

Northwestern | HUMAN RESOURCES

September 2022

Employee Matters

Message from HR Vice President and CHRO Lorraine Goffe



Dear Faculty and Staff,

I hope your transition from the summer to the start of the school year is going well. Welcome to a re-imagined HR newsletter called *Employee Matters*. Our goal is to communicate information that you've told us matters to you. This month we have highlighted a new benefit option, our new employee assistance provider and resources related to both Diversity, Equity, Inclusion and Belonging and our hybrid workplace.

I also want to call your attention to a new employer branding initiative. We now have a "Life" page on Northwestern's [LinkedIn](#) site that shows why Northwestern is a special place to work. I especially like the employee testimonials and encourage you to send an [email](#) to recommend other Northwestern colleagues to showcase.

Finally, the newsletter name also is our reminder to you that your service and commitment to Northwestern matters -- and makes a difference every day.

Thank you!

Benefits Spotlight: Roth After-tax Option

We are pleased to announce a new way to save for retirement. A Roth after-tax contribution option was added to the Retirement and Voluntary Savings Plans as of September 1, 2022. For more details, visit the [Benefits](#) website.

Save the Date

Open Enrollment for the 2023 plan year will begin Monday, October 24, 2022 and close Friday, November 11, 2022. Visit the [Open Enrollment](#) webpage for more details.



Workplace Strategies

Many of you may be using a Workplace Strategy (WS) for the first time, adding to your current WS or adapting an existing strategy due to new guidelines from your school/unit. Whatever your situation, HR is here to support you. [Check out our updated and enhanced Workplace Strategies toolkit](#), which includes a [new FAQ](#).

Learn and Grow

Our Diversity, Equity, Inclusion, and Belonging workshops kick off on October 12 with the [Unconscious Bias](#) workshop. Register for upcoming fall workshops by visiting our [virtual workshop calendar](#).

You can also learn-on-the-go by going to the DEIB playlist in [myHR Learn](#). The playlist provides additional resources such as videos, articles, podcasts, books and more to support your DEIB learning journey.



Your Well-Being



Coming Oct 1: New EAP Provider

Northwestern will transition from Humana to [SupportLinc](#) for our Employee Assistance Program as of Oct 1. Through your feedback, we know certain services are particularly important to our community, and our new EAP offers several enhancements. [Learn more!](#)

Did you know the University provides a [backup care benefit](#) for dependent children as well as adult/senior care? All employees and students are entitled to 10 days of care per academic year as of Sept. 1. **Plan ahead:** You must register your Care@Work account before you can use the benefit.

Manager's Tip

Research shows employees do best when they have some control over how, when and where they work.

For a successful hybrid strategy, partner with your team on a work plan with measurable outcomes, and review after 30-90 days. Plus, [join our MS Teams Manager's Corner Channel](#) and attend the monthly Manager's Corner Live. Email [Well-being](#) for a consultation!



Free flu shots are coming in October for all benefits-eligible faculty and staff. For more details, including the need to create a "New User" account, visit the [Well-being site](#).

Workforce Software is now in its second month of operation! We have plenty of resources for you: a training session recording, job aids and how-to videos can be found on our [site](#). Plus, check out the [Q&A](#).

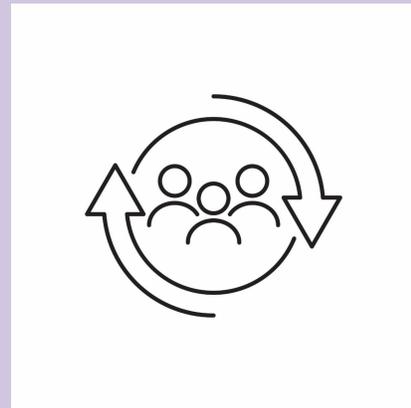
The Portable Caregiving **Grant** is open again for caregiving faculty, staff and postdocs to help with the financial and accessibility burdens caregivers face. This grant complements our [center-based fee assistance program](#).

A reminder: Northwestern has an **Office of the Ombudsperson**, which is a conflict resolution resource available to the entire community.

Inside HR

Please join HR in congratulating Chris Fyfe, who is now the Director of Talent Acquisition and Karin Schmidt, who is now the Director of HR Business Partners, Consulting & Policy.

And welcome Craig Duetsch, who will start on Oct. 17 as the Assistant Vice President for HR, Support and Services.



*Workplace Strategies photo credit: [Unsplash](#)

The mission of Human Resources is to promote an innovative and inclusive workplace where individuals thrive and collaborate to advance Northwestern's direction.



Northwestern University

