that time, the institution-level results will be made available to the university community on a dedicated UNM Engagement website currently being developed.
- In early fall, orientation, training, and login information will be provided to managers for the Gallup Access Portal. This will enable managers to review their department-level results.
- Additionally, support and action plan assistance will be developed to help departments maintain or improve workplace engagement.

Keep an eye out for future updates and announcements through this newsletter or all-staff messages. If you have questions, please reach out to the UNM Engagement Survey team at engage@unm.edu.

Level Up Expo presenter call for proposals

UNM Employee & Organizational Development, Benefits & Employee Wellness, Staff Council and HSC Wellness are joining forces to merge Staff Success Days and the Well-Being Expo to offer Level Up Expo, two weeks of wellness, enrichment, and professional development to ignite your best. **Level Up Expo 2023 will be held Oct. 16-27.**

The theme for this year's expo is Restoring Your Resilience. Post-pandemic, we are working and living in a very different world. Many of us are still struggling with a new workplace environment, high department turnover, and personal burnout, in addition to issues of grief, loneliness, and health concerns.

We want to bring together the top experts in the UNM community to present on these subjects and more. We are asking for your input. Do you have a topic you would like to request or are you a subject matter expert who would consider presenting on resiliency? Please submit a proposal to share your thoughts with us. **Proposals will be accepted through Friday, July 14 at 5 p.m.**

[**SUBMIT YOUR PROPOSAL HERE**](#)

Questions? Contact EOD at eod@unm.edu

LEVEL UP 
EXPO 2023 
RESTORING YOUR RESILIENCE

Fall Dependent Education applications due June 30

For best consideration, apply by June 30 for the fall semester Dependent Education Program. If your dependent received Dependent Education during the Spring 2023 semester, you do not need to re-apply. Applications received after June 30 will be processed but approval and awards for eligible dependents may be delayed.

Visit the Benefits & Employee Wellness [Dependent Education webpage](#) to fill out the new online application. Once you submit your online application, you will receive a confirmation with additional information. Remember to check your clutter and junk boxes!

The Dependent Education Program provides paid undergraduate tuition for your qualified dependents. It provides a waiver of tuition for:

- Up to eighteen (18) credit hours per semester, and
- Up to eight (8) semesters

Dependent Education does not cover mandatory student fees, course fees, or tuition differentials.

See UAP [#3700](#) for details on employee and dependent eligibility criteria, coverage limitations and IRS required taxation.

Additional questions? Contact us at hrbenefits@unm.edu.

YOUR PROFESSIONAL DEVELOPMENT

EOD Spotlight: Amplify your abilities

Theresa L. Sherman, EOD Consultant

Management consultant and educator [Peter Drucker](#) once said, “The best way to predict the future is to create it.” When it comes to our career, we may not always be able to create an ideal future, but we do have the power to steer it in a preferred direction. One way to plan your career path is to identify and amplify your capabilities.

In Multipliers (best selling book and this month’s EOD Course of the Month), leadership expert Liz Wiseman encourages us to find our genius. Genius isn’t about your IQ number. It is our unique abilities, the thing we not only do exceptionally well, but naturally well, freely and with ease. When we start identifying our natural genius and the genius in others, we begin to be able to do great things.

Amplifying our abilities takes effort. When we are doing our best work, that effort can be a rewarding type of exhaustion. When we can’t give our best and we are being drained of our energy, we begin to lose our ability to accomplish what we need to, and our level of satisfaction is reduced.

Join EOD this month as we learn how to manage our energy so we can do our job well at our Hungry Minds Café on July 18, and then take a deep dive into what characteristics diminish and multiply our abilities through our EOD Course of the Month on July 26. Read more and register below.



Multipliers

Date: Wednesday | July 26
9 a.m. to noon (Via Zoom)

[Register Here](#)

In her research, leadership expert Liz Wiseman made a crucial discovery: There’s far more intelligence and energy inside organizations than we realize. Leaders are key to unlocking these capabilities. In this course, you will learn about solutions that enable leaders to use the untapped capabilities of their teams, rekindle energy and enthusiasm as teams achieve stronger results, innovate by encouraging new and bold thinking, and break through to new levels of performance by amplifying people’s intelligence.

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!



How to Manage Your Energy to do Your Job Well

Date: Tuesday | July 18
Noon to 12:45 p.m. (Via Zoom)

[Register Here](#)

Today’s exhausting, high-pressure work environment burns people out at an alarming rate. The amount of energy we have influences what we can accomplish and how much we enjoy it. For this lunchtime learning, we will review the sources and influencers of energy in our lives, and how to create a constant rhythm of renewal.

Grab your lunch and settle in for some quick bites of professional development at EOD’s Hungry Minds Café, where we’ll give you tools to make work and life productive with exciting topics each month. EOD trainings are free as part of your UNM benefits.

YOUR BENEFITS & WELLNESS



Fall workouts & stretch breaks with Leah

Fall back into the semester with Lunch Crunch fitness classes and stretch breaks. Mark your calendars to join Health Education Consultant and Certified Personal Trainer Leah Adent starting on August 7th for two workouts and two stretch breaks per week via Zoom.

- **Tuesdays and Thursdays** from noon – 12:30 p.m., join a quick and upbeat 30-minute workout featuring circuit training, HIIT, or Tabata.
- **Mondays** from 2 - 2:15 p.m. join a late afternoon stretch break.
- **Wednesdays** from 10 – 10:15 a.m. join for a mid-morning stretch break.

All sessions are **FREE** for benefits-eligible employees. Just click on the links below to register. Once you have registered, you will have access to all classes through the fall semester.

Questions? Email wellness@unm.edu.

HR CALENDAR

June 30

Dependent Education Application Deadline

July 4

Independence Day - UNM Holiday

July 14 - Sept. 29

Working With Positivity - Fall

July 18

EOD Hungry Minds Cafe: How to Manage Your Energy to do Your Job Well

July 18

Crucial Conversations for Mastering Dialogue

July 26

EOD Course of the Month: Multipliers

Aug 7 - November

Fall Workouts & Stretch Breaks With Leah

Aug 10

Financial Wellness Workshop: Protecting Tomorrow, Today

Topic: Lunch Crunch with Leah

Time: Noon MT

Every Tues. & Thurs. thru November via Zoom

Beginning: Aug. 8, 2023, Noon MT (US and Canada)

[Register in advance for this meeting](#)

After registering, you will receive a confirmation email containing information about joining the meeting.

Topic: Monday Stretch Break

Time: 2 p.m. MT

Every Monday thru November via Zoom

Beginning: Aug 7, 2023, 2 p.m. MT (US and Canada)

[Register in advance for this meeting](#)

After registering, you will receive a confirmation email containing information about joining the meeting.

Topic: Wednesday Stretch Break

Time: 10 a.m. MT

Every Wednesday thru November via Zoom

Beginning: Aug 9, 2023, 10 a.m. MT (US and Canada)

[Register in advance for this meeting](#)

After registering, you will receive a confirmation email containing information about joining the meeting.

YOUR BENEFITS & WELLNESS

Achieve Financial Wellness with Estate Planning



Tracey L. Briggs, MA
Supervisor, Employee Wellness

When thinking about financial wellness and how estate planning may provide peace of mind, you may be looking for assurances that your hard-earned assets will be cared for in a thoughtful manner. Common strategies for this generally include creating wills or naming beneficiaries of retirement assets. It is also important to consider when and how to create a trust. Because your life is unique, you may have situations that could require special attention. If you are not ready to relinquish control, but you still want the benefits of a trust, you can appoint yourself as trustee and name a successor trustee for when you are ready.

Setting up a trust can provide peace of mind knowing that the care you have provided the people and possessions you love will

continue. Knowing which type of trust is best suited for your needs and how to begin can be daunting, which is why we wanted to share some foundational knowledge to help you in your financial wellness journey.

What is a trust?

A trust is a legal document that governs your wishes for how and when to transfer assets, including sentimental items, to beneficiaries or charities of your choosing.

When to create a trust?

Consider setting up a trust if you want to:

- Ensure that your assets are managed for the benefit of your heirs, according to your wishes
- Preserve your assets while potentially minimizing taxes and probate costs associated with transferring assets through a will
- Establish a tax-advantaged charitable gift
- Provide an orderly way of managing your finances if ill health stops you from doing so

A trust may help you if you have a loved one with a disability, you have children, you have a family member with an addiction or mental health illness, you are a business owner, you collect valuable items or any combination of these life events.

The difference between trusts and wills

You may also find tax benefits to trusts, depending on your situation. With a generation-skipping trust, for example, you may be able to give assets to grandchildren tax free. If you're worried about privacy, it's good to know that your heirs can typically settle a trust privately. In contrast, a will typically becomes part of the public record when it's settled through a court process, called probate.

Want to learn more? [Register](#) for our upcoming Financial Wellness Workshops or [schedule an individual consultation](#) with one of our financial partners.

**Have a safe &
relaxing
4th of July
holiday**

The University
of New Mexico
will recognize
Independence Day
on Tuesday, July 4
and all University
offices will be
closed.



YOUR BENEFITS & WELLNESS

2023 Financial Wellness Workshops



No matter where you are in life's journey or your career, UNM is committed to providing you with educational resources to help you learn, achieve goals, and improve your financial situation. UNM's [voluntary 403b and 457b retirement plan](#) investment providers partner with UNM to bring the latest information and tools to one location for your convenience.

Employee Wellness collaborates with our financial partners to offer educational workshops to assist you in various areas of your UNM career lifecycle. From saving a portion of your very first paycheck to planning for retirement, the topics will provide insight and information to better assist you in planning for your financial future. Be sure to register for any or all of the workshops offered this year.

Protecting Tomorrow, Today - Just the Basics: Financial Capability

Nusenda - August 10, 11 a.m. - Noon

Presenter: Arturo H. Lozoya III

Description: When we hear the word finances, we often think about retirement and investments but with this presentation we are thinking about how we are spending right now and how building healthy spending habits can impact those future decisions. Topics that will be covered in this presentation include: Budgeting, Savings & Needs vs. Wants, Credit & Debt and Alternative Financial Services.

Bio: Arturo H. Lozoya III is an Engagement Specialist at Nusenda Credit Union. Arturo specializes in entrepreneurship and financial literacy. Arturo graduated from The University of New Mexico with his BBA in Entrepreneurship. He also serves as the president for the UNM Young Alumni Board. With a love for community and entrepreneurship, he hopes to continue building relationships/partnerships to keep shining a bright light on Albuquerque and all the things that make the city special.

[Register Here](#)

Five Money Musts

Fidelity - November 7, 11 a.m. - Noon

Presenter: Marissa Ortega

Description: Learn about basic money concepts to help you start your financial journey on the right foot. In this workshop, we're going to cover five money musts:

- Budget
- Credit
- Debt
- Investing
- Retirement

Bio: Marissa Ortega, a Fidelity Workplace Financial Consultant, has more than five years with the company. She was previously a financial representative for Fidelity's Albuquerque Investor Center. Ms. Ortega provides onsite educational workshops and individual consultations for Fidelity 403(b) clients and their employees to help them understand their retirement and investment needs. She is a registered securities representative and an investment advisor representative.

[Register Here](#)

YOUR BENEFITS & WELLNESS

Are you caught in the happiness trap?

Tracey L. Briggs, MA
Supervisor, Employee Wellness

The famous 1988 song, “[Don't Worry, Be Happy](#)” by Bobby McFerrin, is a feel-good, lighthearted tune that makes us all want to strive for happiness. After all, happiness tends to be one of the most sought-after goals in life. But have you ever stopped to think about whether happiness is what you should be striving for? Searching for happiness can promote a more mono-focused view by accentuating tendencies to seek out pleasures at the expense of others. Self-centeredness, apart from not serving others well, can also make you [lonelier](#). By focusing supremely on making yourself happy, we forget the basic principle of happiness, which is to look outside ourselves for true belonging.

The more we value happiness, the more likely it is that we will be disappointed with our current [situation in life](#). Even further, the more desperate we become about finding happiness, the more we are likely to [experience symptoms of depression](#). The idea that we should be searching for happiness can highlight the absence of it in our lives.

Apart from happiness not being good for the pursuers, it is often inappropriate to talk about happiness when interacting with people suffering extreme poverty, experiencing political injustice, living through devastating conflicts or facing natural disasters. To put it simply, being happy is not a priority in these situations. Advocating for initiatives to increase happiness can lead to people feeling alienated and misunderstood. In traumatic times, exhorting people to “be happy” can come across as tone deaf or lacking in compassion.

Improve Your Wellbeing Instead

So how do we [balance self-centeredness in the search for self-development](#)?

Focus on your wellbeing. Here are five ways to improve it:

1. Ensure that you can meet the basic needs of yourself and those you care for.
2. Allocate regular time for pleasurable activities, such as a walk, playing a game or watching or listening to something you enjoy.
3. Invest in building and maintaining positive relationships. Meet with friends, keep in contact with family members, nurture your work relationships.
4. Stay connected with what makes your life meaningful. For example, supporting a movement, or committing fully to your personal or professional role.
5. Make things better for your community by, say, advocating for better services, volunteering in your community, or challenging unfair practices.

Rather than focusing on the narrow vision of pursuing happiness, consider leaning into improving your wellbeing, which runs deeper than simple gratification and includes connections with people, life's purpose, a sense of accomplishment and self-worth, by enrolling in the Working With Positivity course offered by Benefits & Employee Wellness.

[Register for the fall Working With Positivity course.](#)



YOUR BENEFITS & WELLNESS

Three strategies to lower blood sugar after meals

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

Managing blood sugar is important whether you have diabetes or just want to maintain consistent energy during your day. The best way to do this is with [well-balanced meals](#). But when life gets busy, it can be hard to avoid eating patterns that cause blood sugar spikes – and the crashes that follow. This cycle can be a recipe for trouble focusing, poor mood, feeling sluggish, and even weight gain.

Luckily, there are strategies we can use to help avoid blood sugar spikes and crashes, even when our eating is less than desirable.

Go for a walk

Exercise encourages your muscles to use up some of the excess sugar in your bloodstream. A [gentle, 10-minute walk](#) after you eat can make a world of difference. And, as a bonus, it can also help with digestion. Just aim for gentle exercise; if it gets too vigorous, you might get an upset stomach.

Add high fiber foods

Fiber slows digestion, helping to stop blood sugar spikes. So, if you must eat a meal that isn't ideal for blood sugar control, add a [high fiber food](#). If you are getting fast food, add a side salad; if you grab snacks at a gas station, include a piece of fruit; and if you're eating a meal on campus, check out our [guide to finding more fiber-rich vegetables](#).

Get good sleep

Lack of sleep increases cortisol, a stress hormone, which can lead to higher blood sugar levels over time. [Good sleep hygiene](#) that delivers 7-8 hours of sleep will help your body manage blood sugar. Plus, quality sleep also reduces cravings for sugary foods, further helping you stay on track.

Eating less-than-ideal meals doesn't have to mean suffering from constant blood sugar spikes and drops. Use these strategies to help you stay on track, no matter what your day brings.



CAMPUS NEWS

Ombuds courses for summer and fall 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:

Sept. 19, & Dec. 14

[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:

July 18, Sept. 20, & Dec. 18

[Course Details and Registration](#)



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