# THE UHR CONNECT

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UNIVERSITY
HUMAN RESOURCES

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# LEARNING

## Communication Foundations

Learn how to communicate more effectively. Your communication skills affect your career prospects, the value you bring to your company, and the likelihood of your promotion. This course helps you communicate better in a variety of professional situations, including meetings, email messages, pitches, and presentations. Instructors Tatiana Kolovou and Brenda Bailey-Hughes introduce the four building blocks of communication—people, message, context, and listening—and show how they apply in different circumstances. Through the use of vignettes and applied tools, the course shows how to build this core competency and communicate in a way that effectively and professionally conveys your message.

UMD's e-learning tool, Lynda.com, migrated to the LinkedIn Learning platform on July 15. Current active users would have already received an email to activate their account. If you have not activated your account, log in to https://linkedin.com/learning using the organizational sign-in option. Logging into LinkedIn Learning creates your account and migrates any history you may have from lynda.com to your new profile.

**Users with Lynda.com accounts must activate their LinkedIn Learning account before March 31, 2020, to retain and migrate course history and progress.**

During the initial activation process, users will be asked to connect an existing LinkedIn profile or create a new one. Only a user's learning data and profile pictures are shared with UMD. No other data from your LinkedIn account is accessed or shared with UMD. For more details, please see Privacy Information for LinkedIn Learning Learners.

**Users activating and using LinkedIn Learning are not required to connect a LinkedIn profile.**

**Log In**
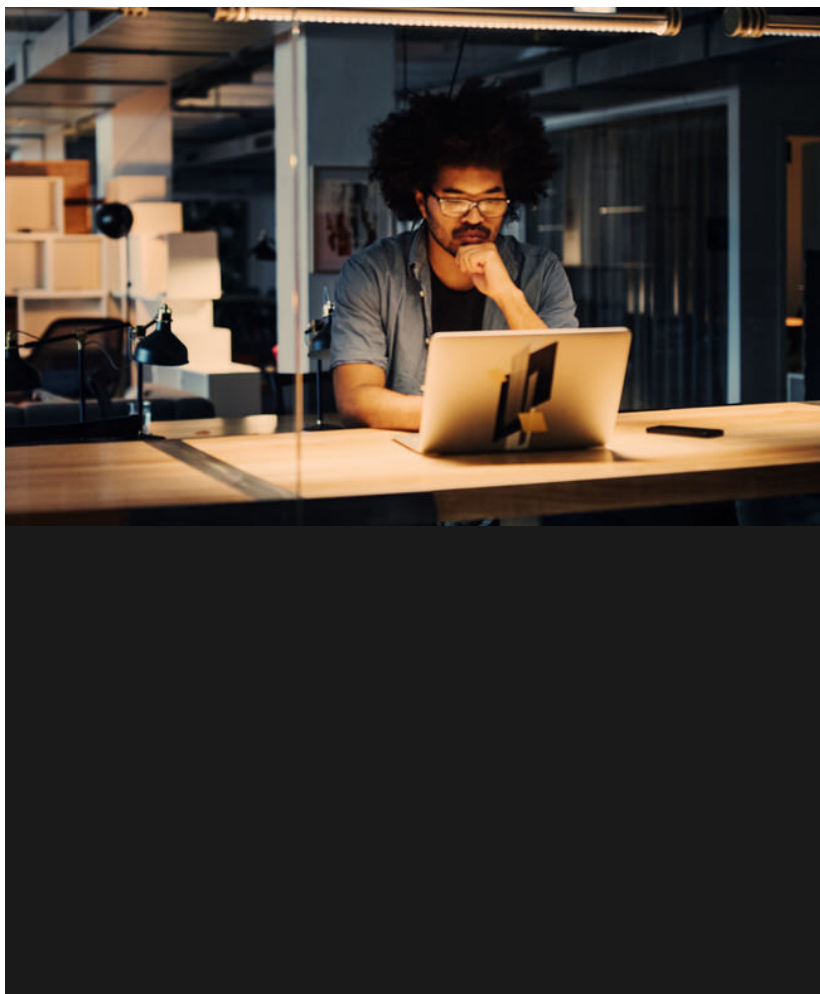
# BENEFITS OF CONNECTING MY LINKEDIN ACCOUNT?

A more personalized learning experience that includes individual course recommendations for learners based on job title, skills, and industry.

More insights into learning trends, what LinkedIn influencers and thought leaders are recommending etc.

More guidance to participate in learning, with LinkedIn Learning recommendations appearing within your LinkedIn profile.

For more benefits and information on connecting accounts, download this information sheet.

## WHAT NOW?

Log in to LinkedIn Learning using your UMD credentials.  Your course history and playlists migrate after the initial log in.

Previously shared course links are redirected to LInkedIn Learning. However, you will need to provide a direct link to replace this as the redirection will end.

If you have shared links to playlists, those links will no longer work.

You will need to download the LinkedIn Learning app to replace the Lynda.com app if you currently use Lynda content on your mobile or tablet.

## AFTER YOU LOG IN

**Gaining skills with LinkedIn Learning** shows how to use LinkedIn Learning alongside cutting-edge, brain-based research to create a learning game plan, execute it, and make the knowledge stick. Understand which skills are in demand, how to find the training to reach your goals, and how to showcase your new skills.

**How to use LinkedIn Learning**. Learn how to find the best courses to take using our recommendations and search tools, explore learning paths, play and pause training videos, use transcripts and exercise files, and customize your learning experience.

## CHANGES TO CAMPUS WIFI

This summer, DIT is implementing changes to the University of Maryland wireless network offerings. Please note that eduroam is now the preferred wireless network for students, faculty, and staff. Beginning July 29, the umd-secure wireless network will no longer be available. To log in to **eduroam,** you will use your **@umd.edu email address** (not only your Directory ID) and your **Directory password**.

## IMPORTANT
# TUITION REMISSION
## UPDATE

The waiving of mandatory fees for employees taking classes at the University of Maryland ends beginning with the Fall 2019 semester.

In 2018, the Maryland Office of Legislative Audits found that the Board of Regents' Policy does not permit the long-standing campus practice of waiving mandatory fees for USM employees who receive tuition remission for courses taken at College Park.

Going forward, to comply with the Board of Regents policy and with the audit findings, the University has agreed to stop waiving mandatory fees for employees, beginning with the Fall 2019 semester.  Employees will now be responsible for payment of mandatory fees when receiving tuition remission for courses taken at the University of Maryland.

Please contact the Office of Employee Benefits in University Human Resources at mybenefits@umd.edu or 5-7575 if you have any questions.

# TIMELINE
# OPEN ENROLLMENT

**September** : DBM mails Open Enrollment Postcards to employee home
**October 8** : Open Enrollment Fair
**October 15 - November 14** : Open Enrollment

**Open enrollment is entirely online this year, no paper forms or IVR will be available.  Communications regarding your health benefits for Open Enrollment are sent via email.  Please ensure you have a current email address in PHR.**

# SUSTAINABLE COMMUTES
# PAY OFF
# THROUGH DOTS PARKING CASH OUT

Hate the stress, traffic, and cost of driving to work by yourself? What if you could get paid NOT to drive? You might be in luck!

In an effort to reduce the number of drive-alone trips to and from campus and help meet the university's Climate Action Plan goals, DOTS is offering $450 to the first 75 eligible employees who give up their parking permit and commit to a sustainable commute for the 2019-2020 academic year.

Visit go.umd.edu/parking-cashout for a full description and requirements and use the Smart Commute platform to help find your sustainable trip.

Sign up will be available at go.umd.edu/parking-cashout or in-person in the DOTS lobby starting Monday, August 5, 2019 (10:00 am EST) to Wednesday, August 14, 2019 (4:00 pm EST) or until full.

**Sign Up**

# WEIGHT WATCHERS @WORK

## Why Choose Weight Watchers?

- The flexibility that Fits Your Life
- Personalized food and fitness tracking
- A suite of digital and mobile tools to stay on track
- Guidance from a trained Meeting Leader who has been successful on the program
- Your health plan will reimburse you up to $150 per plan year for joining a weight loss program

If you are interested in joining the Chesapeake Building group, we will be starting a 26-week session soon.  The meetings are in the Chesapeake Building on Fridays from 8:45 am – 9:15 am  For more information, please email Stacy Sims at ssims@umd.edu.

# DID YOU KNOW?

While more than 70 percent of new mothers now initiate breastfeeding their infants for some period of time, less than 50 percent of women continue for the recommended breastfeeding duration. A primary reason that women discontinue breastfeeding is their return to work. But support for breastfeeding in the workplace has been proven to help mothers continue to provide their milk for their infants.
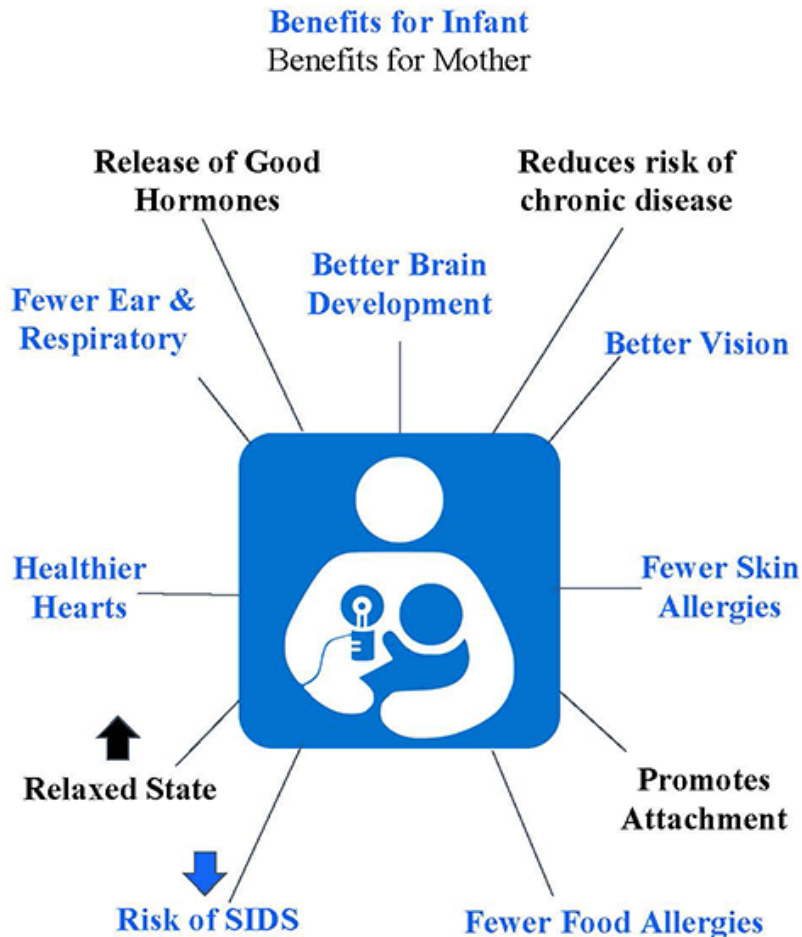
# THE NEED TO FEED

Please take a moment to answer this brief survey (Available in English & Español) about infant/child feeding (lactation/feeding) spaces on campus. The President's Commission on Women's Issues (PCWI) and the School of Public Health are exploring the need for lactation/feeding spaces and lactation/feeding resources on campus at the University of Maryland College Park (UMD).

**FOLLOW THIS LINK:**

**https://umdsurvey.umd.edu/jfe/form/SV_cFR1TibabyFSDvT**

**Purpose of the Study:** This survey will collect general Demographic Data, Awareness of (Lactation/Feeding) Facilities on campus, and Feeding Practices. The feedback on existing facilities that support nursing parents/caregivers will not only give more insight into usage patterns but help to increase awareness of current designated facilities, asking current users to weigh in on necessary improvements which will improve the health and safety of these spaces. The feedback on the importance and intent of/future use will aid in planning.

**Benefits for Infant**
Benefits for Mother

Release of Good Hormones

Reduces risk of chronic disease

Better Brain Development

Fewer Ear & Respiratory

Better Vision

Healthier Hearts

Fewer Skin Allergies

Relaxed State

Promotes Attachment

Risk of SIDS

Fewer Food Allergies

**Objectives:**

1. Assess Facilities to evaluate the need for lactation/feeding spaces.
2. Improve Facilities to promote healthy feeding behaviors on campus (this includes accessibility to disabled and LGBTQ+ populations).
3. Educate & Increase Awareness about the current facilities and work with the parent(s) to offer spaces conducive to comfortable and safe feeding practices and lactation facilities.

**Questions:** If you decide to stop taking part in the study, if you have questions, concerns, or complaints, or if you need to report an injury related to the research, please contact the co-investigators or email lactation@umd.edu for further information on these facilities or this project.

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# AUGUST
# Event Calendar

## 1
Mental Health First Aid Certification (Part 1)

## 5
New Employee Orientation

## 8
Mental Health First Aid Certification (Part 2)

## 12
UHR Benefits: New Employee Benefits Enrollment and Q&A

## 14
PRD: Process & Tools

## 16
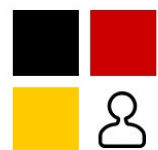Six Steps to Successful Investing

HR Power Hour

## 19
New Employee Orientation

## 26
UHR Benefits: New Employee Benefits Enrollment and Q&A

University Human Resources
**PEOPLE** - OUR PRIORITY