

Employee Benefits & Well-Being

Human Resource Services



MARCH NEWSLETTER

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Contact Us

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

Important Notice: Temporary EAP Provider

Effective immediately, the university has temporarily contracted with Employee and Family Resources (EFR) to provide our Employee Assistance Program (EAP) services until June 30, 2023. EFR was our previous provider up until Fall 2021. The university will soon receive bids for a long-term EAP provider.

For additional information and to access services, visit our [EAP webpage](#). If you have any questions, contact hrs-benefits@uni.edu.

EAP Current Users: If you are actively using services through our current EAP (Guidance Resources), those will continue through March 18, 2023. Check with the provider to see if they have contracted with EFR to resume services, including up to six additional sessions.

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](#). **To contact EAP services call 800-327-4692.**

Own Your Benefits

Flexible Spending Account (FSA) Reimbursement Deadline for 2022

March 15, 2023 is the last day to experience claims for your 2022 [Flexible Spending Account \(FSA\)](#). Make sure all claims are submitted to ASIFlex by **March 31, 2023** as unused balances will be forfeited. You may use the convenient [ASIFlex mobile 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](#).

Preventive Care

UNI's health insurance plans cover free in-network preventive care services for you and your family. This includes annual physicals, OB-GYN exams, two annual dental preventive exams, and an annual eye exam. UNI's Well-being Services also offer free preventive services such as biometric screenings and tobacco cessation. View [our webpage](#) for more information.

Financial Wellness

National Consumer Protection Week

March 5 - 11 is National Consumer Protection Week. NCPW is a time when government agencies, consumer protection groups, and organizations work together to share information about consumer rights and help people learn to spot, report, and avoid scams. UNI's benefits offer free Identity Protection Services which are provided through our benefit vendors. To learn more visit our [Identity Protection Services webpage](#).

My Well-being

Sleep and Health

The sleep you get each night can impact your health similarly to eating healthy and regular physical activity. If you are regularly not getting enough sleep it increases your risk for heart disease, diabetes, obesity, impacts immune health, and mental illness. Quality of sleep is just as important as quantity. Caffeine, alcohol, as well as medications or supplements can all impact sleep quality. It is recommended to avoid caffeine late in the day, and alcohol in the hours before bed. [Practicing good sleep hygiene](#) can help assist individuals in getting better quantity and quality of sleep. Ready to start sleeping better? Employee Well-being is starting its second challenge of the year to help; Spring Forward to Sleep will start timely on March 9 to prepare us before we move the clocks ahead on March 12. To learn more and get signed up, [visit our webpage](#).

Upcoming Events

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. The hour-long session will be presented by Todd Cooper with Veridian, March 1 at noon in Gilchrist 009. Please [register in advance](#).

RETIREMENT READINESS

Retire from UNI

Human Resource Services will host two informational sessions on retiring from UNI, for faculty and staff planning to retire soon or in the foreseeable future. Participants will learn guidelines and benefits available at retirement from UNI. The hour-long sessions will be

presented by Therese Callaghan, Employee Well-being Coordinator, on March 8 at 10 a.m. & 2 p.m. in Gilchrist 009. Please register in advance.

March 8 | 10 a.m. | [Click Here to Register](#)

March 8 | 2 p.m. | [Click Here to Register](#)

WELL-BEING WEDNESDAY

Secrets to Self-Motivation

Human Resource Services will host an informational session focused on tips for self-motivation to achieve your goals. We can do anything we set our minds to, but sometimes it can feel like our brains are working against us when it comes to achieving our goals. Do your plans of learning a new skill, to get in shape, or to save money keep getting pushed back in the hopes that you will deal with it the future? Your attitude and beliefs about your likelihood of success can predict whether or not you actually succeed. If you actively keep your internal motivation high, you can significantly increase the likelihood of achieving your hopes, dreams and visions of your future. This hour-long session will be offered via Webcast, Wednesday, March 15 at noon. Please [register in advance](#).

MY WELL-BEING

Confidential Biometric Screening

Human Resource Services will host a confidential biometric screening on March 24 from 7 to 9 a.m. in Gilchrist 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](#).

UNI MILITARY AND VETERAN SERVICES

PTSD Awareness Conference

In an effort to bring awareness to the prevalence of post-traumatic stress disorder, the University of Northern Iowa is hosting a PTSD Awareness Conference on Wednesday, March 29. For additional information, check-out the [full press release](#). If interested in attending the conference, please work with your supervisor on requesting time off and/or making up work hours.

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](#).

*This session is full, but will be offered once per semester. Watch for future sessions.

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 Cory Tilson 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 on Thursday's in April (April 6, 13, 20, 27) from 2 to 3 p.m. in Gilchrist 007. Participants are asked to attend all four sessions and [advanced registration is required](#).

Participation in events that occur during scheduled working hours must be approved by your supervisor. Employees on a university-approved leave should contact hrs-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 hrs-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 March Financial Wellness Webinars

Invest for Success: 5 Principles You Need to Know

March 7 at 11 a.m. (CT)

No matter where you are in your career journey, this webinar can help you understand the key principles of investing for retirement. From compounding to taxes to choosing investments, you'll learn that how you invest for retirement is just as important as how much you save.

Opening Doors to the Future – Save in a 529 College Savings Plan

March 9 at 11 a.m. (CT)

You can learn how 529 college savings plans work and how to invest in one for a child, grandchild, yourself or another loved one.

Cyber: Help Protect You, Your Family, and Your Money

March 15 at 1 p.m. (CT)

Are you concerned about identity theft and your family's security online? TIAA's Information Security team will discuss how you can protect yourself and your family from cybercriminal social engineering.

Charting Your Course: Charting Your Course: A Financial Guide for Women

March 22 at 11 a.m. (CT)

Women can face unique financial challenges. You can discover tailored approaches to saving for retirement and tips to make your money work hard.

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 March Retirement Webinars

- March 15 | 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.

Lavada M James

Mail Clerk, Mail Center
32 Years of Service, Retiring in March
jameslavada00@gmail.com

Ron Melohn

Steamfitter, Utilities & Power Plant
27 Years of Service, Retiring in March

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 or call 319-273-2423. For additional information on retirement visit [Retire from UNI: Next Steps](#).

Coming In April

April 2023						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
26	27	28	29	30	31	1
2	3	4 Own Your Benefits: More Than Just Insurance, Legal Services and Discounts	5 My Well-being: CPR Certification Event Status: On-time	6 Own Your Benefits: Understanding Retirement Health Care Options Event Status: On-time Financial Wellness: Show Your Money Who's Boss Event Status: On-time	7	8
9	10	11	12	13 New Hire Benefits Orientation - Part 2 Event Status: On-time Financial Wellness: Show Your Money Who's Boss Event Status: On-time	14	15
16	17	18	19 Well-being Wednesday: Suicide Awareness Event Status: On-time	20 Financial Wellness: Show Your Money Who's Boss Event Status: On-time	21 My Well-being: Confidential Biometric Screening Event Status: On-time	22
23	24	25	26	27 Financial Wellness: Show Your Money Who's Boss Event Status: On-time Financial Wellness: The Psychology Behind Saving Money Event Status: On-time	28	29
30	1	2	3	4	5	6

Legend

- Financial Wellness
- My Well-being
- Retirement Readiness
- Own Your Benefits

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.