



HR Updates, Initiatives, and Related Resources

Benefit Changes/Payroll Deductions: With the numerous open enrollment benefit changes, please double check your benefit deductions on your January earnings statement. If you have any questions or see an error, please contact Claudia Cavallaro at ext. 2332.

RI TCI UPDATE: Beginning January 1, 2025, the State of Rhode Island has increased the Temporary Caregiver Insurance (TCI) benefit, for eligible employees, to seven weeks.

NEW in 2025—Health advocate: As of January 1, 2025, the University's Employee Assistance Program (EAP) is changing to Health Advocate! By browsing their website, you will see that this is your place to find tools and resources to support your mental, emotional, physical and financial well-being. View Health Advocate's extensive library of resources, including articles, videos, forms, locators and more by clicking [here](#). Additional information on the EAP is included on [pg. 3](#).

Employee Health Hub: Visit [pgs. 2—4](#). to explore, engage, and embark on your health and wellness journey with us!

Harvard Pilgrim Living Well Program: Salve's wellness rewards program will remain unchanged for 2025. This means employees enrolled in the University's medical plan who earn and log 1,000 pts by December 31, 2025 will receive a \$260 payroll credit in February 2026. For additional details on the 2025 wellness program, including how to download the app, click [HERE](#). Employees who had earned 3,000 points by December 31, 2024 will be entered into a raffle, with the winner to be announced early this January.

Healthy pets, happy new year: Now's the time to start planning for the year ahead—and that includes your pet's health. From routine checkups to unexpected vet visits, pet insurance can help you kick off the year with confidence and protection that lasts all year long. Give your pet the care they deserve and start 2025 feeling prepared with a plan from the ASPCA® Pet Health Insurance program. To get your personalized, group discount quote, go online to www.aspcapetinsurance.com/salve or call 1-877-343-5314. *Priority code: EB21SALVE*

Kickstart 2025 by Exploring LinkedIn Learning: As we step into the new year, we want to remind employees of their ability to access and utilize LinkedIn Learning. LinkedIn Learning offers over 16,000 online courses, led by credible instructors with real-world experience in Business, Technology, and Creative professions. Follow these simple [steps](#) to setup your LinkedIn Learning account, explore course content and take advantage of all LinkedIn Learning has to offer. Additional learning and development opportunities available through LinkedIn Learning and the Chronicle can be accessed by visiting [pg. 5](#).

Floating Holiday: In January eligible employees will receive a floating holiday to use for religious or cultural holidays, employee birthdays, or other state of federal holidays during which the University remains open. Please refer to [Staff Handbook](#) for further details.

Happy New Year

from the Office of Human Resources

-Nancy, Claudia, Tasha, Stephanie, Caitlin and Sarah



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The Employee Health Hub

Employee Health Hub!

Wellness encompasses several key pillars that are interconnected and contribute to overall wellness. The pillars are: physical, intellectual, mental, emotional, social, spiritual and financial. Taking care of each aspect helps create a balanced and fulfilling life! Check out the wellness activities related to these pillars right here in the Employee Health Hub.



Starting in February: Health & Wellness activities and benefits offered by Salve Regina and created by the Health and Wellness Committee!

Kickstart the New Year with Wellness Resources!

As we kick off this exciting new year, we encourage all employees to make the most of the wellness resources available to them. Whether you're looking to start a new fitness routine, explore mindfulness practices, or discover tips for living a healthier lifestyle, HR partnered with the Health and Wellness Committee is here to support your overall well-being. The links below provide a variety of tools and services designed to help you stay balanced and focused throughout the year. Take a moment to explore one of the portals and see how it can benefit you!

- Human Resources Campus Page
• Harvard Pilgrim's Wellness Rewards
• Health Advocate (more information available on pg. 3)
• TIAA



From fitness classes and mental health support to healthy living tips and stress management resources, there's something for everyone. The next few pages offers some monthly resources available from Harvard Pilgrim, Health Advocate and TIAA. Remember, these resources are completely free for you to use, so don't hesitate to dive in and make the most of them. A little self-care goes a long way toward achieving personal and professional success in 2025!



Here's to a happy & healthy year ahead!

Helpful Resources section with four buttons: Wellness Resources, How to access Harvard Pilgrim's Living Well Portal & download the app, Wellness Reimbursement form, Newport Fitness Partnerships



The Employee Health Hub

As of January 1, 2025, the University's Employee Assistance Program has changed to



There are times in life when you might need a little help coping or figuring out what to do. Take advantage of Health Advocate's EAP (Employee Assistance Program), which includes Work Life Services and is available to you and your family. It's confidential so information will be released only with your permission or as required by law.

Help is available through the mobile EAP app or by phone, online, live chat, and email. Get referrals to support groups, a network counselor, community resources or your health plan. *This program includes up to three counseling sessions per issue. Sessions can be done in person, on the phone or through video.*

View the [Health Advocate EAP Intro Video](#), [browse the website](#) or click [HERE](#) to see what Health Advocate is all about!



888-293-6948 (TTY Services: 711)
24 hours a day, 7 days a week

healthadvocate.com/standard3

UPCOMING January Webinar: Identity Theft: What Can You Do About It?

Identity Theft is the fastest growing crime in America. In this webinar, you will learn what identity theft is and how to prevent it. What should you watch out for in your email? What about suspicious text messages? Learn the red flags and know what to do if it happens to you.



To watch, [click here!](#)

EAP: Life & Work Resources

brought to you by HealthAdvocate™

Each month, Health Advocate highlights a new wellness topic and provides additional resources, including webinars, for your benefit!

Check out the [Life and Work Resources page](#) to learn more.

If this is your first time visiting, you will need to create an account. By doing this, you will also be able to keep track of topics that you "favorite", review your "history", and resume or revisit any trainings or webinars you have started or completed.



Visit [Health Advocate's blog!](#) The goal of this blog is to serve as a platform for employees, offering information and sharing expertise on the following topics:

- ◇ Election Resources
- ◇ Health Tips
- ◇ Insurance/Benefits
- ◇ Wellness
- ◇ Work & Life

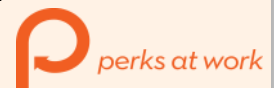
[Subscribe now](#) to receive blog updates and receive bi-weekly email updates with the latest Health Advocate blog posts.

perks at work!

Perks at Work is an [employee perks program](#) that sources perks that matter in order to help you live a better and healthier life. Sign up using your work email address, and follow the instructions online to create your account.

What Do You Get With Perks At Work?

- Exclusive Savings on electronics, Home Appliances, Food & Groceries, Car Buying, Travel, Fitness, and more.
- Free Online Classes: on-demand classes for both adults and kids
- Personal Development





The Employee Health Hub Continued

Employee Health Hub!

Health and Wellness activities offered by our trusted vendors!



Harvard Pilgrim Free Webinar Series!

Whether you are looking to shake it up, stretch it out, or get centered, we've got you covered with Zumba®, yoga, guided mindfulness, wellness sessions, which are now available to everyone through the Living Well at Home programs. All classes are at no cost to you and easy to access via Zoom.

Come join our community of 900+ people sharing their wellness journey, tips, and inspiration in this private Living Well Facebook group.

Click the links below to explore each webinar's details and join in!

Wellness Wednesdays | 1:00—1:30pm

- January 8: Eat with the Seasons: Building a Healthy Pantry
January 15: Micro Habits to Enhance Sleep
January 22: Homemade Dumplings for Lunar New Year
January 29: How to Start a Garden with Seeds

Fitness Thursdays | 1:00—1:30pm

January 9, 16, 23 & 30—Cozy Cardio



Start the new year off on the right foot!

Develop a Peak Mind

Living Well has teamed up with Dr. Amishi Jha to create a free, self-guided program you can use to take full advantage of the brain-boosting benefits of mindfulness practice.

Mind the Moment

Build your personal practice using our free guided meditation mp3s, ranging from 3-minute meditation breaks to full 30-minute sessions.



As a Salve employee, if you haven't already, you should set-up a secure username/password at www.tiaa.org/salve to open your account, select investment funds and indicate your beneficiary(ies). TIAA has online retirement planning tools and representatives are available at 800-842-2252 to assist and answer questions.

Virtual and in-person counseling appointments are also available with TIAA representative, Timothy Nolan! To schedule an appointment, click here or scan the QR code.



TIAA Live Webinars

All Salve employees are invited to attend webinars offered through TIAA's virtual environment. Explore TIAA's Webinar Lounge featuring monthly webinars, both pre-recorded and live! These informative, interactive workshops will give you strategies and tactics to help you achieve your financial and retirement goals. Check out a few listed below!

- How to get the most from your employee retirement plan
Tax planning opportunities
Steps to help secure your income in retirement: A mid career check-in
Investing essentials: 5 principles to invest with confidence



TIAA webinars and virtual 1-on-1 meetings can be logged as 200 points on the Harvard Pilgrim Living Well portal.

Questions? Please contact Caitlin McNulty at caitlin.mcnulty@salve.edu or ext. 2165



Learning & Development Opportunities— LinkedIn Learning & The Chronicle

DID YOU KNOW—LinkedIn Learning offers training courses on trending topics to keep your skills razor sharp. New courses are added regularly on topics that matter most to today’s leaders and managers: hybrid/remote work, communication effectiveness, diversity-equity– inclusion and belonging, leading through change and more.

CHANGE MANAGEMENT



January featured courses will focus on Managing Through Change. We have included a short list of courses here; however LinkedIn Learning offers many more. To register click on the course title OR login to LinkedIn Learning and click the “leadership and management” tab. Under the “Topics for today’s managers and leaders” section, click the “Managing Through Change” button. You will be able to view all available courses and select which course best fits your training needs.



Table with 5 rows: Managing Through Change Courses, Critical Thinking for New Managers, Leading Your Team Through Change, Organizational Leadership in the Era of AI, Build Your Team’s Agility and Resilience

On-demand webinars section containing three articles: Clear Pathways: From College to Career, What’s Next for Dual Enrollment?, Working Together to Improve the Institution—

On-demand webinars section containing three articles: Preventing Faculty Burnout, Experiential Education for All, Raising Your International Profile—

Additional on-demand webinars can be accessed by clicking on a topic below:

- Leadership, Teaching and Learning, Finance and Operations, Diversity and Inclusion



Library Events

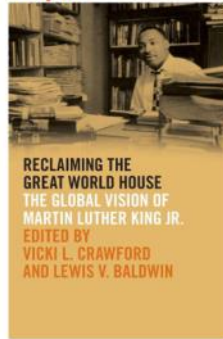


Faculty Lecture Series: Sabbatical ABCs: Arabic, Book Chapters, and Cats with Dr. Chad Raymond

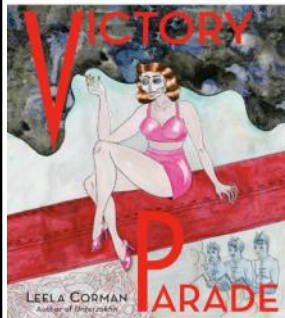
Thursday, January 23 4-5:30pm McKillop Library, First Floor



Inclusive Reading Club



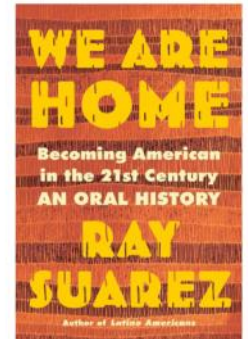
Essays from Reclaiming the Great World House Thursday, January 30 4-5:30pm Antone Academic Center, Distefano Lecture Hall



Illustrating the Echoes of the Holocaust: Artist Leela Corman on Victory Parade

Monday, January 27 4-5:30pm McKillop Library, First Floor

Pick up copies of the MLK Week Keynote Speaker's book at the library, the Multicultural Office or the Misto Gatehouse!



MLK Week



IMMERSE YOURSELF IN THE LIFE AND LEGACY OF: REV. DR. MARTIN LUTHER KING, JR.

FOR FULL SCHEDULE: SALVE.EDU/MLK-WEEK



SUN, JAN 26TH THE MLK DREAM BRUNCH WITH BSU



MON, JAN 27TH MLK KEYNOTE LECTURE AND DIALOGUE WITH RAY SUAREZ



TUES, JAN 28TH SPOKEN WORD MERCY AND JUSTICE SHALL MEET



WED, JAN 29TH STEPPING INTO NONVIOLENCE: MERCY WALKS WITH MIGRANTS VIGIL



THURS, JAN 30TH INCLUSIVE READING CLUB CAMPUS READ AND DISCUSSION



FRI, JAN 31ST MLK DAY OF SERVICE: THE OUTREACH PROGRAM



The Dream Brunch





Stepping Into Nonviolence—Mercy Walks with Migrants Vigil

Stepping Into Nonviolence:

Mercy Walks with Migrants Vigil



Wednesday • Jan. 29, 2025

4:00 p.m.

Our Lady of Mercy Chapel

(& surrounding grounds/gardens)



Sophomore Studio—Calling for Volunteers!

Call For Volunteers!

The [Center for Advising, Career, and Life Design](#) welcomes volunteers to help with our Sophomore Studio course on **February 1st and 2nd**. Roles include being a panelist, helping students practice networking, and more!

You may choose to volunteer for one or both days of the studio. If you are interested, please reach out to [Dominique Gagnier](#) for more information.

Sophomore Studio is a 1-credit workshop and will be required of all students as part of the new core curriculum. This weekend workshop will give students a foundation in a variety of career development topics and the opportunity to network with internal and external partners.





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Important Dates

- December 23—January 1 (Monday—Wednesday) **Offices will be closed due to Holiday Break and will reopen on Thursday January 2, 2025.**
- January 20 (Monday) **Martin Luther King Jr. Day**, *University offices will be closed.*
- January 26—31 (Sunday—Saturday) **Rev. Dr. Martin Luther King, Jr. Week '25.**
- January 26 (Sunday 12pm) **MLK Week '25: The Dream Brunch**, *Ochre Court, State Dining Room*
- January 27 (Monday 4—5:15pm) **MLK Week '25 Keynote: We Are Home: The Beloved Community and American Migration** with **Ray Suarez**, *Bazarsky Lecture Hall*
- January 28 (Tuesday 7pm) **MLK Week '25, Spoken Word: Mercy and Justice Shall Meet**, *Gerety Hall Room 102*
- January 29 (Wednesday 4pm) **MLK Week '25, Sharing the Journey: Mercy Walks with Migrants Vigil**, *Our Lady of Mercy Chapel*
- January 30 (Thursday 4—5:30pm) **MLK Week '25, Essays from Reclaiming the Great World House**, *DiStefano Lecture Hall*
- January 30 (Thursday 4—5:30pm) **MLK Week '25, IRC Community Read and Discussion: Essays from Reclaiming the Great World House**, *Antone Academic Center, DiStefano Lecture Hall*
- January 31 (Friday 8am—2pm) **MLK Week '25, Essays University Day of Service**, *Ochre Court*
- February 11 (Tuesday 12—1pm) **Voices of Mercy: What Matters to Me and Why?** with **Dawn Emsellem**, *Ochre Court, State Dining Room*
- February 17 (Monday) **President's Day**, *University offices will be closed.*