

### **EHP Wellness Ambassador Program**

The Ambassador Program recruits UNM staff and faculty who are advocates for healthy living, no matter where they are in their personal journey. Passionate employees serve as liaisons between UNM EHP and their co-workers by engaging them to participate in and share programming that promotes healthy behaviors and inspire lifestyle changes.

As a UNM Wellness Ambassador, each of the 57 employees (representing both Main and North Campus) who volunteered in the inaugural year were a vital part of the dynamic team supporting the work that EHP does. The Ambassador program focused its energy on shifting our culture toward a commitment to personal health and wellness with monthly department challenges, health education instruction and wellness initiatives. This year, we will continue to grow the program by recruiting ambassador participation from branch campuses and introducing new wellness challenges to our campuses.

### **Financial Wellness Program**

The UNM Financial Wellness Program is a financial education program for UNM faculty, staff, and retirees. Offerings include an annual 2-day Financial Fitness Forum on main and north campuses in the spring, including virtual access state-wide. Monthly financial education seminars on main and north campus are also available virtually state-wide. Financial mini-forums are offered to each branch campus annually. Topics in high demand include Budgeting & Cash Management, Credit & Debt Management, Financial Risk Protection & Insurance, Saving for Goals, Investing, Retirement Planning, and Estate Planning. A Financial Wellness website was established for virtual access to program information and events.

Retirement preparation was expanded in February 2017 from a monthly facilitator-led class to a comprehensive 3-Module Online Retirement Overview that is accessible 24/7. The Retirement Overview Series was created to make detailed information and resources available to employees on-demand, in a location and delivery mode of their choice.

### **HR Staffing: Shared Service Center – coming soon**

Based on UNM's continued efforts in *right sizing* our staffing levels, UNM Staffing Services will be launching a Shared Service Center (SSC) model fall 2017. The SSC model will be an added resource where departments can engage in our full-service staffing model or choose from an *a la carte* services menu which is tailored specifically to the department's needs. The SSC model will be a valuable resource and cost effective model for departments who don't have dedicated resources focused on hiring needs. The hiring department will have an initial consultation with a recruiting representative to discuss their staffing needs and will be engaged throughout the staffing process.

We have partnered with HSC who has agreed to assist by pre-paying for Shared Services which allows us to introduce this new initiative. We have also had initial conversations with the Provost's Office (Academics Affairs) to gauge their interest in supporting our new initiative. Finally, HR will continue conversations with Enrollment Management, other departments and even branch campuses to ensure the program we develop meets their various needs. Formal communication will begin within the next few weeks as we finalize the internal structure in order to go live.

### **Compensation Practices for Non-Union Staff – coming soon**

In spring 2016, we completed a study that evaluated our current staff compensation guidelines and recommended some changes to our current practices. Ultimately, the goal was to redesign, implement and communicate a comprehensive compensation program. A program based on policies that reflect best practices, are effective and sustainable. We wanted to be more transparent in our practices and to build trust and cooperation from the campus community. Unfortunately, after completing this study, roll-out was delayed due to budgetary concerns that prevented us from adopting the recommendations from the study for fear that the changes would be financially burdensome.

In FY18, HR will bring forward some of the recommendations from the compensation study to enhance supervisors' opportunities to compensate employees by allowing more flexibility for high performing employees but still manage the overall cost to implement. We will focus on a redesign of our current equity grid/process at time of hire, introduce the idea of retention offers (prior to another offer of employment), counter offers based on internal offers, pay appropriately for reclassifications (based on need, education, experience) and allowing higher salaries based on supporting documentation for extenuating and unique circumstances.