



**Human Resources &
Inclusive Community**
UNIVERSITY OF DENVER

HRIC Town Hall: Spring Updates

April 9, 2024



Agenda

- Benefits Updates
- Open Enrollment: Important Updates
- Benefits Resources
- Benefits Fair
- Staff & Faculty Performance Management
- Merit
- Employee Handbook Complete
- HRIC and C+V Upcoming Events
- The Denver Difference
- Q&A

Benefits Updates

- Open Enrollment is from **May 1 - May 15, 2024**.
- All benefited employees **must participate** in this active open enrollment in our new benefits administration system.
- DU is moving our **benefits plan year to January 1 through December 31**, starting in January 2025.
- Benefited employees will have another opportunity to enroll in October 2024, if needed.
- **Employees can choose from either Cigna plans or Kaiser Permanente plans during this year's May enrollment.**
- Many resources are available to help understand this year's benefit options.



2024 Open Enrollment – Important Updates



The NEW benefits enrollment system will **open at midnight Wednesday, May 1** and close **Wednesday, May 15 at 11:59 PM.**

All benefited employees must participate in this ACTIVE open enrollment.

All elections made during this enrollment will be effective: **July 1, 2024, through December 31, 2024.**

You will have another opportunity to make changes in **October 2024** to your benefit plan elections **effective January 2025.**

Participation in the **October 2024 open enrollment** will be required only if making changes or electing an FSA.

Benefits Resources

Open Enrollment Meetings

Session 1

- Date: Wednesday, April 24
- Time: 11:00 a.m. – 12:00 p.m.
- Location: Mary Reed Building, Renaissance Room
- Address: 2199 S. University Blvd, Denver, CO 80208

Session 2

- Date: Monday, May 2
- Time: 1:00 p.m. – 2:00 p.m.
- Location: Mary Reed Building, Renaissance Room
- Address: 2199 S. University Blvd, Denver, CO 80208

Meet one-on-one about your benefits

- In-person or virtual appointments with a benefits specialist can be made Monday through Thursday, 10 a.m. to 2 p.m. Contact benefits@du.edu.
- Phone: 303-871-7420 Option 3
- Address: 2199 S. University Blvd, Denver, CO 80208
- Location: Mary Reed Building, 4th Floor

Benefits Fair

Benefits Fair

- Event Details:
 - Date: Wednesday, May 8, 2024
 - Time: 10:00a.m. to 2:00p.m.
 - Location: Community Commons, Room 1700
 - Address: 2055 E. Evans Avenues, Denver, CO 80208
- Please join us for our Annual Benefits Fair! Meet with Cigna Representatives, Kaiser Permanente Representatives, TIAA, Delta Dental, and our other benefit vendors. They are here to provide information to us and answer any of our questions.
- We will also have onsite chair massage sign-ups, refreshments, and giveaways.
- We look forward to seeing you there!

Motivate Me

- If you decide to move from Cigna to Kaiser Permanente, you will have 90 days from July 1, 2024, to claim any unused Motivate Me Visa Gift Cards in [MyCigna Website](#).

2023-2024 Staff Performance Reviews

Staff Performance Review Process: April 1 – May 6

Employee Self-Review	The employee self-review is your opportunity to capture your accomplishments and rate yourself on your job goals and objectives and competencies.	Due April 15
Manager Review	The manager review and employee meeting is the manager's opportunity to acknowledge the employee's accomplishments throughout the year. The manager hosts a performance review meeting with the employee, updates the final review as needed, and then signs off.	Due April 29
Employee Acknowledgement	The employee acknowledgement completes the performance review.	Due May 6

2023-2024 Faculty Performance Reviews

Faculty Performance Review Process & Important Dates

Annual Reports Released for Faculty to begin Input	March 1, 2024
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Earliest Annual Reports due from Faculty to Chairs/Director/Dean	April 17, 2024
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Annual Reports Submitted to Provost	June 1, 2024
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Merit Increases Effective – for 12-month faculty	July 1, 2024
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Merit Increases Effective – for 9-month faculty	September 1, 2024
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Training in Talent@DU

Training Topic: Staff Self-Review (Due April 15)

To assist staff with the self-review rating process, this interactive session will review the competency definitions and the rating descriptions for the performance review period (April 1- May 6).

Register now on [MyDU>Talent@DU>Training Calendar](#).

Session 1	Session 2
✓ Date: Monday, April 1	Date: Wednesday, April 10
Time: 1:00 pm	Time: 9:00 am
Location: Zoom	Location: Zoom

Training Topic: Staff Manager Review (Due April 29)

To assist leaders and managers with reviewing their direct reports, this interactive session will review the competency definitions and rating descriptions for use during the 2023-2024 Performance Review period (April 1 – May 6) and beyond.

Register now on [MyDU>Talent@DU>Training Calendar](#).

Session 1	Session 2
Date: Wednesday, April 17	Date: Tuesday, April 23
Time: 11:00 am	Time: 1:00 pm
Location: Zoom	Location: Zoom

2023-2024 Merit

- Appointed faculty and staff are required to complete the performance review process to be eligible.
- For an employee to be eligible for merit, they must have a hire date prior to or on April 1, 2024.
- Eligibility does not guarantee a merit award.
- Merit increases for those individuals hired July 1, 2023, to April 1, 2024, will be prorated for months employed.
- Merit increases for both monthly and bi-weekly paid employees effective: July 1, 2024.

Employee Handbook

New Digital Employee Handbook is LIVE!

- Staff and faculty are required to acknowledge receipt of the Handbook no later than May 17, 2024.
- Link to Employee Handbook below:
 - [Employee Handbook | University of Denver \(du.edu\)](#)

Upcoming Community Events

April Events

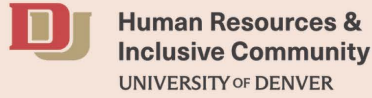
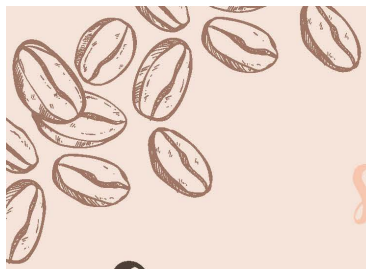
- April 11 – Monthly C+V Wellness Hours at Beans Coffee
- April 19 – The Denver Difference
- April 20 to 26 – Earth Week Events & Volunteer Opportunities
- April 24 – Earth Week Community Celebration
- April 30 – Spark 2024 Conference

May Events

- May 1 – Well@DU Nutrition Series
- May 2 – Community Film Screening: Snapshots of Confinement
- May 8 – Benefits Fair
- May 9 – Monthly C+V Wellness Hours at Beans Coffee
- May 9 & 10 – 4D Symposium
- May 10 – Story Mosaic at 4D Symposium
- May 16 – Global Accessibility Awareness Day Event

June Events

- June 4 – Launch of Well@DU Financial Well-being Summer Series: Canvas Credit Union
- June 5 – Well@DU Nutrition Series (Last one)
- June 6 – Monthly C+V Wellness Hours at Beans Coffee
- June 14 – Graduate Commencement
- June 15 – Undergraduate Commencement



Spring Quarter

Community + Values Coffee Hours



**GRAB A COWORKER, CLASSMATE, FRIEND, OR MENTOR
AND COME BY FOR A FREE BEVERAGE ON US!**

**THURSDAYS, APRIL 11, MAY 9, & JUNE 6
FROM 9:00-11:00AM**

Beans Coffee located inside of
the Joys Burns Center

C+V Monthly Wellness Hours at Beans Coffee

- Dates: April 11, May 9 and June 6
- Grab a coworker, classmate, friend or mentor and come by for a free beverage on us!
- Beans Coffee located inside the Joy Burns Center

Earth Week 2024

- Departments all over the DU Campus have come together to put together a fantastic suite of opportunities during the entire month of April in celebration of Earth Month.
- Multiple events and volunteer opportunities
- More details on DU Sustainability website:
<https://www.du.edu/sustainability/opportunities>

A vertical poster for Earth Week of DU-ING. At the top, a dark red banner contains the text 'SERVE | CELEBRATE | DO' in white. Below this is a stylized city skyline with buildings in black and orange, set against a background of orange and yellow. A grey horizontal band contains the text 'EARTH WEEK OF DU-ING' and 'SATURDAY, APR 20 - FRIDAY, APR 26' in black. The central graphic shows two hands cupping a small green plant with two leaves, set against a background of blue and green wavy lines. Below the hands is a QR code. At the bottom, a dark green banner contains the text 'Scan to Sign Up for Events/Volunteer Opportunities' in white. The DU Sustainability Council logo is at the very bottom, with the text 'Sustainability Council' and 'UNIVERSITY OF DENVER' below it.

SERVE | CELEBRATE | DO

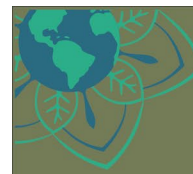
EARTH WEEK OF DU-ING
SATURDAY, APR 20 - FRIDAY, APR 26

Scan to Sign Up for Events/Volunteer Opportunities

D
Sustainability Council
UNIVERSITY OF DENVER

Volunteer Opportunities

- Saturday, April 20 – Cherry Creek Clean Up and Sun Valley Kitchen
- Saturday April 20 – Community Center at Fairview Elementary School
- Sunday, April 21 – Prairie Park Clean Up
- Monday April 22 – Denver Park Advancement at Montebello Central Park
- Wednesday April 24 – Capturing Rain: Building Water Catchment Systems with Denver Urban Gardens
- Friday, April 26 – Waste Audit: Combatting Plastic – DU Community Commons



VOLUNTEER

**SATURDAY
APRIL 20**

Cherry Creek Clean Up
7:30 AM - 10:00 AM
Downtown Denver on Cherry Creek Trail



Sun Valley Kitchen + Community Center
1:00 PM - 4:00 PM
Fairview Elementary School

**SUNDAY,
APR 21**

Prairie Park Clean Up
3:00 PM
Corner of Clayton/Columbine St.



**MONDAY
APRIL 22**

Denver Park Advancement
8:00AM - 11:00 PM
Montebello Central Park

**WEDNESDAY,
APRIL 24**

Capturing Rain:
Building Water Catchment Systems
4:30 PM - 7:30 PM
Denver Urban Gardens



**FRIDAY,
APRIL 26**

Waste Audit: Combatting Plastic
11:00 AM- 2:00 PM
CCOM Loading Dock



Earth Week Events

- Sunday April 21 – GAEYA at DU
- Monday April 22 – Our Health, Cheap Gasoline
- Monday April 22 – Pollinator Party at DU
- Tuesday April 23 – Charge Your Soul, Charge the Planet: Learn About Sustainable Travel
- Wednesday April 24 – Earth Week Community Celebration at DU
- Wednesday April 24 – Climate Fresk
- Thursday April 25 – Transportation Solutions



**Sunday,
APRIL 21**

**Monday,
APRIL 22**

**Tuesday
APRIL 23**

**Wednesday
APRIL 24**

**Thursday
APRIL 25**



ACTIVITIES / EVENTS

Sustainability Meets Musics: GAEYA at DU
4:30-6 PM
Hamilton Hall, Lamont School of Music

Our Health, Cheap Gasoline
9:00 AM - 2:00 PM
CCOM 1700

Pollinator Party
4:00 PM - 5:30 PM
Sturm 334

Charge Your Soul, Charge the Planet:
Learn About Sustainable Travel
12:00 PM - 1:00 PM
Korbel School of International Studies

Earth Week Celebration
3:00 PM - 5:00 PM
Community Commons

Climate Fresk
5:30 PM - 8:30 PM
Dimond 195

Transportation Solutions
8:00 AM - 11:30 AM
CCOM Room 1700



Earth Week Community Celebration!



DATE: APRIL 24, 2024

TIME: 3:00PM-5:00PM

WHERE: COMMUNITY COMMONS 1700

JOIN US IN CELEBRATING OUR PLANET BY EXPLORING LOCAL COLORADO BUSINESSES AND INTERNAL DU PARTNERS ADVOCATING FOR ENVIRONMENTAL SUSTAINABILITY! THERE WILL BE FREE FOOD, DRINKS, RAFFLE PRIZES, AND OF COURSE, PLANTS! LEARN WHAT YOU CAN DO TO SHOW SOME CARE FOR OUR EARTH. OPEN TO DU STUDENTS, STAFF, AND FACULTY. PLEASE SCAN THE QR CODE TO REGISTER FOR THE EVENT.



Earth Week Event: Community Celebration!

- Date: Wednesday, April 24
- Time: 3:00pm-5:00pm
- Location: Community Commons 1700 & Rooftop
- Details: Meet local businesses and DU groups that are advocating for sustainability and learn how you can join the movement. Food, drinks, plants and raffle prizes on the rooftop!
- Sponsored by Sustainability Council, C+V, Well@DU, and DUSF.
- [Registration now open!](#)

Spark

Spark 2024
April 30
8am-5pm

- Join Spark 2024 – DU's day dedicated to free speech and pluralism – on Tuesday, April 30. In its second year, Spark is back to ignite engaging conversations on the pressing issues challenging democracies and institutions worldwide.
- Register now to:
 - Hear a conversation on whether our laws—or policies—protect hate speech.
 - Explore the intersection of social justice and civil discourse.
 - Debate about whether codes of conduct should include social media activity.
 - Anonymously share your free expression experience at DU.
 - Register at www.du.edu/spark

WELL@DU & RITCHIE CENTER
PRESENTS:
NUTRITION DESIGNED

Wellbeing
5-SESSION SERIES

We are excited to welcome Yvonne Montoya-Matthews, MS, CNS, LDN, BCHN®, to host a 5-part wellbeing Nutrition Designed speaker series. Yvonne is a double-board certified functional nutritionist dietitian, certified herbalist, and holds a Master of Science in Clinical Nutrition & Integrative Health. Each monthly seminar will be held from 12-1 p.m. and will include a 45-minute talk followed by time for Q&A with Yvonne. Our February seminar will be held on Zoom, but all other seminars will provide an in-person or virtual participation option.

Please register for each class of the series: [HERE](#)

February 7, 2024

Topic: What Annual Blood Work Tells Us

12pm – 1pm. Virtual Only

Using a functional medicine lens, we will review key markers in your annual blood work to assess nutrient status and optimal health.

April 3, 2024

Topic: Top Nutrition Questions for Workouts

12pm – 1pm.

Community Commons, Room 1600 & Virtual

The top things to know about how to optimize workouts for more energy, greater performance, a more nutrient based body, and fuel for repair and recovery. Smoothies provided!

June 5, 2024

Topic: Blood Sugar Regulation

12pm – 1pm.

Community Commons, Room 2600 & Virtual

Stable blood sugar is the key to hormone balance, mood, sleep quality, focus, energy, metabolism and more. Smoothies provided!

March 5, 2024

Topic: Nutrition for Perimenopause & Menopause

12pm – 1pm.

Community Commons, Room 2600 & Virtual

Our hormones are influenced by food, nutrition, and other contributors. We cover key aspects to best manage lifestyle changes. Smoothies and raffle prizes provided!

May 1, 2024

Topic: Supplements

12pm – 1pm, Burwell Center, Room 320 & Virtual

All your questions about supplements and vitamins. Are they necessary? What to take and when? Quality? Where to buy? We will outline the top 5 supplements most of us can benefit from. Smoothies provided!

Register Here



Learn More



Well@DU Monthly Nutrition Series

- Date: Wednesday, May 1
- Time: 2:00pm – 1:00pm
- Location: Burwell Center Room 320
- Topic: Supplements: We can answer your questions about supplements and vitamins. Are they necessary? What to take and when? Quality? Where to buy? We will outline the top 5 supplements most of us can benefit from. Smoothies provided!
- [Click to Register](#)



Community Film Screening: Snapshots of Confinement

- Date: Thursday, May 2
- Time: 5:00pm-7:30pm
- Location: Reiman Theater in Margery Reed Hall, 2306 E Evans Ave., Denver, CO 80208
- Details: PBS will broadcast [Snapshots of Confinement](#) produced by Esteban Gomez, Associate Professor at DU. We will have a reception at 5:00pm with food outside of the theater and the screening will start at 6pm.
- C+V, IRISE and CCESL are sponsoring this event.
- [Click Here to Register](#)



Thursday, May 2 | 5 pm

Reiman Theatre, Margery Reed Hall,
University of Denver
2306 E Evans Ave, Denver, CO 80208

With Panelists:
Derek Okubo &
Marge Taniwaki

RSVP AT:



ccesl.info/film

IRISE 10



Center for Community Engagement
to advance Scholarship & Learning
UNIVERSITY OF DENVER



Community + Values
UNIVERSITY OF DENVER



May Community Events Continued

C+V Story Mosaic at 4D Symposium

- Date: Friday, May 10
- Time: 2:30pm-3:30pm
- Location: Community Commons Grand Forum
- DU Story Mosaic is a cross-campus collaboration that recognizes the incredible power of storytelling. This initiative aims to bring together the entire DU Community to engage in a meaningful exchange of our unique stories. Our hope is that community members listen and learn from each other. This special edition of the Story Mosaic will focus on unsung heroes: stories of mentorship. Sponsored by C+V and 4D.
- Register for events on [4D Symposium Website](#)

Global Accessibility Awareness Day Event (GAAD)

- Date: Thursday, May 16
- Time: 9:00am-4:00pm
- Location: Community Commons 1700
- Details: Keynote speakers include Mike Hess, Founder & Executive Director at The Blind Institute of Technology and Mary Lou Mobley from the Office of Civil Rights, Digital Accessibility Expert. Sponsored by HRIC, C+V, Office of ADA, OTL, IT.
- More information on [GAAD 2024 Website](#)



ALL DU STUDENTS,
STAFF & FACULTY WELCOME!

2024

GLOBAL ACCESSIBILITY AWARENESS DAY

THURSDAY | MAY 16 | 9:00 AM - 3:30 PM

Community Commons 1700

The Global Accessibility Awareness Day (GAAD) is an annual event dedicated to promoting digital accessibility and inclusivity worldwide. GAAD brings people together to **learn**, **share** experiences, and **advocate** for accessibility in digital products and services.

Open to all, regardless of background, GAAD offers various ways to participate, from attending events to spreading the word.

Join us in creating a more accessible and equitable world.
For more information and registration visit our [GAAD 2024 Website](#)

Sponsored by HRIC, C+V, Office of the ADA Coordinator, Student Disabilities Services, Office of Teaching and Learning, DEI and IT.



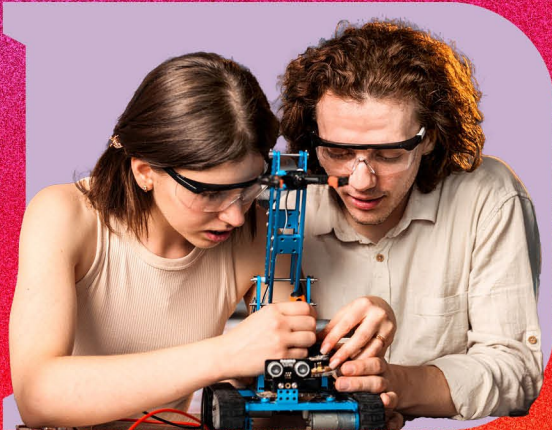
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DENVER



Summer Community Events

June Events

- June 4 - Launch of Well@DU Financial Well-being Summer Series: Canvas Credit Union
- June 5 - Well@DU Nutrition Series: Blood Sugar Regulation (Last one)
- June 6 – Monthly C+V Wellness Hours at Beans Coffee
- June 14 – Graduate Commencement
- June 15 – Undergraduate Commencement
- Let us know of any June events you would like us to highlight in our HRIC and C+V channels! Email Cassy.Zapotocky@du.edu.



THE DENVER DIFFERENCE

WHAT DU CAN DO

HRIC Town Hall
April 9, 2024

Why Have a Campaign?

- Excite and inspire donors around a focused, aspirational and authentic vision for the future
- Elevate DU's stature as a top-tier university
- Raise the bar for our philanthropic expectations
- Expand support for and engagement with DU

Denver Difference Fast Facts

- We have been in the silent phase of this campaign since 2018.
- We are publicly launching in April, 2024 with a \$1B goal as well as an engagement goal of 135k and a volunteer goal of 7,500
- There's no end date for the campaign, but we anticipate it will take 5+ years
- Typical of a public launch, we have raised more than half of our total campaign fundraising goal
- Every school and unit has set their own fundraising goals for the campaign and established priorities for fundraising

Three top level university-wide goals



Raise
\$1 billion



Engage 7,500
volunteers



135,000 engaged
constituents*



Importance of a Public Campaign Launch

- Excite and motivate donors to be part of raising \$1B for DU's campaign priorities
- Demonstrate an ambitious and aspirational vision with intentionality and authenticity, elevating our stature and reputation as a world-class institution
- Raise the bar for DU and increase philanthropic expectations
- Generate buy-in and excitement from the broader DU community

Campaign Theme, Messaging and Visual Identity





STORY: What is this campaign's story?

OUR CAMPAIGN PURPOSE

We're challenging convention and redefining the promise of higher education.

OUR CAMPAIGN PROFILE

Our campaign is a turning point that sets a new bar for higher education.

OUR CAMPAIGN PROPOSITION

At DU, we achieve the extraordinary by thinking differently.

OUR CAMPAIGN ATTRIBUTES

Our campaign is Ambitious, Authentic, Forward-thinking, Optimistic, and Dedicated.

OUR CAMPAIGN AMBITION

We're showing the world what DU can do.
The Denver Difference.

THE

DENVER

DIFFERENCE

WHAT DU CAN DO

Campaign Launch on April 19th!



The Denver Difference Community Launch Celebration

Friday, April 19 | 4-7 p.m.

Magness Arena | Everyone is welcome!



- Open to all, including staff, students, friends, family and children, elders, DU neighbors, Denver community members, and beyond – all are welcome!
- The event format is like an open house celebrating where DU has been, where we are and where we are going, highlighting some of the very brightest spots that make our shared community unique.
- Come join us anytime between 4-7pm to see what DU can do!
- Enjoy food and refreshments. Guests of all ages welcome.



Vision:

- Showcase the breadth and depth of DU, engaging and exciting the community
- This campaign is about much more than our bold dollar goal, which will support people, programs and places across the University.
- It is also about engaging all members of our dynamic community and recognizing our dedicated volunteers.
- It is about the ideas which have helped us achieve R1 research status and will continue to push boundaries into the future.

Highlights:

Opening welcome: Chancellor Jeremy Haefner

The Kennedy Mountain Campus: 4D and the Transformative Power of Nature: Enjoy the great outdoors, indoors! Gather around the fire and enjoy a s'more while learning about the 4D Experience and the expansive Kennedy Mountain Campus.

Free Expression, Pluralism and Civil Discourse At DU: Fearless and Firsthand Engagement Across Differences: Check out an exclusive video from Condoleezza Rice and learn from professors leading the charge on freedom of expression and civil discourse work through Debate Across the Curriculum and Denver Dialogues.

Denver's Home for College Sports Since 1864: DU Athletics: Learn more about DU Athletics and meet-and-greet coaches and student athletes!

Innovation, Reimagined: Entrepreneurs and Businesses Are Made Here: Meet and greet entrepreneurs in the DU community leading groundbreaking companies and work in fashion, food, gaming, swimming, sustainability and beyond.

Pioneering AI at DU: Social Robots That Will Change the World: Learn about Ryan the Robot and how this social robot helps people in need of companionship or specialized social interaction.

Performances by: Cleo Parker Robinson Dance, The Spirituals Project, DU Wind Ensemble, and more!



Imagining the space





Imagining the space



Questions?





REGISTER FOR APRIL 19TH TODAY!





Q&A

Additional questions please contact:

askhrpartners@du.edu (General questions, policies or concerns)

benefits@du.edu (Benefits & open enrollment questions)

Communityplusvalues@du.edu (For information about community events)

PerformanceManagement@du.edu (Performance management questions)

Well@du.edu (Well-being programs)



Thank you!

