

WELLBEING RESOURCES FOR HARVARD UNIVERSITY FACULTY AND STAFF



To Sleep, Perchance to Dream

“Springing forward” one hour on March 10 for daylight saving time is a welcome return to longer days and shorter nights. But the time change causes many of us to lose precious sleep overnight, leading to groggier mornings. Not coincidentally, March 11 is National Nap Day, a gentle reminder to prioritize rest. In fact, consistent sleep is an often-neglected but vital component of our physical and mental health.

Harvard Medical School’s [Division of Sleep Medicine](#) provides evidence-based videos and articles on [the importance of sleep](#), common sleep issues such as [insomnia](#), [apnea](#), and [narcolepsy](#), and practical tips on [how to get better sleep](#). While scientists at Harvard continue to investigate the mysteries of sleep, it’s clear that [adequate sleep is associated with benefits](#) like improved cognitive function and overall wellbeing. Conversely, [insufficient sleep is linked to drawbacks](#) such as impaired judgment and heightened risks of chronic diseases.

If you’d like to improve your sleep:

- Access resources from KGA—videos, articles, and podcasts—designed to help you [develop better sleep habits](#). Benefits-eligible staff can enroll using the company code: harvard.
- Download the [Ten Percent Happier app](#) (free for benefits-eligible faculty and staff) and explore the section on sleep.
- Attend Learn to Live’s webinar on Unmasking the Secrets to a Better Night’s Sleep on [March 6](#), [March 15](#), or [March 19](#); use access code HUWellbeing to register.
- Follow the Division of Sleep Medicine’s [twelve simple tips to improve your sleep](#).

The best news for your sleep? As the days get longer, your internal clock can naturally adjust. Exposing yourself to some morning sunshine by taking even a short walk outside, for example, can help set you up for a better night’s sleep. Sweet dreams!



Thank you for your responses

The Benefits Office would like to thank everyone who completed the post-Open Enrollment survey! Your feedback will help as we plan for future Open Enrollment periods.



Get Reimbursed for Last Year's Expenses

Monday, April 1 marks the deadline for a number of reimbursement programs that you may qualify for. Some of this money may have been deducted from your paycheck specifically for these purposes, so don't forget to claim it before it's too late!

- Medical expenses: Members of a Harvard-sponsored medical plan (not including the High Deductible Health Plan) who meet the eligibility criteria for our [Medical Reimbursement Program](#) can submit eligible medical plan expenses incurred in 2023 for reimbursement:
 - as a union member through the [Copayment Reimbursement Program](#), or
 - as faculty and nonunion staff through the [Reimbursement Program](#).
- Fitness and weight-loss expenses: Claim up to \$150 for qualifying gym memberships, subscriptions, or equipment AND up to \$150 for eligible weight-loss programs through your [Harvard-sponsored medical plan](#).
- [Flexible Spending Account](#) (FSA) expenses: If you enrolled in an FSA for 2023, get reimbursed for your eligible out-of-pocket health and/or dependent care FSA expenses (incurred January 1, 2023 through March 15, 2024*) by submitting a completed reimbursement form with any necessary receipts to [Voya Financial](#).

Voya Financial administers many of our benefits programs. Take time to look through their [list of Harvard reimbursement programs](#) to see which expenses you've incurred in 2023 are eligible for reimbursement, and to help plan your spending in 2024. Remember, you have only until April 1 to submit your expenses for reimbursement; after that date, any unclaimed FSA funds will be forfeited. Please note, you cannot be reimbursed for the same expenses through the Medical Reimbursement and Health FSA.

*Or, for the Health FSA, through your FSA enrollment end date if prior to December 31, 2023.



There's another big deadline coming up next month—Tax Day, April 17—so consider gathering and organizing your tax information sooner rather than later (especially if you're expecting a refund). Here are [some resources to help get you started](#).

MIND AND BODY

"It's really hard to be consistent. You have to know your body and know yourself." - Yu Darvish*

- Learn to use different communications styles to express what you want, without feeling guilty or stressed, at the Learn to Live webinar, [Setting Boundaries for Well-Being: The Art of Assertiveness](#). Use access code HUWellbeing when registering.
- Hear the Kennedy School's Erica Chenoweth discuss the role of women in resisting authoritarianism at [From the Ground Up: How Women Help Resistance Movements Succeed](#), a Zoom meeting of the Committee on the Concerns of Women at Harvard.
- Incorporate movement into your daily routine with [yoga](#), [Pilates](#), [stretching](#), [tai chi](#), and [other in-person and online classes](#) from the Harvard Center for Wellness and Health Promotion. And incorporate stillness into your lunch hour with drop-in [guided meditations](#) over Zoom, every weekday from 12:15–12:45 p.m.

LEARNING AND GROWTH

“You will only achieve success if you know how to learn from your failures and mistakes.” - Christiane Amanpour*

- Contemplating the next step in your career at Harvard? Get advice, resources, and strategies from a panel of colleagues who have successfully made professional transitions at the online Career Connections Across Harvard Event, [Moving Forward with Your Harvard Career Goals](#).
- Explore live virtual courses from the Center for Workplace Development including: [A Mid-Career Check-in for Grades 57+ on March 14](#), [Boost Your Harvard Career with LinkedIn](#) on March 22, and [Reimagining Retirement](#), a two-part program on April 3 and 10.
- Did you know that your Harvard School or Unit can sponsor an [Administrative Fellowship Program Visiting Fellow](#) and promote leadership opportunities for mid-career professionals from historically underrepresented groups? Learn more at one of CWD’s upcoming [virtual information sessions](#).

LIVING AND WORKING

“I’m a firm believer in doing things that scare you.” - Catherine Bell*

- Find out how our Care.com and KGA programs can help you negotiate the world of eldercare through expert advice, emotional support systems, and a national referral network at the [Adult and Eldercare Resources Overview](#) webinar.
- Stress happens, but how we respond to stress can make a difference in our work, relationships, and health. Discover how mindfulness techniques can help you maintain calmness during challenging situations at the [Managing Daily Stresses: A Mindful Approach to Work](#) webinar.
- Learn about the three components of social connection and why they matter to our wellbeing at the [Socialize Your Way to Health](#) online workshop.

FINANCE AND SECURITY

“Now we have all of this wealth, we could buy not only one expensive car; we could buy all of them. As soon as you realize that you could buy all of them, then none of them are particularly interesting or satisfying.” - Pierre Omidyar*

- Want to start saving for retirement, but not sure where to begin? TIAA’s [The Starting Line: Beginning to Save for Retirement](#) webinar covers important topics like budgeting, paying down debt, and harnessing the power of compounding.
- Get a handle on your tax situation at MetLife’s online [Tax Strategies: The Basics and Beyond Workshop](#).
- If you’re nearing retirement, now’s the time to develop a retirement income plan. TIAA offers guidance and advice in their webinar, [Live with confidence: 5 steps to creating your retirement income plan](#).

*Yu Darvish (b. 1986) is a professional baseball player who has pitched for the Hokkaido Nippon-Ham Fighters, Texas Rangers, Los Angeles Dodgers, Chicago Cubs, and San Diego Padres. Christiane Amanpour (b. 1958) is a journalist and television host who serves as CNN’s Chief International Anchor. Catherine Bell (b. 1968) is an actress, best known for her portrayal of Marine Corps lawyer Sarah Mackenzie on the television show JAG. Billionaire Pierre Omidyar (b. 1967) founded eBay and runs the philanthropic Omidyar Network with his wife. All of these individuals are of Iranian or Persian descent. On March 19 this year, Persians around the world celebrate Nowruz, marking the beginning of spring and the first day of the Iranian calendar.

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