
The Bridge HRIC Summer Takeover

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HRIC Town Hall

**Thursday, August 14
10–11:30 a.m.**

Join us in Burwell 340 or [via Zoom](#) for important HR updates, including a demo of the new performance management system, an overview of Coors Fitness Center membership options, and the latest on employee benefits.

A Note from Vice Chancellor for Human Resources Jeff Banks



As summer winds down, I want to thank all of you for your hard work and flexibility these past few months. It's been a busy season across campus, and your efforts have not gone unnoticed. We're just a few weeks away from welcoming our faculty and students back—and I'm looking forward to the energy and excitement the new academic year always brings.

I wish you all an enjoyable rest of your summer!

New and Improved Staff Performance Review Process Launches This Fall

Beginning in September, DU will launch a streamlined and more meaningful performance review process for benefited staff, using the PageUp Performance Module. This transition from Cornerstone is part of a broader effort to simplify systems, reduce costs, and better support staff development. The new process—shaped by campus-wide feedback—features clear expectations, a four-point rating scale, a focus on core competencies, and a dedicated section for professional development goals.

Hybrid training sessions will help staff and supervisors prepare. To learn more, register for training, or watch a brief video introduction, [visit the updated Performance Management webpage](#) or join the [Talent Acquisition and Development channel in Crimson Connect](#).

To view the full message, [please click here](#).

Upcoming Training Sessions:

- Monday, August 18, 10-11 a.m.
- Thursday, August 21, 2-3 p.m.
- Tuesday, August 26, 9-10 a.m.

Each session will include:

- A live demonstration of the new system and process in action
- Time for Q&A to address your specific questions
- An opportunity to connect with HRIC and learn how we will support you through this transition.

Other Training Opportunities:

Tuesday, August 19, 10-11 a.m. online only

- Feedback Fusion: Crafting Constructive Conversations: Sharpen your feedback skills in this interactive session! Learn practical tips and frameworks like the SBI Model to give and receive feedback with confidence. Walk away with tools to make feedback a natural, effective part of everyday team communication.

Wednesday, August 27, 10-11 a.m. online only

- Manager's Impact on Well-Being: This session explores the often-overlooked role managers play in influencing their team's emotional, psychological, and physical health. Learn how your everyday actions can positively impact employee well-being.

Thursday, August 28, 1-2 p.m. online only

- **Getting Past Imposter Syndrome:** If you've ever felt like a fraud despite your accomplishments, you're not alone. This interactive session explores the five types of Imposter Syndrome and offers practical strategies to quiet self-doubt, build confidence, and thrive in your career.

Tuesday, September 9, 10-11 a.m. online only

- **Where's My Ketchup? Lessons in Servant Leadership:** Using a fun and relatable metaphor, this session explores how understanding and addressing employee expectations can boost satisfaction, engagement, and trust across your team.

Thursday, September 18, 1-2 p.m. online only

- **Motivating and Engaging Your Team:** This session highlights the critical role managers play in coaching and motivating employees. Learn how to tailor your approach using self-determination theory—focusing on autonomy, mastery, and purpose—to inspire each team member effectively.

Exciting New Sports & Wellness Benefit for DU Faculty & Staff

As we move into the new academic year, we're thrilled to introduce a new sports wellness benefit exclusively for appointed DU faculty and staff.

All benefited DU faculty and staff have the opportunity to purchase an individual membership to the Coors Fitness Center for a one-time fee of just \$50. This membership grants access to a wide range of amenities at the Ritchie Center for Sports & Wellness, beginning this month, including:

- Coors Fitness Center
- Group fitness classes
- Open lap swimming
- Drop-in sports programs
- Public skating
- Drop-in hockey programs

Once purchased, your membership will remain active for the duration of your benefited employment at the University of Denver.

Interested in adding family members? You can purchase a family membership add-on for \$30 a month, deducted via payroll, in addition to the one-time \$50.00 fee.

Membership Perks

As a Coors Fitness Center member, you'll also receive:

- A personalized consultation with a member of the Wellness & Recreation team, including:
 - A discussion of your fitness and wellness goals and interests
 - An optional InBody body composition assessment
 - Exercise Fundamentals group training sessions, covering:
 - How to use fitness equipment effectively
 - How to build, modify, or enhance your workout program
 - An annual progress check-in with a wellness coach or personal trainer

How to Register

Benefitted employees can register via the [Ritchie Center's online registration portal](#). As a DU faculty or staff member, you already have an active account—just log in using your DU ID number as both your username and password.

Additional registration instructions will be available on the [Ritchie Center](#) and [HRIC](#) websites.

For questions about membership options, access, or benefits, please contact Ruth Brown at ruth.brown@du.edu.



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New Tuition Exchange Program

Beginning with the 2026–2027 academic year, DU will join the national Tuition Exchange (TE) Program, offering dependent children of full-time employees the opportunity to apply for competitive scholarships at more than 600 participating colleges and universities across the country. This new undergraduate-only program is available immediately upon hire and may be renewed for up to 12 quarters.

TE scholarships cover tuition only and cannot be combined with DU merit awards. The program is competitive and not guaranteed; students must apply for both admission and the scholarship by the January 15 priority deadline and meet all eligibility requirements.

More details about the program, including eligibility and application guidance, will be available soon on an upcoming Tuition Exchange webpage. In the meantime, visit www.tuitionexchange.org or contact the Benefits team or the Office of Financial Aid.

The Tuition Exchange—Providing Tuition Scholarships since 1954
Tuition Exchange member schools in 48 states and 9 countries award tuition scholarships to eligible students.

Supporting Parenthood at DU: Pregnancy & Lactation Resources

National Breastfeeding Month, observed each August, is a nationwide campaign that celebrates and promotes the importance of breastfeeding for the health and well-being of babies and families, while advocating for supportive policies and environments for nursing parents. At the University of Denver, we believe that supporting employees through all stages of life—including pregnancy, childbirth, and parenting—is essential to building a thriving, inclusive workplace. Whether you're preparing for a new arrival or returning to work postpartum, DU offers a range of thoughtful resources designed to make the transition smoother and more empowering.

Lactation Rooms Across Campus

DU provides private, comfortable lactation rooms for employees, students, and visitors. These spaces are designed to support nursing parents with privacy and convenience. For a map of lactation rooms, [click here](#).

Perks for Traveling and Returning Parents

DU goes the extra mile to support new parents with practical perks that make a big difference:

- **Milk Stork:** Traveling for work? DU offers access to this breast milk delivery service so you can stay committed to nursing while on the go.
- **Mini Fridge Checkout:** Returning to campus after parental leave? You can request a personal mini fridge to store breast milk at no cost.

For more information, visit the HRIC [HRIC website](#) or email well@du.edu.

DU Discounts Through Beneplace

As part of the university's ongoing commitment to employee well-being, DU Discounts provides year-round access to exclusive savings on everyday purchases through Beneplace, the university's employee discount marketplace.

Just in time for back-to-school season, employees can find discounts on electronics, apparel, school supplies, fitness memberships, groceries, and more. Whether you're preparing for the new school year or simply looking to save on everyday expenses, DU Discounts has you covered.

This cost-free benefit is available to all DU employees. To browse current offers or create an account, visit [the Beneplace website](#) and follow the simple instructions to enroll.

Happy saving!

Flex Work

Please be on the lookout for an email on our new and improved Flexible Work Request form. We will be conducting our annual data call soon to ensure we have the most updated information for the staff participating in our Flexible Work program. We appreciate your attention on this!

Financial Consultations with TIAA

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. 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 [register using their TIAA login](#). (Please note, if you sign up as a Guest, the times listed will be in Eastern Standard Time - so please adjust accordingly.)

August 27, 2025
10 a.m.-4 p.m. MST
Burwell Center, Room 126

September 10, 2025
10 a.m.-4 p.m. MST
Burwell Center, Room 126

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