

Northwestern | HUMAN RESOURCES

October 2022

Employee Matters

Message from HR Vice President and CHRO Lorraine Goffe



Dear Faculty and Staff,

As you know, recruitment is an area many organizations have struggled with since the pandemic and Northwestern has not been immune. Thus, I'm happy to share encouraging news on that front. We have seen a steady increase in applications -- from 4,000 in December 2021 to 7,500 in September 2022.

In addition, we have decreased the amount of time to fill a position and have fewer open positions. Finally, we see an increase in the number of candidates whose skills most closely align with the advertised skill set.

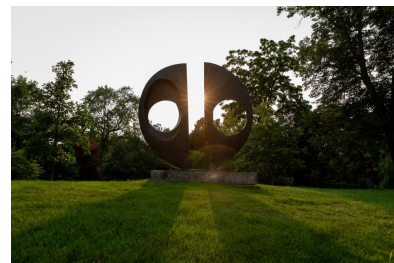
How did we get here? The data point to two explanations. First, we are doing more proactive outreach to individuals who are not actively searching for a job. Second, we have acquired an enterprise LinkedIn account that allows us to reach a wider audience.

Speaking of, I encourage all of you with LinkedIn accounts to do your own promotion of jobs at Northwestern. We know that candidates are more likely to check out a position if they hear about it from someone they know.

While we still have work to do, it is important to note progress along the way. Thank you for doing your part in our employer branding efforts!

Benefits Spotlight

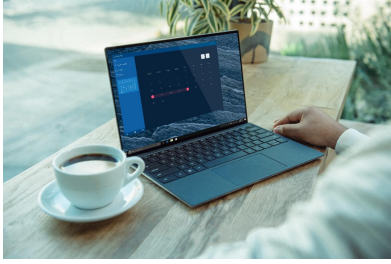
[Open Enrollment](#) will be from 8 a.m. **Monday, October 24** to 5 p.m. **Friday, November 11**. All changes made during this time period will be effective January 1, 2023. Check out [updates](#) for 2023 and attend the [2023 Virtual Benefits and Well-being Fair](#) this week!



October is National Cybersecurity Awareness Month. Scroll down this [Benefits page](#) to see how to protect your Fidelity NetBenefits retirement accounts.

Workplace Strategies

How have digital collaborative tools supported your hybrid



efforts? Take a look at the ways you can use programs such as [Teams to create and manage meeting takeaways](#), as well as to [help set boundaries between work and home](#).

Learn and Grow

To address community feedback, a group of HR professionals from across the University came together to explore enhancements to the FY23 Performance Excellence (PEX) cycle and user experience. Read about their [recommendations](#).

Visit our [site](#) to stay up to date on professional development opportunities!



10/19: [Register](#) for the [Office of Equity 101: Reporting, Resources, and Options](#) on Wednesday, October 19th from 12 pm-1:30 pm. And for more info about the Office of Equity, visit their [site](#).

10/20: Northwestern and Evanston to co-host community monkeypox vaccine clinics
[Clinics will take place Oct. 20 and Nov. 17](#) in Searle Hall on the Evanston campus.

Did you know that you and your household members are eligible to [schedule unlimited virtual consultations](#) to discuss nutrition questions or address nutrition-related disease management? And consider attending a [healthy culinary class](#).

Your Well-Being

[SupportLinc EAP launched on October 1](#). Call **888-881-5462** 24/7, log in at [supportlinc.com](#) or scan the QR code below to download the app to learn about their services and resources. Enter group code: *northwestern* to access digitally. Not sure how to start? Use the [Mental Health Navigator tool](#) or QR code. And join HR and SupportLinc for two trainings [Sleep Basics](#) and [Time Management!](#)

Apply for a fall wellness grant on behalf of your team, office or unit. Grants are intended to help support the well-being of faculty and staff by providing funding for wellness activities, events and/or space. Applications will be accepted through **Friday, November 4**. [Learn more](#).



Manager's Tip

For a successful hybrid strategy, intentionally consider what you do in the office by thinking of the 5 C's (Connect, Create, Collaborate, Career Plan, Celebrate). Discuss tips and strategies with your fellow managers community by [joining our MS Teams Manager's Corner Channel](#) and attend the monthly Manager's Corner Live sessions.



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Inside HR

From WELL to Talent Development & Well-being

The WELL team is changing its name to Talent Development & Well-being to more explicitly convey its offerings to the community. It remains the same people with the same mission and the same service portfolio.



*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

