

# THE UHR CONNECT

December 2019 | Vol 5 No 12



UNIVERSITY  
HUMAN RESOURCES



## WHAT'S INSIDE

**UHR Bolsters UMD's Carbon  
Commitment and Climate Action Plan**

**LinkedIn Learning Update**

**FSA: Use or Lose**

**SRA: Deferral Limits for 2020**

**Saving for College**

**Youth Mental Health Workshop**

# UHR BOLSTERS UMD'S CARBON COMMITMENT AND CLIMATE ACTION PLAN

As a charter signatory of the [American College and University Presidents' Climate Leadership Commitment](#), the University of Maryland has dedicated significant resources to reducing carbon emissions and promoting sustainability. To meet this commitment, UMD has set --- and thus far has met --- aggressive targets for reducing carbon emissions, aiming ultimately to be carbon neutral (i.e., net-zero carbon emissions) by 2050. In tandem with the climate commitment, the [Office of Sustainability](#) has established a number of programs and initiatives to reduce UMD's environmental footprint. These efforts play out in all three key areas of the institution's mission: education, research, and service.

24 HOURS OF REALITY  
2019 STARTED THE  
CONVERSATION -  
WHAT'S NEXT?



In support of these important efforts, UHR's [Learning and Talent Development](#) (LTD) team has partnered with the Office of Sustainability to provide workshops and training sessions about the need for increased environmental and climate action. Indeed, because many scientists are concerned that we have as few as ten years before we hit a tipping point, i.e. a point after which we may be unable to reverse the effects of catastrophic change, the need for increased awareness has become especially acute. UHR's LTD is especially well suited to offer these types of workshops and sessions in support of

**97%** of climate scientists agree that human activity is driving a climate crisis all across the Earth.

We know it's happening, and we know why: carbon pollution from fossil fuels is warming our planet and throwing natural systems out of balance.

You don't have to look far to see the results. Hotter temperatures, stronger storms, rising seas, and so much more, threatening the health of our families and the future we pass on to generations to come.

What can we do? Shift from dirty fossil fuels to affordable clean energy sources like wind and solar.

The good news is clear: majorities of Americans and people around the world are ready to leave fossil fuels behind and create a sustainable future together. The tools and technology to do it are here today.

The choice is ours. We can solve this crisis. We can power our lives and economies without destroying our planet. But we have to act now.



Hotter and drier conditions caused by climate change are already impacting communities throughout Arizona.

the institution's broader climate and sustainability goals.

The first such workshop, *Hope and Solutions*, was presented by LTD's own Climate Reality trainer, Art Dwight. Held on November 21, the workshop was one of nearly two thousand climate action presentations presented in eighty countries around the world, all with the goal of generating global awareness about the catastrophic changes headed our way, changes that propel many scientists to conclude that we are facing a "climate emergency."

As dire as that sounds, Dwight explains that "the solutions are at hand. We currently have enough solar and wind technology to power the entire

planet." Because the cost of renewable energy is dropping rapidly and is already at, or below, the cost of fossil fuels, the economics of clean energy has the potential to be the catalyst for the urgent change needed.

Thinking of JFK's challenge to land on the moon within a decade, one workshop participant observed that reducing greenhouse gasses before hitting the tipping point "could be our moonshot."

While the large-scale solutions like wind and solar energy are promising, action on the individual level is also critical, so at the end of the workshop, participants were invited to make a personal commitment to contribute to the Climate and Carbon efforts. Similarly, the LTD



Carbon pollution from burning fossil fuels like coal, oil, and natural gas is changing our climate and warming our planet.

It's simple: the more carbon pollution in the air, the more the sun's energy gets trapped as heat. Which means things keep getting hotter. In fact, the world has already gotten nearly 1°C warmer since 1880.

team is currently evaluating everything it does in terms of its impact on resources and the use of energy. Climate emergency action ideas and updates are now part of the LTD team's bi-weekly staff meetings. For ideas about what you can do, visit the Sustainability website; perhaps you will want to submit a proposal for a [Sustainability Fund](#), or become the advocate in your office for the [Green Office](#) program.

Additionally, look for more campus-wide climate presentations in 2020, and consider having UHR's Learning and Talent Development team do custom presentations for your department if you are interested in having us come to you. To learn more, email us at: [traindev@umd.edu](mailto:traindev@umd.edu)

[Learn More](#)

## LEARNING SPOTLIGHT

### Leveraging Technology for Time Management

Technology can be both a boon to productivity and a major time sink. In this installment of the Productivity Tips series, productive leadership author and speaker Dave Crenshaw helps you get comfortable with technology and explains how to leverage particular tools and features to make the most of your workday. Discover how to use social media more sensibly, clear your mind by incorporating note-taking apps into your workflow, and reduce digital interruptions. Dave also shares tips for avoiding multitasking while on the road, remaining engaged during video meetings, and determining when to invest in updated tech.

[View Course](#)

## UPDATE LINKEDIN LEARNING

Based on feedback from users, LinkedIn Learning's login flow has been changed.

### What's changing?

LinkedIn Learning is taking a simpler 'email-first' approach to your login experience. When you navigate to LinkedIn Learning via [www.linkedin.com/learning](http://www.linkedin.com/learning), you will simply be asked for your email address to initiate the login flow. Then, you will be directed to the CAS login screen for authentication.

This change dramatically improves on learner's login experience and is an improvement as a result of your feedback in action. As always, keep it coming!

### BUSY MONTH FOR UMD AND LINKEDIN LEARNING

1,209

Courses  
viewed

118

Courses  
completed

6,936

Videos  
viewed

5,322

Videos  
completed

MAKE THE MOST OF YOUR  
COMMUTE AND USE THE AUDIO  
VERSION OF A COURSE

# FSA BALANCES DEADLINES TO USE

Do you still have money in your 2019 P & A Group flexible spending account? Remember – it's the use it or lose it rule. If you don't use the money remaining in your account by the deadline date, you will forfeit the money. You have until **March 15, 2020**, to incur eligible expenses for your **Health Care FSA**. You have until **December 31, 2019**, to incur eligible expenses for your **Dependent Day Care FSA**.

Here are some ways to use your Health Care FSA before the end of the year:

1. Acupuncture
2. Contact lenses
3. Contact solution (You will have to pay out of pocket and submit the receipts for reimbursement.)
4. Dental treatment
5. Doctor's office copays
6. Eye exams
7. Health Insurance deductibles
8. Hearing Aids
9. Lasik Surgery
10. Over The Counter medications such as cold medicine, allergy treatment, and pain relievers require prescriptions for reimbursement.
11. Prescription glasses
12. Prescription medications
13. Transportation (mileage) to and from doctors' appointments

## HOW TO SUBMIT AN FSA CLAIM

There are three ways to submit a claim for reimbursement:

**QuikClaim** - instantly submit claims and receipts directly from your smartphone.

Step 1. Capture a picture of your receipt or other supporting documentation of your eligible expense.

Step 2. Log into your P&A Account at [www.md.padmin.com](http://www.md.padmin.com) from your mobile device. Select Account Login and follow the prompts on your screen.

**Electronic Claim Upload** - submit claims directly online at P&A's website [www.md.padmin.com](http://www.md.padmin.com) by logging into your P&A account. Select Upload Claim/Documentation under the Member Tools tab.

**Fax or Mail a Paper Claim** - claim forms are online at [www.md.padmin.com](http://www.md.padmin.com). Complete a form and fax or mail it to P&A Group.

FAX: (844) 638-1901

MAIL:

P&A Group  
17 Court St.  
Suite 500  
Buffalo, NY 14202



# SRA CONTACTS



800-842-2776



800-343-0860



Maryland Teachers & State Employees  
Supplemental Retirement Plans

800-545-4730

## 2020 SRA DEFERRAL LIMITS

The Supplemental Retirement Annuity (SRA) deferral limits have increased for the calendar year 2020. Therefore, if you are under the age of 50, you may contribute up to **\$19,500** in 2020. The age 50 and over catch up limit is **\$6,500**. If you are over age 50, you may contribute **\$19,500** plus an additional **\$6,500** for a total of **\$26,000** in 2020. The following information is provided to assist you as you consider starting, maintaining ,or increasing your contributions.

Employees may begin or continue current deductions to either a 401(k) or a 403(b) plan and, also, open a 457(b) plan to defer income beyond the maximum permitted with either the existing 401(k) or 403(b) plans. Contributions up to the maximum can be made to both plans [i.e., **\$19,500 plus \$6,500 (\$26,000)**, if over age 50, to the 401(k) or the 403(b), and an additional **\$19,500 plus \$6,500 (\$26,000)**, if over age 50, to a 457(b)]. You may maximize your deferral amount by using the following chart:

Pay Frequency	Under age 50 \$19,500	Age 50 and over \$19,500 + \$6,500
Biweekly (26 pays)	\$750	\$1,000
Biweekly (22 pays)	\$886.36	\$1,181.81

Calculations based on deferral election effective for the first pay period in 2020 (Pay period ending January 4, 2020)

# SAVING FOR YOUR CHILDREN'S EDUCATION

Maryland 529 college savings plans make it easier than ever to save for college with two smart choices (use one or both).

## Maryland Prepaid College Trust

- Locks in tomorrow's tuition at today's prices
- Backed by Maryland Legislative guarantee
- Offers affordable and flexible tuition plans and payment options
- Open to 12th graders and younger, including newborns

## Maryland College Investment Plan

- Offers a variety of investment portfolios managed by T.Rowe Price
- Flexible contribution amounts starting at \$25/month
- Open to children or adults of any age

**To find out more, plan to attend:**

**Informational Seminar**

**Presented by: Maryland 529**

**When: January 22, 2020**

**Where: 1101U Chesapeake Building**

**Time: 11:00 – 12:00 or 1:00 – 2:00**

An invitation will be sent out in early January, or you can register at [training.umd.edu](http://training.umd.edu). Just click on the date and time to register.

[Register Today](#)

# Maryland529

*formerly College Savings Plans of Maryland*

**HIGHLY  
RATED BY  
MORNINGSTAR**

The Maryland College Investment Plan was one of only 13 plans in the country to receive a "Silver" rating by Morningstar, Inc. in 2019.

[Details](#)





# DECEMBER

## Event Calendar

9

New Employee  
Orientation

11

PRD: Process and  
Tools

12

ESL: Conversational  
Workshop  
LDI: Performance  
Management

13

Social Security : One  
piece of the puzzle

16

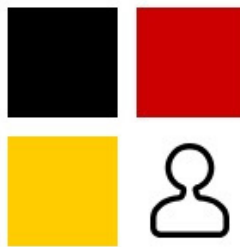
New Employee  
Benefits Enrollment  
and Q&A  
Parental Leave for  
Staff

19

Parental Leave for  
Faculty  
ESL: Conversational  
Workshop

20

HR Power Hour



University Human Resources  
**PEOPLE** - OUR PRIORITY