Our Inaugural Issue – A Time of Reflection

Welcome to the first edition of The Health Examiner!

In early March 2020, the UC San Diego Health Human Resources (HHR) Team was excited to initiate the work of producing a quarterly newsletter highlighting the benefit resources for the roughly 20,000 faculty and staff of UC San Diego Health Sciences. That excitement quickly turned into concern as COVID-19 impacted the world – including our San Diego community. The death of George Floyd then brought attention to the insidious and dangerous plague of systemic racism.

The circumstances we find ourselves in doesn’t change the purpose of this newsletter, which is to keep you informed of benefit offerings, events, and changes. However, recent events emphasize the need to ensure that our employees have resources on wellness and mindfulness. Additionally, we are reminded of the need to provide resources to UC San Diego Health Sciences employees who might be experiencing the inequities of health services and food scarcity.

We echo the sentiments found in the communication from the Office of the Chancellor on May 29, 2020, in response to the deaths of George Floyd, Breonna Taylor and Ahmaud Arbery, “We also denounce vigilante acts that terrorize members of the community based upon race, ethnicity, country of origin, religion, disability, gender, gender identity, or sexual orientation. We as a community must not and will not tolerate acts of hate, bias or violence. We are committed to doing what can be done within our institution to make sure everyone feels that they belong and that they matter. This should be our commitment to ourselves and to each other.”

Our hope and goal is to ensure that this quarterly newsletter will contribute to this commitment. This is only possible due to the contributions and collaboration of our many partners, which includes HR colleagues on Campus, the Employee Wellness Coordinator, and the Healthy Campus Network. We look forward to your feedback and recommendations for our future newsletters, which can be provided in the link found in the footer.

- The Health HR Benefit Services Team

Quick Links

Benefit Carrier Plan Contacts
Bookstore
COVID-19 Resources
Employee Assistance Program
Employee Discounts
Employee Rx Fulfillment
Family Care Resources
Financial Advisors
FSA Plans
Health Plan Advocates
Human Resources
Legal Insurance
Long Term Care Insurance
Pet Insurance
Retirement
Smoking Cessation
Tuition Discounts
UCPath
USE Credit Union
Wellness Program
UCPath – Live Effective June 1

UCPath was implemented by the University of California to modernize and optimize human resource and payroll systems. If you have not done so yet, you are encouraged to log-in to the UCPath self-service portal, which replaces most of the functions of AtYourServiceOnline. You are able to add your emergency contacts, review your paystubs, view your current benefits, and much more.

Some of the services previously provided by HHR are now available and managed through the UCPath self-service portal. Please see below for where to go for your benefit services.

<table>
<thead>
<tr>
<th>UC San Diego Health HR (HHR)</th>
<th>UCPath Self-Service Portal</th>
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<tbody>
<tr>
<td>Answers questions about benefit plan options</td>
<td>Enroll in, change, or expedite benefits</td>
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<tr>
<td>Clarifies eligibility and benefit policies</td>
<td>View your current enrollments &amp; paystubs</td>
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<tr>
<td>Facilitates new hire orientations</td>
<td>Update your tax &amp; payroll information</td>
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<tr>
<td>Provides benefit carrier contact info</td>
<td>Obtain benefit verifications</td>
</tr>
<tr>
<td>hhr.ucsd.edu</td>
<td>ucpath.universityofcalifornia.edu</td>
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<tr>
<td>619-543-3200, Option 2</td>
<td>951-787-5095</td>
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Invest in Yourself and Be Socially Responsible!

Whether you are looking to pay down debt, build a budget, or simply ensure you are on the right track for retirement, Fidelity is here to support you. Meet with one of the UCSD-dedicated Retirement Planners, Ron Appling or Matt Vallejo, for complimentary one-on-one assistance with all of life’s money matters. To schedule your one-on-one appointment, click here to register online or call 800-558-9182.

Did you know that the UC Retirement Savings Program also gives you access to investments that are socially responsible? You are able to use the plan’s BrokerageLink® option to help match your investments to your ethics. Where you put your money could help change the world.
July 2020

The Health Examiner

A newsletter for UC San Diego Health Sciences employees, produced by the Health HR Benefit Services Team

Did You Know?

Some Benefit Changes are Allowed for Pandemic Relief

UC San Diego employees can make changes to their health plans now instead of waiting until Open Enrollment. You’ve seen our dedicated team members care for our community during the COVID-19 pandemic. If you’re ready to switch to UC San Diego Health for your own care, there’s no better time than now.

More about the special enrollment period
You usually can’t change your health plan outside of Open Enrollment unless you have a qualifying life event. But because of the COVID-19 pandemic, the federal government has given employees flexibility to make changes to group health plan coverage and more time to complete some transactions. The special enrollment period began June 1, 2020 and closes October 28, 2020.

To learn about your new options and how to switch, visit ucal.us/covidbenefits

Find Support During Stressful Times

- **Healer Education Assessment and Referral Program (H.E.A.R.).** The UC San Diego HEAR program was created to offer confidential support and resources for those dealing with personal and emotional challenges.

- **COVID-19 and Equity, Diversity, and Inclusion.** While COVID-19 is impartial to who may contract the disease, data shows that marginalized communities are bearing the worst of this public health crisis. The Office of Equity, Diversity, and Inclusion created a resource to help spread awareness and share actionable insights on how we can mitigate hate, bias, and the health and economic disparities at the intersection of COVID-19 and equity, diversity, and inclusion.

- **Employee Assistance Program (EAP) Resources During the COVID-19 Crisis.** In response to COVID-19, Optum created a website to support our employees. It contains FAQs, videos, articles, and other support tools.

- **Support for the Mind.** The Sanford Institute and the Compassion Institute worked together to provide daily streams and recordings of mindfulness and compassion sessions to provide resources and online support to those affected.

- **Black Resource Center.** The Black Resource Center provides a supportive campus community space for the Black experience at UC San Diego. In the coming weeks, there will be further information regarding resources for our black health employees at all levels.

UC San Diego Health HR Mission: To attract and develop the talent who enable us to discover, teach, and heal.

Your feedback is welcome and can be submitted at Health Examiner Survey
Support for Health Plan Issues

The UC San Diego Health Care Facilitators (HCF) support almost 30,000 faculty, staff, and retirees who have not been able to manage complex health plan issues, such as billing and patient rights.

Before consulting with your Health Care Facilitator:
1. Take the time to understand your benefits by reviewing your medical plan booklet on UCnet.
2. Contact your medical plan and your provider to confirm authorization requirements prior to receiving services and to clear up billing concerns.
3. Reach out to your HHR Benefit Services Team with any questions about your benefit plan options, eligibility, and policy guidance.

If you still have questions after steps #1-3, please consult with our Health Care Facilitators at hcfhelp@ucsd.edu.

Need Help Sleeping?

UC San Diego Health Wellness Program

How about taking some time for self-care this summer? In addition to a variety of virtual class offerings, the UC San Diego Health Employee Wellness Program will offer an inaugural six-week Healthy Sleep Challenge. Despite being a crucial function, the effect of sleep on our lives is dramatically undervalued and underappreciated. This program will give you practical, tangible, and easy-to-implement information and action steps. The program will include a weekly email with a short educational video, two live virtual question and answer sessions, and a drawing for a heart rate variability monitor (you will learn why this is important!), and cover the following:

- Baseline assessment and sleep education
- Behaviors and stimulus control that lead to falling and staying asleep
- Circadian rhythm assessment and schedule timing cues
- Autonomic nervous system balancing
- Tools for continued success

Interested? Register here.

Questions? Please contact Brenna Joyce, Employee Wellness Program Coordinator, at bjoyce@ucsd.edu. More information about our Wellness Program may be found by visiting ucsdhswellness.blogspot.com.

Pharmacy Convenience & Discounts

The UC San Diego Health Pharmacy offers prescription services to UCSD employees. Maintenance medication copays are the same as mail order costs for Health Net Blue & Gold or UC Care (3 month supply for 2 month’s copay). Prescriptions will be filled by our Community Care Pharmacy in Rancho Bernardo. For your convenience, prescriptions can be mailed directly to your home, or you may pick them up at either the Hillcrest Discharge Pharmacy or the Jacobs Discharge Pharmacy.

For questions regarding employee prescription fulfillment, please call the Rancho Bernardo Pharmacy at 858-249-4103 or see this tip sheet.
UC San Diego Healthy Campus Network (HCN) – A Resource for You!

The goal of the HCN is to create a strong and sustainable campus-coordinating structure to make all UCs healthy places to work, learn, and live for staff, faculty, and students. With a focus on equity and inclusivity, this multidisciplinary effort is focused on enhancing communication, coordination, and raising the awareness of the many UC San Diego HCN partner programs. Solid foundation and unified goals were established to reimagine our campus and advance the health and well-being of our diverse University community.

HCN’s Recent Accomplishments

Healthy Campus Network and its members played a role in the University’s response to the COVID-19 pandemic to provide resources for health and wellbeing for students, staff and faculty. In partnership with the Staff Association, a Staff Food Insecurity workgroup was established. Bilingual webinars were conducted on food access resources, such as CalFresh, Pandemic EBT, food distribution sites, and the Mas Fresco, More Fresh financial incentive match program for purchasing produce. In partnership with the Hub, produce boxes were also distributed to staff from Facilities Management, HDH Custodial services, Hillcrest frontline staff, and refugee and immigrant residents in the San Diego community. (Click here for more information on food access resources.)

HCN’s Upcoming Events & Resources

● **Tritons Flourish.** A network of support and accountability for staff and faculty interested in flourishing in their personal and professional lives, is offering online sessions on how to maintain resilience and flourish while managing the many stressors we face. The next session is on July 10, 12:00 - 1:00 pm. Register here.

● **Home-Based Solutions.** The Environment, Health and Safety’s Ergonomics Team provides a wide range of resources for home-based offices to help employees telecommuting during the pandemic to use the items that they have in the home to create a comfortable, safe, and productive workspace.

The UCSD Healthy Campus Network looks forward to sharing our campus successes in future editions of this newsletter and working with you to continue creating a culture of health at our University and addressing the collective needs of our campus. In the meantime, learn more about the UC San Diego HCN and explore opportunities for involvement at healthycampus.ucsd.edu.

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