

HR Monthly Digest

July 2011

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Events & Announcements

Workplace Health and Wellness

[BeWell Newsletter](#)

Healthy Skin and Summer Fun

Surviving the sun this summer should be your priority. Learn how to protect your skin from sun damage and prevent skin cancer. Take part in outdoor activities that increase your physical activity, connect you with your family and community, and are fun and environmentally-friendly.

For more information, [click here](#).

StairWell Challenge – Climb Your Way to the Top!

Join the 8 week challenge to increase your stair usage and physical activity. Climb your way to various destinations to earn rewards. The program kicked off on July 12, but you can join anytime!

For more information, [click here](#).

Benefits

UC Retirement Plan contributions increasing July 1

Faculty, staff and the UC system will contribute more to the UC Retirement Plan (UCRP) beginning July 1. Rates for most faculty and staff will rise to 3.5 percent of pay, up from roughly 2 percent for most employees. The university will pay 7 percent of pay, up from 4 percent. Faculty and staff will see the increased contributions reflected in their regular paychecks for July earnings.

For more information, [click here](#).

Fidelity Investments Workshops

UC is sponsoring several financial and retirement education classes conducted by Fidelity Retirement Services to help employees learn about investing for retirement and the steps they can take to help ensure retirement readiness.

To see the complete schedule of workshops and RSVP with Fidelity, please [click here](#).

Benefits

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Staff Employment & Education

New – Performance Factors and Campuswide Standards Guidelines!

To support supervisors and managers with the task of writing performance appraisals, Human Resources has created the Performance Factors and Campuswide Standards Guidelines tool. The tool not only provides behavioral statements that clarify what each performance factor is intended to measure but demonstrates how cultural competence is woven throughout the performance factors. Behaviors that illustrate cultural competence are noted by asterisks under each applicable factor. Also included in the guidelines is the comprehensive definition of the six UCR Campuswide Performance Standards.

To view the Performance Factors and Campuswide Standards Guidelines, [click here](#).

Human Resources Realignment

With the recent deployment of iRecruit and the upcoming implementation of a system wide Human Resources Information System (HRIS), campus units are experiencing the transformation of a new and leaner operating environment. Duties for and the accountability of many HR-related functions and activities, including those involving recruitment, will transition out of the HR Division and in to each individual campus unit. The immediate impact of these changes has resulted in the consolidation of the Recruitment Services and Education and Development functions into the newly formed Staff Employment and Education unit. More details of the HR realignment can be found in the [R' FBO Insights](#) publication.

Building Core Supervisory Competencies

Staff Employment and Education is now accepting applications for the 11th class of Building Core Supervisory Competencies. This certificate program gives new supervisors a wealth of knowledge about themselves, and gives them the skills they need to handle their day-to-day responsibilities. The program kicks off on September 8, 2011.

For more information, [click here](#).