

Employee Benefits & Well-Being

Human Resource Services



MARCH NEWSLETTER

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Contact Us

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

COVID-19 and Your Benefits

To view frequently asked questions about COVID-19 and your benefits, visit the [Forward Together](#) website.

Own Your Benefits

Flexible Spending Account (FSA) Deadline for 2021 Contributions

March 15, 2022, is the last day to experience claims for your 2021 [Flexible Spending Account \(FSA\)](#). All claims must be submitted to ASIFlex by March 31, 2022 as unused balances will be forfeited. You may use the convenient [ASIFlex app](#) or upload claims through [ASIFlex.com](#). Don't forget you may also use your remaining 2022 balance by visiting [FSAStore.com](#) to purchase eligible items, which include [over-the-counter items](#) such as COVID-19 tests.

Exploring the Connection Between COVID-19 and Oral Health

Delta Dental has provided a beneficial [Q&A web page](#) that explores and identifies links between the COVID-19 virus complications and poor oral health. Dr. Jeffrey Chaffin, Vice-President and Dental Director for Delta Dental of Iowa, shares key information to keep you healthy and informed.

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Financial Wellness

National Credit Education Month

March is National Credit Education Month. Credit can play a large role in our financial wellness, as well as the amount we may pay in interest for things like car loans or mortgages. Having excellent credit comes along with lower interest rates, which allows you to spend less for the same amount borrowed than if your credit was fair. Poor or “bad” credit can also lead to loan denials. To learn more on what can impact your credit and how to improve your credit score visit Experian’s article on [What Affects Your Credit Score](#).

Identity theft can also have a negative impact on your credit. It’s important to review your credit report annually to ensure it is accurate. You may also want to consider a credit monitoring/fraud detection service. Wellmark provides this service at no cost to members. For additional information on this service and other services available visit our [Identity Protection web page](#).

Retirement Readiness

Phased Retirement Program

The Board of Regents will continue the [Phased Retirement Program](#) with no end date for the program at this time. Faculty applying for phased retirement should complete the

[Initial Online Request Form](#) and meet with the Associate Provost for Faculty several weeks prior to the new deadline dates for upcoming semesters. Additional information, deadlines, and the [Initial Online Request Form](#) can be found on our [Phased Retirement Program web page](#).

My Well-being

WW is for Guys Too

What is WW? It is Weight Watchers reimagined. While Weight Watchers has been around for a long time, it has changed a lot over the years. The biggest misconception is that WW is a diet and there is a stigma that is still around that diets are for women. The truth is diets are for no one. Diets don't work.



WW is not a diet. It is a lifestyle that focuses on eating healthy, staying hydrated, and moving more. WW works! All foods and drinks can still be included in moderation. Certain foods like fruits and vegetables may have low or no points, so you naturally can eat more of them. Other foods may be higher in points and only reasonable to eat on occasion (e.g. donuts).

While WW still has options for meetings, you don't have to attend meetings to follow the program. Digital Only is an option, and there is a great app for your smartphone that provides you everything you need to get started. WW is free for all benefit eligible employees and you can join at any time. Ready to start a healthier lifestyle? Learn more on our [Free WW web page](#).



March is Colorectal Cancer Awareness Month

Remember to get screened when it's time. Everyone should be screened for colorectal cancer. To learn more on when to be screened and for additional resources please visit the Colorectal Cancer Alliance [web page](#).

Employee Assistance Program

Services are Available for Family Members

All benefit eligible employees are able to utilize EAP services. These same services are available to family members, or other members of their household. This includes children or other dependents under 18. To access services call 1-855-784-2057. For additional information visit our [EAP web page](#).

Upcoming Events

FINANCIAL WELLNESS

10 Strategies for Improving Your Finances

Human Resource Services will host an informational session on financial wellness. Explore 10 strategies to improve your finances. This session will be led by Guidance Resources, and take place on March 2 at 10 a.m., via Webcast. Please [register](#) in advance.

RETIREMENT READINESS

Bridging the Gap - Healthcare in Retirement Before 65

Human Resource Services will host an informational session on bridging the gap from your employer health plan to Medicare. Learn how to use the Marketplace or healthcare.gov to price Affordable Care Act (ACA) compliant plans, and options such as COBRA, short term health plans, sharing programs and group plans. This session will be led by Todd Cooper with Veridian Insurance, and take place on March 9 at 10 a.m., via Zoom. Please [register](#) in advance.

RETIREMENT READINESS

Understanding Social Security

Human Resource Services will host an informational session designed to help employees understand social security basics. Learn how your benefit is calculated and what factors affect the benefit amount. You will also learn that when you apply for benefits can irrevocably affect how much you and your loved ones will get. This session will be led by TIAA, and take place on March 23 at 3 p.m., via Webcast. Please [register](#) in advance.

MY WELL-BEING

Confidential Biometric Screening

Human Resource Services will host a confidential biometric screening on March 25 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 [web page](#).

MY WELL-BEING

Sleep: An Essential Component of Health and Well-being

Human Resource Services will host an informational session on sleep. Learn how sleep is an essential component of well-being and can impact your health. Find strategies to achieve more sleep. This session will be led by Guidance Resources, and take place on March 30 at 3 p.m., via Webcast. 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 hrr-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, at least one week prior to the event.



TIAA March Financial Wellness Webinars

- March 8 | 11 a.m. to 12 p.m. CST
Opening Doors to the Future – Save in a 529 College Savings Plan
- March 10 | 1 to 2 p.m. CST
Beneficiary Designation Considerations
- March 22 | 12 to 1 p.m. CST
Help Protect You, Your Family, and Your Money
- March 24 | 11 a.m. to 12 p.m. CST
Tax Planning Considerations
- March 24 | 2 to 3 p.m. CST
Charting Your Course: A Financial Guide for Women
- March 29 | 2 to 3 p.m. CST
Financial Housekeeping for Now and Later
- March 30 | 3 to 4 p.m. CST
Pagarse a Uno Mismo: Opciones de Ingresos en la Jubilación

TIAA webinars are open to all employees. To register: <https://www.tiaa.org/webinars2022>

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



IPERS March Retirement Webinars

- March 16 | 9 a.m. to 4 p.m. CST
Creating a Secure Retirement
- March 17 | 9 a.m. to 3 p.m. CST
Ready, Set, Retire

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.

Belinda K Dix

Record Analyst II, Admissions
39 Years of Service, Retiring in March
bkd71@butler-bremer.com

Joy Lynn

Library Assistant III, Library
42 Years of Service, Retiring in March

Mark Schauls

Systems/Applications Administrator, IT-
Administrative Information Systems
25 Years of Service, Retiring in March
Mark.Schauls@uni.edu

Sandra Sherbon

Custodian I, Custodial Services
17 Years of Service, Retiring in March

Coming In April

April 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	29	30	31	1	2
3	4	5 Own Your Benefits: Cost Savings with Mail Order Prescriptions Leadership Training: Managing from a Coach Approach Event Status: On-time	6	7	8	9
10	11	12	13 Financial Wellness: The Psychology Behind Saving Money and Other Good Financial Habits Event Status: On-time	14 New Hire Benefits Orientation - Part 2 Event Status: On-time	15 Own Your Benefits: Grief Services	16
17	18	19 Retirement Readiness: Retire from UNI Event Status: On-time	20	21 Retirement Readiness: Bridging the Gap - Healthcare in Retirement Before 65 Event Status: On-time	22 My Well-being: Confidential Biometric Screening Event Status: On-time	23
24	25	26	27 My Well-being: Mental Health Awareness Event Status: On-time	28	29	30

Legend
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Important Reminders

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 in 2022 please email hrrs-benefits@uni.edu or call 319-273-2423. For additional information on retirement visit [Retire from UNI: Next Steps](#).

Stay Up-to-Date with HRS Events

Plan on attending an upcoming Human Resource Services (HRS) sponsored event? Please visit the HRS event status [web page](#) 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.