
The Bridge HRIC Spring Takeover

From The Bridge <thebridge@ecomm.du.edu>

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To Cassy Zapotocky <cassy.zapotocky@du.edu>

HRIC Takeover

 UNIVERSITY OF DENVER • The Bridge

HRIC Bridge Takeover Spring Edition

Welcome to a special edition of The Bridge, produced in collaboration with your Human Resources and Inclusive Community team!

Please save this edition and refer to it often during the upcoming performance evaluation process and throughout the year.

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HRIC Town Hall on April 9

Date: April 9, 2025

Time: 9:30-11:30am

Location: Community Commons 1700

[Zoom Link](#)

HRIC is excited to announce a hybrid Town Hall, made possible by the generous sponsorship of Kaiser Permanente and Cigna. This event will provide key updates for this spring, including performance review processes, TAD training opportunities, Ombuds resources and training, behavioral health and wellbeing benefits, and upcoming community events. Attendees will have the chance to engage directly with the HRIC team during a live Q&A session.

2024-2025 Performance Evaluations

Staff Performance Evaluations launched April 1, 2025.

As Performance Review season commences, it's a chance for us to come together and recognize the remarkable efforts that drive our success every day. Beyond mere evaluations, these reviews are a platform for each of us to highlight our accomplishments and personal growth throughout the year.

Whether you've tackled significant projects, surpassed targets, or demonstrated outstanding work quality, dependability, communication, initiative, and inclusiveness, now is the moment to spotlight your achievements. We encourage you to take advantage of this opportunity to encapsulate the brilliance of your daily contributions.

Let's embrace this time with vigor and optimism, showcasing the fervor and commitment that defines DU and propels us toward greatness.

Staff Performance Management - Important Dates to Know

- Launched in [Talent@DU](#): April 1
- Employee self-review (15 days to complete): Due April 15 by 11:59 p.m.
- Manager Review & Meeting to Discuss (15 days to complete): Due April 29 by 11:59 p.m.
- Final Sign-off (8 days to complete): Due May 6 by 11:59 p.m.

A Note for Faculty

We have slightly different due dates for faculty and staff due to differences in the processing of reviews.

Faculty, you should have received access to your annual reports on March 1. The earliest reports are due on April 17. Please check with your chairs/directors or deans for your specific unit-level timelines.

Timeline for Faculty Annual Reviews

The reporting cycle will cover April 1, 2024-March 31, 2025. Like last spring, the overall time frame for the annual reviews will be consistent across all academic units, with faculty submissions opening on March 1, and all reviews due to the provost from the deans on June 1. Within this time frame, internal due dates (for

faculty, chairs, and deans) may vary by academic unit, though faculty submissions should not be due before April 17.

- March 1, 2025: Faculty annual review reports open for all faculty.
- April 17, 2025: Earliest date that faculty submissions can be due to chair/dean.

Staff Performance Management - Training Opportunities

Performance Management - Self Review: Join us as we guide you through utilizing Talent@DU for a seamless self-review experience. This session includes a live system demo to help you navigate the platform, along with an in-depth look at the rating scale for goals and competencies. We'll also clarify the definitions behind these ratings to ensure consistency and understanding. Lastly, we'll focus on the importance of self-advocacy, empowering you to confidently highlight your accomplishments and growth.

April 7, 2-3 p.m. and April 9, 1-2 p.m. (Zoom only)

Register here: [CrimsonConnect: Talent Acquisition & Development](#)

Performance Management - Manager Review: Supervisors, join us as we guide you through using Talent@DU to effectively assess your team's performance. This session will feature a live system demo, focusing on how to apply the rating scale for goals and competencies while ensuring clarity around their definitions. We'll also dive into the critical role of implicit bias in performance evaluations and offer strategies to mitigate its impact. Finally, we'll discuss the importance of providing constructive feedback and fostering an environment that supports your team's development and growth.

April 17, 1-2 p.m. and April 21, 1-2 p.m. (Zoom only)

Register here: [CrimsonConnect: Talent Acquisition & Development](#)

Performance Management Resources and Contact Information

- Email: performancemanagement@du.edu
- Phone: 303-871-2979
- Website: [Performance Management](#)

Comprehensive Behavioral Health Resources for DU Employees

HRIC has put together a [Behavioral Health Resources document](#), which outlines various support options available to employees for mental and emotional well-being. It details resources provided through medical carriers like Cigna and Kaiser Permanente, which include services such as face-to-face visits with licensed mental health providers, live chat support, and access to legal and financial services. Additionally, the document highlights the integration of these services with SupportLinc, ensuring employees can continue receiving care even after exhausting initial benefits. Kaiser Permanente also offers self-care tools and wellness apps like Calm and Headspace to help employees manage stress and improve their overall mental health.

Moreover, the document describes additional support options available through New York Life and SupportLinc for employees not enrolled in DU's medical plans. These

include counseling, legal and financial advice, crisis intervention, and work-life assistance. The resources aim to help employees balance work and personal life, addressing issues such as stress, anxiety, depression, and substance abuse. The document emphasizes the importance of holistic well-being and provides contact information for accessing these services, ensuring employees have comprehensive support for their mental health needs.

Upcoming Workshops with Dr. Betty Snyder, DU's Ombuds

[Transforming the Karpman Drama Triangle in the Workplace](#): Apr 7 | 12-2 p.m.:

This workshop explores the concept of the Karpman Drama Triangle and its impact on workplace dynamics. Participants will learn to identify the roles of “Victim, Rescuer, and Persecutor,” understand how these patterns create workplace conflict, and develop strategies to step out of these destructive relationship dynamics. The workshop provides practical tools for creating healthier workplace interactions and maintaining professional boundaries.

[Conflict Competent Leadership \(For People leaders\)](#): Apr 23 | 12-2 p.m.:

Workplace conflict has been known to interfere significantly with productivity, morale and creates a toxic environment that hinders innovation and decreases revenue. This interactive workshop will create awareness about the human and financial costs of workplace conflict and teach you how to develop a conflict competent approach to leadership. At the end of the workshop, you will know how to deal with highly conflictive personalities, build collaboration, increase your emotional intelligence, and communicate in a style that gets results.

[Navigating Difficult Conversations \(Basic\)](#): May 7 | 12-2 p.m.: “It is not what you say, it is how you say it.” The wrong approach to tough conversations can cause considerable damage in both personal and professional relationships and can escalate conflict. This workshop utilizes proven techniques to teach you how to develop communication competence and navigate tricky situations confidently and purposefully. Learning the tactics to manage your own emotions during high-heat moments will help you to de-escalate tense situations, leading to constructive outcomes.

**Join the Talent Acquisition & Development
CrimsonConnect Community!**



The Talent Acquisition & Development team has partnered with many folks across campus to centralize and advertise the various training offerings all throughout campus. We encourage you to join our community here: [CrimsonConnect: Talent Acquisition & Development](#) and to keep an eye out for various offerings in partnership with offices such as the Ombuds, Institutional Research and Analysis and many from within HRIC.

Events & Trainings on Crimson Connect:

Leadership Circle

Please register for our Leadership Circle Upcoming sessions! Spots are limited and lunch is sponsored by TIAA.

Hashtags, Headlines, and Hallway Chats: Communicating across Generations

In today's diverse workplace, managers often lead teams spanning multiple generations, each with distinct communication styles, preferences, and values. This interactive workshop equips managers with the tools and insights needed to foster clear, effective, and respectful communication across generations. Participants will explore the defining characteristics of generations in the workforce and gain a deeper understanding of how life experiences and cultural shifts have shaped their perspectives. Lunch will be provided!

April 16, 12-1:30 p.m. [Register via CrimsonConnect](#).

STOP! Collaborate and Listen

Collaboration is all about bringing people together from different departments, locations, and teams, to focus on a common goal. Collaborating well is a skill that's honed over time. This session explores the skills required to be an effective collaborator.

May 14, 12-1:30 p.m. [Register via CrimsonConnect](#).

Pulse Survey Regarding Supervisor Training Launching April 7

We're excited to announce the launch of a Pulse Survey on Supervisor Training, starting Monday, April 7. This quick, two-minute survey is an efficient way for us to gather your valuable feedback. Unlike traditional surveys, pulse surveys are short, focused, and conducted more frequently, providing real-time insights into current sentiments, engagement levels, and opinions on specific topics.

Please keep an eye out for an email from HRIC on April 7 with the link to share your important feedback!

Employee Assistance Program & Behavioral Health Resources

The University of Denver offers comprehensive mental and behavioral health resources through its employee benefits program, available via Supportline, Cigna and Kaiser Permanente.

SupportLinc - Available to all Benefited Employees and their Immediate Family Members.

An Employee Assistance Program (EAP) through [SupportLinc](#) is provided to all benefited employees and their dependents at no cost. The EAP is a 100% confidential health benefit, separate from medical insurance, to help you manage a broad range of life's daily challenges, including anxiety, depression, marriage/relationship problems, grief/loss, substance abuse, anger management, work-related pressure, and stress.

Cigna Members:

- Virtual Behavioral Health via MDLive, offering therapy and psychiatric services for conditions like anxiety, PTSD, and addiction.
- Employee Assistance Program (EAP): Up to three free counseling sessions per issue per year, plus digital tools like Prevail, Happify, Meru Health, and Talkspace.
- Coaching & Support: Specialized counseling for behavioral health conditions, lifestyle management, and mental wellness tools.

Kaiser Members:

- Virtual Care options include phone, video, chat, and e-visits.
- Wellness Apps: Access to Calm, Headspace Care, and myStrength for stress and mental health support.
- Employee Assistance Program (EAP): Up to six free counseling sessions per issue per year, along with work-life resources like legal and financial consultations.

Detailed information about these resources is available on our [benefits website](#).

NEW! DU Nutrition & Holistic Wellbeing Presents Nutrition Pop-ups

Looking for a fun department or building-wide event this spring? Consider treating your department to a snack break with a Nutrition Pop-Up event!

These events will be offered at no-cost through the DU Nutrition & Holistic Wellbeing Coaching program and can be tailored to the interests and schedule of your department. Sample Nutrition Pop-Up events include: Poppi vs. Ollipop taste tests, Kombucha taste tests, Sports vs. Everyday Nutrition, and Lower Sugar Snacks. Or, if your team is interested in combining a taste test with an educational session, we have a variety of topics from which you can choose.

For more information, or to request an event, please contact Ruth Brown via email (ruth.brown@du.edu) or send a Teams message. Events can be offered in conjunction with a standing meeting or as a one-off event. Priority scheduling will be provided to event requests submitted by Friday, April 18.

Community + Values Spring Events

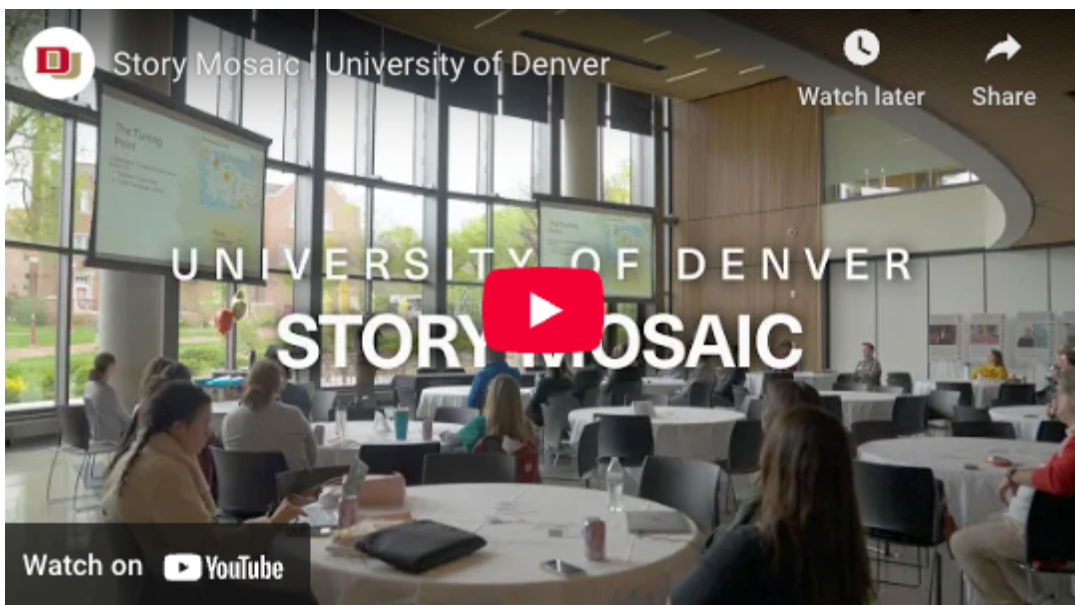
STORY MOSAIC SERIES



Story Mosaic Series Upcoming Events

What is the Story Mosaic Series? Through centering community we aim to create a space for students, staff, and faculty to share their stories, listen, and build community by connecting with others. We will have storytellers sharing their personal stories, followed by time for reflection and questions. Light snacks will be provided. Don't miss this opportunity to connect with your DU community and be inspired by the power of storytelling!

To learn more watch our "What is Story Mosaic" video: [What is Story Mosaic?](#)



Storyteller Logistics: If you are selected to be a storyteller, you will share a 5 – 8 minute story to a small group of about 30 people. The story can be anything connected to the theme. It could be about a meaningful experience at or outside of DU, a time of reflection, or anything you would like! We will reach out with further logistical details and a check-in closer to the event.

Story Mosaic Event: Lessons Learned Early on in Employment

Remember your first jobs? The awkward moments, the triumphs, the lessons you're now passing along (or unlearning)? Join us during National Student Employment Week to share stories of those early professional adventures and the people and moments that shaped who you are at work and in the world today.

Event Details:

Date: Wednesday, April 16, 2025

Time: 12-1:30 p.m.

Location: Community Commons, 1001 (Gallery)

Click link to sign up as a storyteller: [Tell Your Story!](#)

Click link to register on Crimson Connect: [Register for Story Mosaic on April 16](#)

Story Mosaic Event at 4D Symposium: Character and Community

Join us for a meaningful event that explores the transformative power of community and character in our interconnected world. Through compelling storytelling, we'll examine how acts of kindness and service can build stronger bonds, inspire compassion, and foster unity. We'll also delve into stories of personal growth and character development, highlighting their profound impact on shaping a sense of community.

Event Details:

Date: Friday, May 9

Time: 2-3:30 p.m.

Location: Community Commons, 1001 (Gallery)

Click link to sign up as a storyteller: [Tell Your Story!](#)

Click link to register on Crimson Connect: [Register for Story Mosaic on May 9](#)

Story Mosaic Event: Storytelling through Art

Unleash your creativity and connect with others at our vibrant Story Mosaic Event on May 29! This is your opportunity to tell your story through art, dive into the inspiring creations of others, and explore interactive art activities that let you express your unique self.

Feel the joy of self-expression, surrounded by art and community spirit. Whether you're here to create, be inspired, or simply enjoy the good vibes, this event promises a memorable experience for all. Snacks and art supplies will be provided!

Click link to sign up as a storyteller: [Tell Your Story through Art!](#)

Click link to register on Crimson Connect: [Register for Story Mosaic on May 29](#)



April 22 - Financial Wellbeing Workshop: Women & Investing

To celebrate International Women's Day and National Financial Literacy month, we are hosting a workshop designed specifically for women of any age, this seminar discusses the important aspects of investing and provides details on issues women face with their financial goals. Covering the basics of everything from stocks and bonds to mutual funds, this workshop helps provide critical education to be prepared for financial futures. All DU staff and faculty are welcome! Lunch is provided thanks to our sponsor, Canvas Credit Union so please RSVP! 😊

Details:

Date: Tuesday, April 22

Time: 11:30 a.m.-1 p.m.

Location: Burwell 340 or Zoom (Register for Zoom link)

[Click Here to Register for Women & Investing](#)



Road Ahead 2025 Conference at DU

As a partner organization to [Transportation Solutions](#), DU is hosting The Road Ahead, Transportation Solutions' annual event that brings together business, government, and community leaders to discuss key issues impacting our region. This year we will be discussing the connection between affordable housing and transportation.

The Road Ahead will be on Thursday, April 17, from 8-11:30 a.m. at DU for a half-day event including a light breakfast and engaging discussion with experts in affordable housing and transportation. Your presence and insights will greatly enrich their 20th annual event. Your voice and expertise are invaluable to this dialogue.

[Register for The Road Ahead 2025](#)



Earth Week Community Kick-off Breakfast & Bike to Campus Day

Kick off Earth Week with Sustainability Council and some amazing vendors on April 21! Start your day with Bike to Campus Day and pedal your way to Carnegie Green, where the fun continues at the Earth Week Community Kick-off Event.

Enjoy breakfast with us, exciting prize giveaways, and a chance to explore information from our eco-conscious businesses. Plus, get the full scoop on all the

amazing events happening during Earth Week.

Don't miss this opportunity to connect with your community, celebrate sustainability, and win fantastic prizes. **Register to win prizes using link below.** We can't wait to see you there!

[Pledge to Ride](#)

April 21-27 - Earth Week Events & Volunteer Opportunities

Join Us for Earth Week with the Sustainability Council! Celebrate the beauty of our planet and take action to make a difference at Earth Week, hosted by the Sustainability Council. We're kicking off this inspiring week with a lively community celebration. Throughout the week, enjoy events like Bike to Campus Day, exciting giveaways, hands-on workshops, and thought-provoking speakers.

Looking to give back? We'll have plenty of volunteer opportunities, including trash pick-ups and garden bed clean-ups at various locations. Whether you want to learn how to care for the earth, connect with others in your community, or discover ways to support your own well-being, we have an event for you.

Let's make this Earth Week one to remember—together!

[Click here for Earth Week 2025 Information](#) – More updates coming soon!

Global Accessibility Awareness Day



Save the Date: Global Accessibility Awareness Day - May 15

Join us on May 15 as we celebrate *Global Accessibility Awareness Day (GAAD)* with a full-day conference packed with inspiring speakers, interactive workshops, and the delicious treat of **Maria's Empanadas!** Together, let's deepen our understanding and commitment to accessibility.

Nominations Open for the 2025 GAAD Awards Do you know a trailblazing group or individual at DU making strides in accessibility? Whether it's a department, student, or

faculty member, we want to hear their story! Nominate them for the 2025 GAAD Awards today by clicking the link below:

[2025 GAAD Awards](#)

Utilize Your TIAA Benefits

DU employees are eligible to meet with financial professionals from the University's retirement plan service provider, TIAA for FREE one-on-one financial consultations held on campus in the Burwell Center. An employee does not need to be a participant of the 403(b) Plan in order to utilize this service. This is a free service, as a part of your [DU Benefits package](#).

To schedule an appointment, employees can call TIAA at 1-800-732-8353 or [click here to register](#). Please note if you sign up as a Guest, the times listed will be in Eastern Standard Time - so please adjust accordingly.

Employees may also speak to a financial consultant on the phone by calling 1-800-842-2252 Monday through Friday from 6 a.m. to 8 p.m. or Saturdays 7 a.m. to 4 p.m.

Save Money and Expand Your Well-being With DU Discounts, Available Through Beneplace

Your work-life balance and general well-being are as important to us as the work you contribute. That's why we're excited to offer a new employee discount marketplace, DU Discounts— your one-stop shop for exclusive and convenient savings on the products, services and experiences you know and love. You'll find deals on:

- Electronics
- Appliances
- Theme Parks
- Hotels
- Movie Tickets
- Rental Cars
- Gift Cards
- Apparel
- Cars
- Flowers
- Fitness Memberships
- Groceries
- Special Events
- And More!

Access to these discount offerings is cost-free for benefitted DU employees, and it's easy to enroll for access. [Visit the Beneplace website](#) and begin saving today.

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