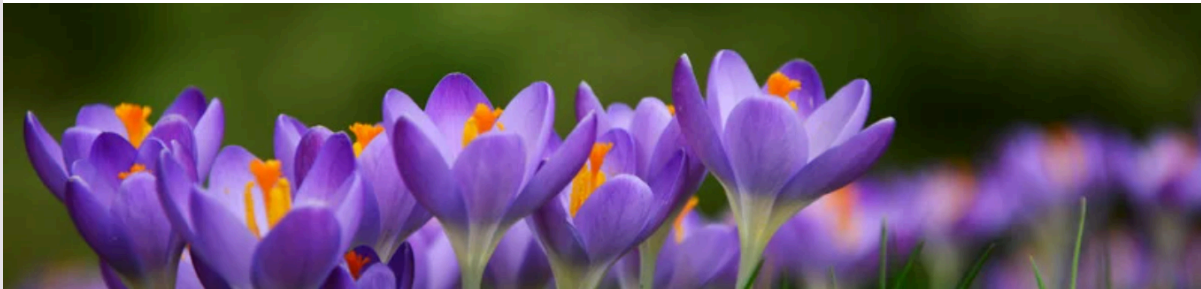


# Employee Benefits & Well-being

Human Resource Services



## APRIL NEWSLETTER

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### Contact Us

If you have a question after reading this newsletter or visiting our [website](#), please [contact us](#).

## Own Your Benefits

### More Than Just Insurance, Legal Services and Discounts

Principal Financial, and our Employee Assistance Program (EAP), provide legal discounts to our employees. Employees, their dependents, and beneficiaries have access to tools provided by ARAG® to create important and necessary documents such as a Will, Living Will, Healthcare Power of Attorney and many other legal documents for free. EAP provides

discounts off of legal services and legal documentation preparation. To learn more, visit our [Legal Services and Discounts webpage](#).

## Financial Wellness

### Financial Literacy Month

April is National Financial Literacy Month. This is to serve as a reminder to become more aware of financial wellness. One area to focus on is [saving and investing](#). Consider if you are adequately preparing for retirement. One portion of retirement income to evaluate is your social security.

If you haven't done so already, you should create an online account at [ssa.gov](#). This will allow you access information regarding eligibility and view an estimate of what your monthly social security income may be in retirement. This information is important to ponder as to if you need to save additionally for retirement. Saving additionally can be done via paycheck withdrawal through a [Tax-Deferred Annuity Plan \(TDA\)](#). TDAs can be started at any time and saving amounts can be adjusted on a monthly basis via [Benefits Self-Service](#). You can [schedule a free appointment](#) with a TIAA advisor if you have any questions on saving through a TIAA Tax-Deferred Annuity.

### Tax Filing Deadline

The IRS tax filing deadline to submit tax returns for 2022, is April 18, 2023. Visit the [IRS website](#) for tips to help with filing for the 2023 tax season.

## Employee Assistance Program

### Reminder: EAP Services Available Through Temporary Provider

EAP provides up to six sessions of short-term counseling and referral for employees and their families when they are experiencing life challenges. Six sessions are available for counseling per issue, per year. In-person and virtual counseling appointments provided by external counselors contracted with Employee and Family Resources. Additional services such as legal assistance, financial counseling, child care resource and referral, and life coaching are available in a limited capacity. The program is administered by Employee and Family Resources®. **Call 800-327-4692 to access services.**

As a reminder, EAP is not meant for emergency assistance. For emergency assistance, use 911 or the emergency room. For suicide help call or text 988. For additional information on EAP [visit our webpage](#).

# My Well-being

## Stress Awareness Month

April is Stress Awareness month. We all deal with stress in our lives. How we manage it is key to maintaining a healthy lifestyle. Bad stress management can lead to a whole host of health problems. Many chronic diseases, including heart disease and diabetes have been linked to stress. Ways to manage stress include eating healthy, regular exercise, adequate sleep, and meditation. [Practicing mindfulness](#) and [keeping a gratitude journal](#) are also scientifically proven to help reduce stress and increase happiness. If stress has become overwhelming, seeking help with therapy or counseling is scientifically proven as an effective treatment. Don't wait until your health is at risk to seek help. Remember seeking help is a sign of sanity.

# Upcoming Events

## MY WELL-BEING

### CPR Certification

Human Resource Services will host an in person CPR certification class with the experts from MercyOne Wellness. The CPR training will cover adult, child, infant, and include AED training. This session will take place on April 5 from 10 - 11:30 a.m. in the Maucker Union Oak Room. Space is limited. Please [register in advance](#).

## OWN YOUR BENEFITS

### Understanding Retirement Health Care Options

Human Resource Services will host an informational session on retiree health care options in retirement. Join us to learn about Medicare basics, supplemental plans, MedicareBlue Rx Plans (Part D), and Medicare Advantage Plans. All faculty and staff are welcome to attend. The hour-long session will be presented by Susan Graeve from Wellmark, April 6 at 1 p.m. in Gilchrist 009. Please [register in advance](#).

## FINANCIAL WELLNESS

### Show Your Money Who's Boss

Employees are invited to attend a free in person workshop series on budgeting, eliminating debt, creating an emergency fund, and more. Brett Olsen, Associate Professor of Finance, will facilitate this series every Thursday from April 13 to May 4, from 2 to 3 p.m. in Gilchrist 007. Participants are asked to attend all four sessions and [advanced registration is required](#).

## MY WELL-BEING

### Confidential Biometric Screening

Human Resource Services will host a confidential biometric screening on April 21 from 7 to 9 a.m. in Gilchrist Hall, Room 009. All benefit eligible employees may participate in one free biometric screening per academic year. For more information, and to register, visit the [confidential biometric screening webpage](#).

## OWN YOU BENEFITS

### ER? Urgent Care? Telehealth? What Should I Do?

Deciding on where to receive care can be confusing. Making the wrong choice can lead to delayed care or having to seek care at another provider. How do you know if you should visit Urgent Care, your doctor's office, or the ER? Shelly Ann Dillon, BSN, R.N. and Supervisor of Clinic Operations for MercyOne, will lead a one hour session on how to choose care for yourself and family members. The session will be offered via Zoom on April 26 at 2 p.m. Please [register in advance](#).

*Participation in events that occur during scheduled working hours must be approved by your supervisor. Employees on a university-approved leave should contact [hqs-leaves@uni.edu](mailto:hqs-leaves@uni.edu) for approval. Stay up-to-date with the status of this session by visiting <https://hrs.uni.edu/event-status>. If the status of this session changes you will also be notified by UNI email or campus phone. Individuals needing an accommodation in order to participate in an event, please contact a HRS team member at 319-273-2954, or [hqs-benefits@uni.edu](mailto:hqs-benefits@uni.edu), at least one week prior to the event.*



## TIAA Consultation

TIAA Participants: Schedule a free personalized meeting with a TIAA financial consultant using the [online scheduler](#) or by calling 800-732-8353 (available weekdays from 7 a.m. – 7 p.m. CST).

## TIAA April Financial Wellness Webinars

### Quarterly Economic and Market Update with TIAA's Chief Investment Officer

April 15 at 11 a.m. (CT)

Take a closer look at our views on the financial markets, including key market drivers, the U.S. economy, policy and politics, and investing in public markets. This webinar will also cover the challenges that investors face and how to navigate them.

### Fine-Tuning Your Retirement Strategy: Investing Toward a Secure Future

April 15 at 2 p.m. (CT)

Moving beyond investing basics to help fine-tune saving and investing strategies for retirement and build a more secure future.

## Take Control of Your Financial Life; 5 Steps to Managing Money & Debt

April 13 at 10 a.m. (CT)

Improving day-to-day financial skills, including learning how to manage money and balance priorities to help enjoy life and save for the future.

## W2W - Start to Finish

April 19 at 2 p.m. (CT)

When women are starting their careers, there's a lot to consider—career goals, job satisfaction, achieving a work/life balance. But it's important to also consider retirement. Discover how establishing a plan now can help build your financial future.

TIAA webinars are open to all employees. Visit [TIAA's webpage](#) to register.

Times through the webinar link will be shown in Eastern Standard Time.



## IPERS April Retirement Webinars

- April 27 | 9 a.m. to 3 p.m. CST  
Creating a Secure Retirement

IPERS webinars are for state of Iowa employees within five years of retirement and their spouses. To register: <https://ipers.org/members/calendar>

## Recognizing Our Retirees

We are thankful for the service of all of UNI's retirees! With their consent we are able to celebrate their years of service and share their information with the entire campus community.

### Carol F Johnson

Clerk III, Public Safety  
24 Years of Service, Retiring in April  
[dutchgirl.53@hotmail.com](mailto:dutchgirl.53@hotmail.com)

### Glenn Swanson

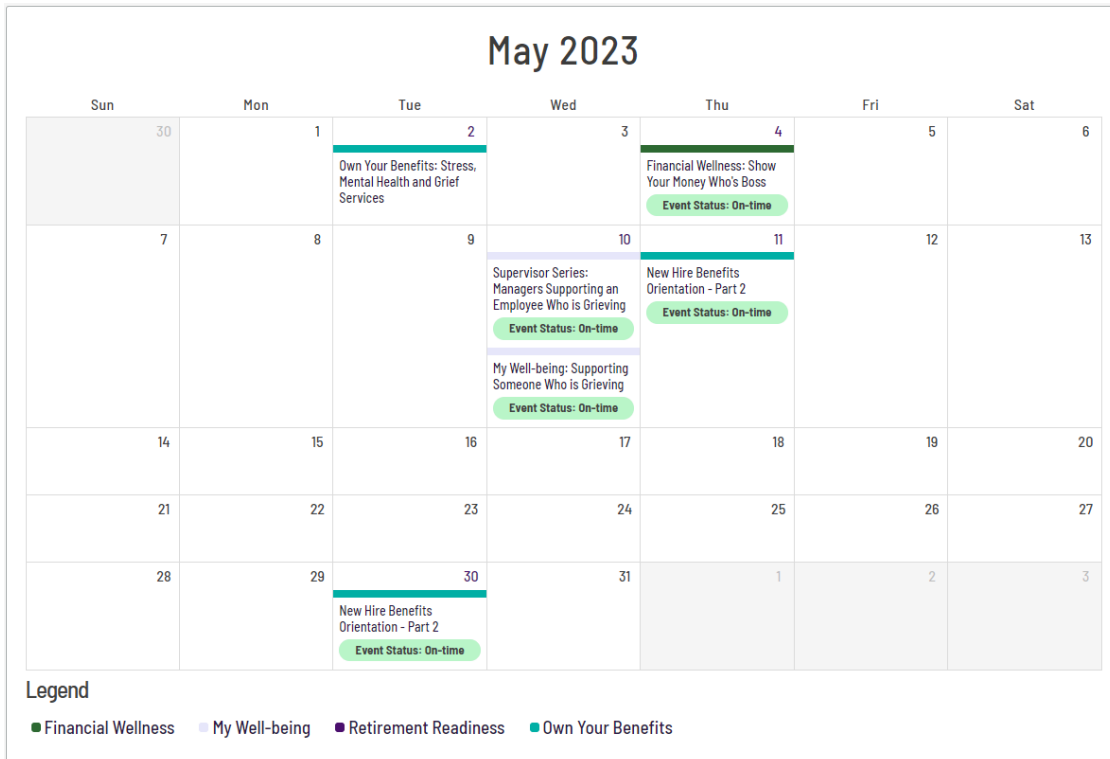
Architect, Design & Construction  
23 Years of Service, Retiring in April  
[glenn.swanson@uni.edu](mailto:glenn.swanson@uni.edu)

# Retirement Readiness

## Retirement Benefit Questions? The HRS Benefits Team is Here to Assist!

The Human Resource Services Benefits Team is continuing to help employees with retirement benefit questions. If you plan to retire please email [hqs-benefits@uni.edu](mailto:hqs-benefits@uni.edu) or call 319-273-2423. For additional information on retirement visit [Retire from UNI: Next Steps](#).

## Coming In May



## Stay Up-to-Date with HRS Events

Plan on attending an upcoming Human Resource Services (HRS) sponsored event? Please visit the [HRS event status webpage](#) to view if the event is on-time, postponed, rescheduled, or canceled. Registered participants will also receive an email from HRS notifying that an event status has changed.

## Subscribe to HRS Latest News and Events

Be the first to hear the latest news and events from UNI Human Resource Services including benefits and well-being news. [Subscribe to receive the HRS News emails](#) right to your [uni.edu email](#) account.

## Is Your Personal Information Up-to-Date?

To make changes to your office and/or home (confidential) contact information: Login to MyUNiverse > My Page > Update My Personal Information. This information is sent to Human Resource Services and will be updated within four working days.