

HRIC Town Hall: Summer Updates



Agenda

- Opening Remarks by Jeff Banks
- Faculty & Staff Well-being Overview & Updates
- TAD Updates
 - Staff Performance Management
 - Professional Development
 - Employee Engagement Survey Updates
- Community Events

Momentum: What's Already in Place – and What's Next

As we look ahead, here are several updates already in place:

- **Expanded vacation time:** Employees with <7 years of service now earn up to 22 days annually from day one (previously 15).
- **Extended bereavement leave:** Increased to five working days, regardless of location.
- **Added floating holiday:** Eligible employees now receive one additional floating holiday each year.
- **Extended Independence Day Holiday:** July 2rd was added
- **Extended Thanksgiving Break Holiday:** November 25th has been added
- **Extended Winter Break closure:** University closure expanded to include Dec. 22–24.
- **Adopted Tuition Exchange:** Eligible employees now have access to tuition scholarships at 700+ institutions, available immediately upon hire.
- **Expanded Tuition Waiver eligibility (1 credit):** BUS 4700 Excel Cert Lab and Insights Discovery — a 1.5-day team workshop (~15 participants) focused on communication, trust, and psychological safety.
- **Establish University Culture and Engagement Committee:** Enhance leadership engagement, Increase Student, Faculty and Staff Engagement, Enhance Community Building and Well-being

Well-being in the Wilderness at KMC



Faculty & Staff Well-being Program Updates

Well-Being 2026 Recap



FY 2026 Year End Review

In our 5th full year of the Faculty & Staff Well-Being Program, we moved to more of a Quarterly Events Calendar.

- Fall: Crimson Classic and the DU Benefits Fair
- Winter: 12 Days of Well-Being Event
- Spring: Well-Being Speaker Series
- Summer: Well-Being in the Wilderness Event at the Kennedy Mountain Campus
- Year-Long: Well-Being Passport, Coors Fitness Center Membership Benefit, Conclusion of the 1:1 Coaching Program, and Monthly Well-Being Email Newsletter

By-the-Numbers

- 787 unique participants
- 615 Coors Fitness Center memberships purchased
- 659 Crimson Classic participants
- 158 participants at Well-Being in the Wilderness
- 130 attendees at the Well-Being Speaker Series
- 225+ Well@Work kits distributed
- 70% monthly well-being newsletter open rate

Well-Being 2027 Preview

FY2027 Preview

- You can still take advantage of the Coors Fitness Center benefited staff membership benefit! Registration instructions are available on the Ritchie Center & Well@DU websites.
 - www.du.edu/human-resources/content/physical-wellbeing
- Additionally, the Crimson Locker Rooms are scheduled to open in late summer, making before & during workouts more convenient this year!
- We plan to continue with our quarterly events calendar. More details will be released in early fall.



Well@DU Website

We've improved our Well-being web page!

- Aligned with the Okanagan Charter
- Easier to find resources
- Features resources from our vendor partners

 Human Resources & Inclusive Community	
Overview	
Foundational Well-being	
Mental Well-being	
Spiritual and Relational Well-being	
Physical Wellbeing	
Well-being Events	
Pregnancy, Lactation Rooms and Family Resources	

<https://www.du.edu/human-resources/employee-wellbeing>

Updates from the Talent Acquisition & Development Team



Talent Acquisition
& Development

Benefited Staff Performance Management Updates



July 1, 2025–June 30, 2026 Cycle

- Still open and approaching **70% completion**
- Thank you to everyone who has completed their review!

July 1, 2026–June 30, 2027 Cycle

- Launching **mid-August (earliest)**
- Additional details coming soon

Get More from Talent@DU

- **Journal** – Document accomplishments year-round
- **Mail Matcher** – Capture journal entries quickly
- **1:1s** – Capture wins, coaching, & feedback conversations

Questions or Feedback?

 PerformanceManagement@du.edu

(Benefited Staff Only)

Professional Development

Teams may continue to take advantage of **Insights Discovery for Teams**, a customized, **tuition-waiver eligible** experience that helps teams improve communication, deepen self-awareness, and strengthen collaboration.



Interested in bringing a session to your team?

Contact Jennifer.Landers@du.edu for more information.

Professional Development

Introducing the:



DU PEOPLE LEADERSHIP ESSENTIALS PATHWAY



A **tuition-waiver eligible** partnership between Daniels College of Business Executive Education and HRIC, helping current and aspiring people leaders build practical leadership skills through a structured learning journey.



Accelerated Leadership Experience (ALX)

Develop your leadership mindset, self-awareness, influence, and adaptability through an immersive leadership experience.



Coaching & Feedback

Build practical skills for coaching, delivering meaningful feedback, and having effective performance conversations.



Effective Team Management

Strengthen your ability to delegate, communicate effectively, build accountability, and lead high-performing teams.

Contact Jennifer.Landers@du.edu for more information.

Professional Development



Join the TAD community on
CrimsonConnect

LEARNING

Coming This Fall

- **I'm a Supervisor, Now What?:** A new program designed for first-time supervisors and newly hired managers, covering essential leadership skills such as coaching, feedback, and building effective working relationships.
- **Leadership Circle:** Returning this fall with sessions on Ownership, Accountability, and Choice at Work and Responding vs. Reacting, helping employees strengthen self-awareness, communication, and leadership effectiveness.

DU Learn



CANVAS
Catalog

HRIC Employee Trainings

- Faculty, adjuncts, staff, and student employees
- **3,600+ training completions**
- **1,600+ active learners**
- **Operational Transformation:** DU Learn is expanding beyond HRIC, enabling units such as the College of Professional Studies to deliver revenue-generating programs to external learners.
- Expanded compliance, onboarding, and professional development learning

International Futures Strategic Forecasting Foundations – Soci ...	\$2,850
#223028	
International Futures Strategic Forecasting Professional Certifi ...	\$3,800
#223023	
Modeling Natural Systems	\$950
#223008	

Employee Engagement Survey Update



Thank you to everyone who participated in the University of Denver's employee engagement survey.

We are continuing to meet with departments to review survey results and facilitate discussions about key themes and next steps.

We will be rolling out a new dashboard to make it easier to show participation rates alongside engagement results, identify areas that need attention and provide clean, consistent reporting.

Community Events

Crimson Classic 5k & Homecoming Save the Date!

Crimson Classic 5k

- Date: Wednesday, October 21, 2026
- Location: Carnegie Green
- 1:00pm Check-in & Bib Pick-up
- 2:00pm Pre-race activities
- 3:00pm Race Begins!
- This signature event will kick off homecoming weekend events! Check the Homecoming site for more information!
- <https://stories.du.edu/homecoming/>



Questions?





HRIC Resources:

www.du.edu/human-resources

Additional questions please contact us:

askhrpartners@du.edu - General questions, policies or concerns

benefits@du.edu - Benefits & open enrollment questions

employmentservices@du.edu – I-9 processing, employment life cycle

Leaves@du.edu – Leave programs

HR.Compensation@du.edu – Compensation and job classifications

jobs@du.edu - Talent Acquisition and recruiting

learning@du.edu – Development and training programs

PerformanceManagement@du.edu - Performance management questions

Well@du.edu - Crimson Classic & Well-being programs

THANK YOU

