

HR HAPPENINGS

Wellbeing @ YC

The Arizona Wellness Council (AZWELCO) has been regularly publishing their Workday Dose of Healthy Goodness since the end of March and we have all the issues available for you on the [YC COVID-19 Response Center page](#) in the Wellness/Wellbeing Resources for You section. Check these out for some great ideas on taking care of yourself during this unusual time.

Also, be sure to check out the [Wellbeing at YC web page](#) for more great info on Telecoaching, Parents Support Group, and the Walking to Wellness challenge.



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Open Enrollment 2020

A big **THANK YOU** to all of you who completed your open enrollment through My Benefits! We were able to get everyone enrolled using the new online portal and we appreciate your cooperation in this process.

As a reminder the Life, Health and Voluntary benefits you selected will be available to you on July 1, 2020.

The last day for making changes in My Benefits was May 31, 2020. We have been working on verifying the enrollment information and have found that some people missed adding a dependent to their plan(s). Please log into your My Benefits account and review your benefit selection report. Contact your HR Business Partner as soon as possible if you see any issues.

Any changes you want to make in your voluntary retirement benefits are handled separately outside of My Benefits. Please review the Retirement information on My Benefits for more information.

Supplemental Life Insurance Health Questionnaires

If you selected a supplemental employee or spouse life benefit which requires a health questionnaire, you should have received an email from Securion with a link to an online questionnaire. Please look for this email and complete the information in order to have your additional insurance request reviewed by the underwriters.

Your Opinion Counts!

We would like to get your feedback on the 2020-21 open enrollment process and specifically our new My Benefits portal. The results of [this short survey](#) will help us make the next open enrollment as great an experience as possible.

Have a Question?

Please contact Human Resources at humanresources@yc.edu or your HR Business Partner (Sonya Liadis – Lisa Merrifield – Lisa Rhodes) for help.

Outward Mindset

Due to popular demand, we have added another virtual Outward Mindset workshop this summer! The new dates are July 13 & 14. More details and registration [available online](#) (login required).

As seen on the Facebook YC Family Connection

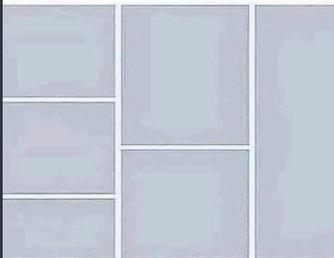
Dr. Jacobson's cute dog pre-groom!



My coworkers and me ready for another day of Zoom meetings



Here are some photos of my spring vacation enjoy



Supervisors' Corner: On Employee Productivity and Engagement

When asked the open-ended question of how supervisors are promoting employee engagement, the themes that employees report as most valuable are:

- Reinforcing the importance of maintaining regular communication
- Holding meetings using video conferences
- Ensuring employees were held accountable for their responsibilities
- Sending out motivational quotes daily to keep morale up
- Encouraging remote employees to interact with their team members (not just their managers or direct reports)
- Assigning learning courses to support professional growth
- Providing employees with creative projects during downtime
- Managers cited apps like Zoom, Microsoft Teams, and Facebook as means for remaining connected.

Give these a try to increase employee engagement and productivity.

Policy Updates

[Policy 3.23 Emeritus Faculty](#) Revised 5/7/20

The word "academic" was added to numbered item 1 to clarify faculty eligibility for emeritus status.

[Policy 3.33 Open Educational Resources](#) Adopted 4/22/20

This new policy provides guidance to faculty in achieving outcomes through the utilization of Open Educational Resources (OER).