

# YOUR LIFE *well lived*

JUNE 2022

WELLBEING RESOURCES FOR HARVARD UNIVERSITY FACULTY AND STAFF



## It's Time to Take Your Time!

Many of our employees have been working at full speed for two years now, and it's time to tap the brakes a little, reward ourselves for jobs well done, recharge, and think about how to reset our expectations and approach to work.

For this reason, we're introducing the [Recharge Harvard](#) initiative — [announced by VP of HR Manuel Cuevas-Trisán](#) last week — and encouraging you to use the vacation time off you've earned.

In the coming months, you'll hear more from Recharge Harvard, including research on the benefits of taking time off, fun activities available for every budget, and links to music playlists, tip sheets for staff and managers to encourage and manage time off, downloadable Zoom backgrounds, and more!

Recharge Harvard is designed to help staff and managers increase their own wellbeing, with information and tips like these:

- [Vacations have a positive effect on your physical health](#). In fact, they've been shown to reduce high blood pressure, high blood sugar, and abnormal cholesterol levels — factors that can lead to higher risk of heart attacks, strokes, and diabetes.
- Taking your vacation time can actually [advance your career](#). One study showed that people who took more vacation days had higher performance and greater job satisfaction.
- You don't need to travel or spend a lot of money — consider catching a game, going to a movie, or visiting a local amusement park with discounted tickets from [Outings and Innings](#) (HarvardKey required).
- Research shows [just a four-day trip away can decrease stress](#) for five weeks afterwards.
- Remember: To benefit from a vacation mindset, it's important to *actually* [stop working](#). With [proper planning](#), you [shouldn't need to check your work email](#) (at all!) while on vacation.

We're excited to help you take the time you've earned. Keep your eyes open for more ideas and encouragement from Recharge Harvard.

## Changing Your Benefits for Certain Life Events is Now Easier in PeopleSoft

When the circumstances of your life change, you may be able to adjust your benefits to meet your new needs. Certain [events as defined by the IRS](#) permit you to make benefit changes during the year that can otherwise only be made during the annual open enrollment period. You have **30 days** from the date of the event to make changes.

Making these changes has gotten easier when you [get married or register a domestic partner](#) or [welcome a new child](#) because you can now [initiate your own changes directly in PeopleSoft](#) and make your updates at a time that's convenient for you, within the 30-day period. Please note that you can't initiate any changes prior to the actual event date.

To make changes in response to other qualified life events, you will still need to [email Harvard Benefits](#) (or call 617-496-4001) to initiate the process.

Check out the What Happens When series, found on [HARVie](#), to see how your insurance, retirement, and other benefits may be affected and learn about additional perks and considerations that may be important when you experience a life-changing event.



Please note that employees and covered family members who are enrolled in a Harvard-sponsored BCBS or HUGHP medical plan will receive new ID cards in late June. Look for them in your mailbox!

## MIND AND BODY

**“When you become the image of your own imagination, it’s the most powerful thing you could ever do.” — RuPaul\***

- If you're enrolled in an eligible Harvard-sponsored medical plan, you can compare costs and receive incentives for choosing cost-effective, high-quality, in-network providers for medical tests and services with [SmartShopper](#). Use SmartShopper by June 15 to be entered in a drawing for a \$20 Amazon gift card.
- Nourish your body and support local agriculture when you buy fresh food at [the Farmers' Market at Harvard](#), returning for the season on Tuesday, June 21.
- Want to gain a better understanding of gendered pronouns? [Learn why pronouns matter](#), and find a collection of university resources that [support LGBTQ+ students, staff and faculty from the Office of Equity, Diversity, Inclusion & Belonging](#).

## LEARNING AND GROWTH

**“When the going gets tough, the tough reinvent.”  
— RuPaul\***

- Find a pertinent [summer course at the Center for Workplace Development](#) to gain skills and strategies that can enrich your personal and professional life.
- [Register](#) for Career Connections Across Harvard on June 9. Meet representatives from all the Harvard schools, and attend panels and discussions on career mobility.



- Discover how to engage in acts of allyship, what constitutes an LGBTQ+ inclusive organization, and why we should value inclusive workplaces, when you take the LinkedIn Learning course, [Understanding and Supporting LGBTQ+ Employees](#).

## LIVING AND WORKING

**“I kind of have this mentality that says, ‘Everything will work out in the end. And if it’s not working out, it’s not the end.’” — RuPaul\***

- Explore Harvard’s myriad resources for the [LGBTQIA](#) community.
- Attend the [Becoming a Better Ally](#) webinar on June 14 and learn about five important steps you can take toward supporting underrepresented communities.
- Because there is no cure (yet), early detection is still the best defense against Alzheimer’s. Learn to recognize [The 10 Warning Signs of Alzheimer’s](#) in this webinar from the Alzheimer’s Association.

## FINANCES AND SECURITY

**“True wealth is having the knowledge to maneuver and navigate the mental obstacles that inhibit your ability to soar.” — RuPaul\***

- If you’re administrative, professional, or support staff hired before July 1, 2001, and part of your retirement benefit is managed by Harvard, you can get a detailed estimate of your future retirement benefits. Simply review our new [interactive sample retirement](#) plan benefit estimate and/or request a personalized estimate by contacting the Harvard University Retirement Center at 800-527-1398.
- Members of the LGBTQ+ community may require customized solutions regarding marriage, family planning, retirement, and estates. Register for MetLife’s webinar [Planning with Pride: Financial Tips for the LGBTQ+ Community](#) to understand your options.
- Be careful: Employees are encouraged not to respond to emails or calls from the “Institute of Financial Wellness,” which has been falsely claiming to be associated with Harvard. [Learn more](#).

\*RuPaul (b. 1960) is a drag queen, recording artist, model, actor, and host of “RuPaul’s Drag Race,” who has been credited as a pioneer of queer representation in media and was named one of Time magazine’s 100 most influential people in the world. Happy Pride Month!

To explore additional Harvard employee events, view the [full calendar](#) on HARVie.