Human Resources & Inclusive Community
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HRIC Town Hall: Autumn Updates

October 7, 2026



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Thank you TIAA for sponsoring!



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Agenda

- Staff and Faculty Benefits Enhancements
- Open Enrollment for 2026 Benefits
- Benefits Fair & Resources
- TIAA, Rhett Belcher & Richard Diodosio
- Supervisor Training
- Performance Management
- Annual Legal Trends Updates Meeting
- Character Series
- Crimson Classic 5k
- Provost Update on Employee Engagement Survey
- Q&A

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Staff and Faculty Benefits Enhancements

- **Covered Health Insurance Premium Increases:** in 2026 and 2027 (calendar year)
- **Faculty/Staff Coors Fitness Center Access:** One-time $50 fee; career-long access
- **Enhance vacation accrual:** Employees with <7 years of service now earn up to 22days annually (previously 15).
- **Extended bereavement leave:** Increased to five working days, regardless of location.
- **Added personal holiday:** Eligible employees now receive one additional floating holiday each year to use as they choose.
- **Extended Independence Day Holiday:** July 2nd added
- **Extended Thanksgiving Break Holiday:** Wednesday, November 25th added
- **Extended Winter Break closure:** University closure expanded to include Dec. 23–24, 2026. Added two days to 2025 Winter Break as well.
- **Adopted Tuition Exchange:** Eligible employees now have access to tuition scholarships at 700+ institutions, available immediately upon hire (58 participants to date)
- **Expanded Tuition Waiver eligibility (1 credit):** BUS 4700 Excel Cert Lab and Insights Discovery — a 1.5-day team workshop (~15 participants) focused on emotional intelligence, leadership styles, communication, trust building, and self awareness.

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Benefits Open Enrollment

Passive Open Enrollment

- Monday, Oct. 26 through Friday, Nov. 6
- To align with Jan 1 to Dec. 31 calendar year
- To align with calendar year accumulators
- Participation required for the following only:
  - New enrollments
  - Making changes to current enrollments
  - Flexible Spending Accounts
- More information provided in the coming weeks

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Benefits Fair

Event Details:

- Date: October 28th 2026
- Time: 10 a.m – 3 p.m.
- Location: Room 1700 in Community Commons
- Address: 2055 E Evans Ave, Denver, CO 80210

- Meet with representatives from Cigna, Kaiser Permanente, TIAA, Delta Dental, and our other benefit carriers.
- Join the Benefits Team and Kaiser Permanente for a live Medicare Information Session from 11 a.m. – 12 p.m., in Room 1600
- We will also have onsite chair massage sign-ups, refreshments, and giveaways.

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Benefits Resources

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 3 p.m.
- Contact benefits@du.edu
- Address: 2601 E. Colorado Avenue (AOB)
- Location: 2nd Floor

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TIAA Benefits

TIAA

You can meet with a financial consultant at University of Denver.

No matter where you are in life—whether you're just getting started or planning for retirement—a session with a financial consultant can help you create a plan for your goals. And, it's at no additional cost as a part of your retirement plan. You'll get answers to these questions and more:

- Am I invested in the appropriate mix of investments to help meet my goals?*
- Am I saving enough to create the retirement income I need?
- How do I take income from my retirement account once I stop working?

TIAA will be available these dates and times for one-on-one sessions.

Date	Time	Location
10/2/2026	9:00 am - 5:00 pm	Burwell Center Room 126
10/15/2026	9:00 am - 5:00 pm	Burwell Center Room 126
11/19/2026	9:00 am - 5:00 pm	Burwell Center Room 126
11/20/2026	9:00 am - 5:00 pm	Burwell Center Room 126
12/1/2026	9:00 am - 5:00 pm	Burwell Center Room 122
12/2/2026	9:00 am - 5:00 pm	Burwell Center Room 126

Be sure to have these financial statements on hand for your meeting:

INVESTMENT | RETIREMENT | SAVINGS



Ana Maria Harding
Financial Consultant Multi-lingual
303.607.2044
anamaria.harding@tiaa.org
CA Insurance license: #4256746

RSVP today, as space is limited. Register for sessions at tiaa.org/schedulenow or by calling **800-842-2252**, weekdays, 6 a.m. to 8 p.m. (MT).

We look forward to working with you.

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TAD Updates

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Supervisor Training



Supervisory Core Competencies

- A newly redesigned Supervisory Core Competencies course, with the DU community in mind.
- Collaboration with Office of General Counsel, the 4D Experience, Civil Rights and Equal Opportunity, Community Support & Engagement, HRIC and others.
- Will be part of the Supervisor Training Bundle for all newly hired supervisors or promoted hires.
- Available now at DU Learn.

<u>Coming Up:</u>

- "I'm a Supervisor, Now What?" - microcourse
- "Cybersecurity Training 2026" - October is Cybersecurity Awareness month.

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2026-2027 Performance Management Cycle

Talent@DU Performance

Setting Expectations | Now – November 22
Supervisors establish **Core Responsibilities** for the year ahead and review the **3 Core Competencies:** Work Quality, Initiative, and Inclusiveness.

Reviewing Expectations Together | November 23 – December 22
Employees and supervisors meet to discuss priorities, clarify expectations, and ensure shared understanding and alignment for the year.

Tools to Support Ongoing Conversations

- **Journal** – Track accomplishments, feedback, progress, and important moments throughout the year.
- **1:1s** – Support regular employee-supervisor conversations and capture discussion topics, priorities, and follow-ups.

Coming Next: Mid-Year Check-In begins **January 11, 2027**

Remember: Performance management is a shared process. The system helps document it, but ongoing conversations between employees and supervisors are what make it meaningful.

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Annual Legal Trends Update

Collaboration between Enterprise Risk Management, Office of General Counsel, and Human Resources & Inclusive Community.

Date: October 28, 2026
Modality: Hybrid - In-Person at Anderson Academic Commons, Room #290 Or via Zoom.

- **Session 1:** 9:00am-11:00am MST Register Here
- **Session 2:** 1:00pm-3:00pm MST Register Here

Audience: Supervisors

Both sessions will include the same content. Choose the session that works best for your schedule. Can't attend? Register and receive the recorded materials.

Please register via Crimson Connect regardless of modality (DU SSO). Self-Paced course will be available.

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Well-being Updates

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Character Series



The Science of Play

Play is a temporary world where we can exercise our courage and resilience in a safe environment, build the muscle, then pull from our practice when things get hard.

These 90-minute sessions will be facilitated by Mia Sundstrom.

- ✓ The Science of Play: Elevating Character
- ✓ Play to Courage
- ✓ Play to Compassion
- ✓ Play to Resilience
- ✓ Play to Curiosity
- ✓ Play to Integrity

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2026 Crimson Classic 5k

1pm: Registration
2pm: Music + Stretching
3pm: Race Begins!

Use the QR code to sign up today!



14th Annual

CRIMSON CLASSIC 5K

& 1.5 MILE WALK

Wednesday, October 21, 2026

Carnegie Green Lawn	Check-In 1pm	Race Start 3pm	Cost Free

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October 7, 2026

Employee Engagement Survey

Employees = 36%

- 49% Staff
- 29% Faculty

Strengths

- Respect at Work = 80%
- Manager consistent w/DU's values = 82%
- Job Utilizes skills/abilities = 77%

Challenges

- Favorable Experience vs Expectations = 26%
- Confidence in Positive Change from Survey = 26%

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Questions?



HRIC Resources:

www.du.edu/human-resources

Additional questions please contact:

benefits@du.edu - Benefits & open enrollment questions

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

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

PerformanceManagement@du.edu - Performance management questions

Learning@du.edu – DU Learn, development and training programs

jobs@du.edu - Talent Acquisition and recruiting

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

HR.Compensation@du.edu - Compensation

Thank you!

