



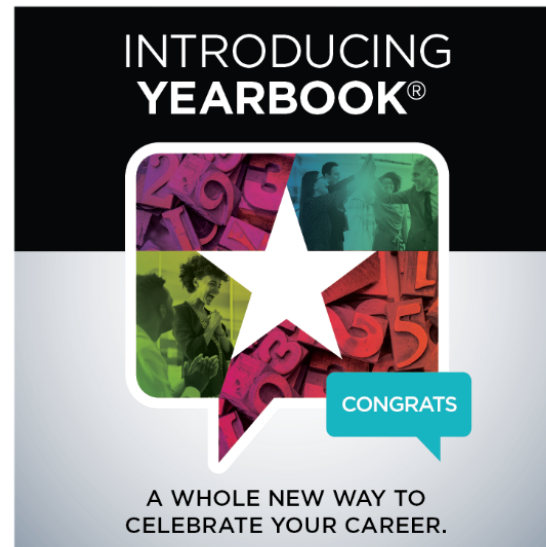
The next issue of News You Can Use will be published August 8, 2022.

JULY 11, 2022

New Program to Celebrate Service Anniversaries

At Emory, one way we celebrate our staff is with the service awards program which recognizes milestone anniversaries in five-year increments. We are excited to announce that we are transitioning to a new service awards vendor, OC Tanner, later this summer. One of the best features of our new program is Yearbook®, a special keepsake designed to make someone's service anniversary truly memorable and unique.

Your career at Emory is about so much more than years served—it's about you, your contributions, your fit within your team. So when you have a service anniversary, it should be celebrated! Look for Yearbook to enhance your next significant milestone anniversary and be sure to comment when you receive an email about your colleagues' anniversaries!



YOUR HUMAN RESOURCES



Tired of Fakin' It til' You Make It?

July is BIPOC Mental Health Awareness Month. BIPOC Mental Health Awareness Month highlights the unique mental health challenges and needs of historically disenfranchised or oppressed racial and ethnic groups in the United States. Black and Indigenous people and other people of color experience a broad spectrum of ongoing discrimination, oppression, and inequity rooted in America's colonialist history, all of which foster collective and individual trauma in those communities.

Members of the Emory community are encouraged to come together to discuss mental health challenges that have affected communities of black and indigenous people for generations. This program is open to all Emory faculty and staff and is being presented by the Emory Black Employee Network in partnership with the Faculty Staff Assistance Program. Tuesday, July 19, 2022, 12 – 1pm. Register here.

Performance Management – FY2022 Forms Due by August 31

The FY22 PM forms are due on Wednesday, August 31st. Please make sure that you and your manager have met in person and completed all the form steps (i.e. Review Occurred>Acknowledged>Complete) by August 31. If you would like to learn more about the Performance Management system, help is available.

Online tools:

Step-by-Step Guides located on the Performance Management website can help you navigate the features in the system:

- Step-by-Step for Employees
Step-by-Step for Managers

Computer Based Training (CBTs) in ELMS:

Table with 2 columns: CLASS NAME, CLASS CODE. Rows include Performance Management at Emory: What Employees Should Know and Performance Management at Emory for Managers: What Managers Should Know.

YOUR BENEFITS

Changes to Retirement Plans Coming Sept. 1

As announced in May, Emory is making some administrative changes to the retirement plan (403b and 457 plans), to eliminate redundancy and reduce fees. These following changes will be effective September 1, 2022:

- Emory will have two providers of recordkeeping services, Fidelity Investments and TIAA. Vanguard will be removed as a provider.
Fees will be reduced. Currently, fees are \$39 per year at Fidelity and \$34 per year at Vanguard. Fees will be reduced to \$22 per year for a savings of 43% and 33% respectively.
All retirement plan participants will use the Fidelity website to enroll, view balances and make changes to contribution amounts.



A detailed Retirement Plan Transition Guide will be mailed to your home address later this month. Please be on the lookout for this important publication.

For those who are using Vanguard for their retirement plan provider, if you would like to review the presentation about the changes that was delivered in June, it is posted to the transition website: www.myfidelitysite.com/emoryretirement under the Meet with Us section.

Retirement Plan Fee Disclosure Notices Sent Via Email

If you are eligible to participate in Emory's retirement plan, this month, you will receive an important email about the investment options available through the plan. The email will be sent from "Your Benefits Center" (Fidelity.Investments@mail.fidelity.com). Please note that this email is not spam, but important information about your retirement benefit.

The email will provide you with a generic password and a link to access the information.

Although no action is required, based on your review of the information, you may decide to make changes. You may also wish to discuss the information with your retirement vendor or financial advisor.

YOUR LEARNING

General Enrollment Courses

Learning and Organizational Development announces general enrollment classes which will take place through November, 2022. View upcoming classes.

Learning Labs Course Offerings

Take time for your own professional development with Learning Labs, new courses which are designed to help you build your skills and expand your learning in a quick and cost-effective way.

YOUR WELLNESS

Mammograms and Breast Cancer Screenings

The purpose of a mammogram is to help detect early signs of breast cancer. Women of average risk for breast cancer should consider getting a mammogram every year beginning at age 40. Talk with your doctor to see if this is right for you.

To schedule a screening at an Emory facility, please call:

- Emory University Hospital, Emory University Hospital Midtown, or Emory Saint Joseph's Hospital: 404-778-PINK.
Emory Decatur Hospital: 404-501-7243, Option 4.
Emory Johns Creek Hospital: 678-474-7465.

For questions, contact healthyemory@emory.edu or 404-712-3775.



Operation: Eat Right

Complete three out of four Operation: Eat Right activities between now and July 29 to earn an Emory medical plan incentive of \$87.50! The Healthy Plate Challenge runs now through July 17. Click here to participate and view recipe cards featuring a variety of healthy foods and snacks with a variety of dietary preferences.

Get in on the fun by preparing your favorite recipes and posting pictures on social media for a chance to win a \$10 gift card. Three winners will be selected each week. Don't forget to tag Healthy Emory (@healthy.emory) and use #healthyplatechallenge. Good luck!

Sign in or register for Healthy Emory Connect or visit the Operation: Eat Right page for more details.

YOUR REWARDS

Enjoy Cool Savings This Summer

Check out these July Offers from Emory Savings Marketplace. Don't let these sweet savings pass you by! View deals.



Emory Savings Marketplace is Emory's new employee discount program powered by Working Advantage. Now you can enjoy a full suite of expanded benefits that include even more exclusive deals and special offers on the products, services and experiences you need and love.

YOUR FSAP

Well-being Check-ins. Call to schedule your check-in today! The FSAP is offering individual well-being check-ins for staff and faculty to gauge emotional health/coping and identify strategies for enhancing resilience, especially pertaining to transition.

Single Mingle. Connect with other single Emory employees for friendship, fun and learning. Rotating break-out rooms will provide opportunities to discuss monthly themes and support each other.

Mindfulness Practice. Join at 1:00pm to learn the basics of mindfulness or join at 1:15pm for a guided practice and opportunities for discussion. Want to be more mindful in 2022? Every Wednesday @ 1pm. Zoom link.

Weekly Refresh. Virtual (Zoom) Join FSAP for a 15-minute virtual meditation and resilience tip for the day, held every Wednesday from 4:30-4:45 pm. Zoom link here.

YOUR WORKLIFE

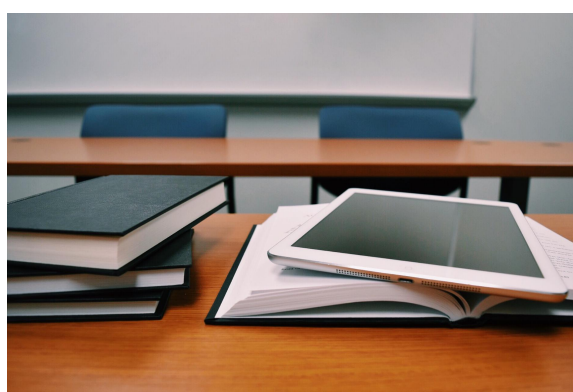
Emory Worklife Announces Upcoming Webinars

These workshops are offered by Benefits and Worklife Department and Vendor Partners. If you have any questions about these webinars or family centered benefits at Emory, contact worklife@emory.edu. All sessions will be recorded and sent out to registered employees.

The College Admission Process: A Planning Workshop for High School Students and Their Parents

July 18, 2022, 11am-12pm; Register Here

This session is designed to provide both high school students and their parents with an overview of admission factors that many institutions in the state, and across the country, consider during the college application process. Highlights of this program will include review of curriculum rigor, tips for essays, standardized testing, how to make one stand out in the application process, and other helpful tips students and parents need to know before beginning the college search.



Go Outside and Play

July 19, 2022, 2:30pm-3:30pm; Register Here

Outdoor play: it's more than a breath of fresh air. Find out how it contributes to your child's imagination, encourages healthy risk taking, builds resilience and confidence, and inspires STEM skills.

Helping Children Learn Mindfulness

July 20, 2022, 12pm-12:30pm; Register Here

The practice of mindfulness or full attention has been proven to be as beneficial for children than for adults. Childhood is the ideal stage to practice attention, so it can not only become a habit, but an attitude with which to face life as well. In this Webinar, we help families teach the necessary tools to children and teenagers so they can be conscious of their internal and external experiences.

Preparing for Education with Special Needs Kids: IEP, 504 plan and More

July 20, 2022, 12pm-1pm; Register Here

Are you feeling overwhelmed with trying to navigate the school system on behalf of your child? Join in for a discussion to better address some of the most common barriers parents face when advocating for special needs kids in the education system.

- Overview of the Individual Education Plan (IEP) and 504 plan
Review the difference between IEP and 504 and how to access each
Overview of GA Special Needs Scholarship and other helpful programs/resources
Q&A opportunity

This session will be facilitated by Alyssa Barnes, PH.D, Sprouts Therapeutic Services. Zoom link will be sent out the week before session.

NEWS AROUND CAMPUS



There Is Still Time to Apply to The Executive MPH Program for Working Professionals

The Executive MPH (EMPH) Program at the Rollins School of Public Health provides a convenient hybrid format that allows you the flexibility to broaden your public health horizons while continuing to work full-time. It is not too late to join for the fall 2022 semester. The application deadline has been extended to August 1, 2022. All application materials must be submitted in SOPHAS by the deadline. Tuition benefits are available for eligible Emory employees. Learn more.



EMORY

EMORY UNIVERSITY HUMAN RESOURCES

ADDITIONAL LINKS AND RESOURCES

- Human Resources Website
Emory Forward (COVID-19 Info)
Faculty Staff Assistance Program
Benefits and Worklife Department
Healthy Emory
Employee Discounts
Blomeyer Health Fitness Center
Emory Alliance Credit Union
Emory News Center

SUBMIT A STORY TO NEWS YOU CAN USE

View Previous NYCU Issues