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2014 Benefits Open Enrollment is April 9 - May 7, 2014

2014 Benefits Open Enrollment is April 9 - May 7, 2014 for Changes Effective July 1, 2014

2014 Open Enrollment Includes:
- Health Insurance
- Health Insurance Buy-Out Option
- Dental Insurance
- Vision Insurance
- MetLaw Benefit
- UMASS Sick Leave Bank (for non-unit, SHARE and NAGE employees)
- Optional Life Insurance - special open enrollment with exception date of June 13, 2014 for an effective date of October 1, 2014 and medical requirements not required

What Does This Mean for You?
- Annual enrollment will soon be here, giving you the opportunity to review your benefit choices and make changes if you desire. If you want to keep your current plans listed above, no action is required. However, please review the benefit offerings to confirm if any plan changes impact you.
- Keep in mind that once you choose a plan, you cannot change plans until the next annual enrollment even if your doctor or hospital leaves the plan. You can only switch plans mid-year in very limited circumstances, such as moving out of the plan's service area or you retire and become eligible for Medicare (in which case, you must change plans).

Click here for the full announcement including tips to getting the most out of open enrollment.

Mark your calendar for May 7, 2014: all annual enrollment elections are due no later than Wednesday, May 7, 2014.

More information and details coming soon!
A Special Thank You through the UMMS Recognition Program

The Human Resources Diversity and Inclusion Department is excited to have launched an expanded 2013 Recognition Program. At UMass Medical School, celebrating success is an essential part of how we create community and honor the hard work and dedication behind all these successes.

We know that a key component of our success at UMass Medical School is our employees and their focused involvement in our purpose and mission. To show our thanks to those who contribute to this success, we have launched an expanded Recognition Program. Our expanded program includes the following Rewards & Recognition categories. Please click on each category to access its web pages and learn more:

- Chancellors Awards
- Employee Service Awards
- Special Awards
- Spot Awards
- Nomination Forms

You will find more details about the program and the nomination process by clicking on the Recognition Website.

Planning to Host a Summer Volunteer or Intern?

The 2014 Volunteer and Student Intern process has been streamlined and simplified with the launch of a new Onboarding Portal in iCIMS. You may launch the process by submitting a requisition in iCIMS. To help HR provide a positive experience for your volunteer or intern, please initiate their onboarding as soon as you have identified your candidate(s). Create one requisition for your department's candidates. Requisition initiators will find instructions on their iCIMS dashboards.

Need help? Contact:
- Viji Dinakaran (Vijayalakshmi) - Sr. Talent Associate
  Vijayalakshmi.Dinakaran@umassmed.edu  Direct: 508-856-3932.
- Aida Siemaszko will be assisting Viji with the hiring of Volunteers and Student Interns for Summer of 2014.
- Melissa Miller - Recruitment Manager Melissa.miller@umassmed.edu  Direct: 508-856-4394
HR Job Opening Spotlight - Healthcare Compliance Auditor

Employee referrals are one of the most effective ways of finding the best candidates for the job. Therefore, we encourage you to please share this job opportunity with friends who may be a good fit for the job opening or who will forward the job description to their network of contacts. Please see below to email this job to a friend. Thank you in advance for your support!

To apply for this job and/or email this job to a friend, click here and scroll to end of page:

Healthcare Compliance Auditor

Healthcare Compliance Auditor (3 Positions Open) - Job Description
Located in Charlestown, MA, the Commonwealth Medicine Center for Health Care Financing (CHCF) helps state agencies, our primary clients, identify opportunities to increase savings and reimbursements through federal and other third party sources, establish effective savings and reimbursement programs and capitalize on all possible revenue streams. At the same time, we identify opportunities for our clients to increase health care related services and reduce the net cost of delivery.

Through an Interagency Service Agreement between the Massachusetts Executive Office of Health & Human Services (EOHHS) and the University of Massachusetts Medical School, the Provider Compliance Unit (PCU) ensures program integrity by performing fraud, waste, abuse, and program compliance activities as required to preserve federal financial participation (FFP) and comply with federal and state regulations. Core activities of this unit include compliance with the Surveillance Utilization Review Subsystem (SURS), development and running of algorithms and conducting desk and onsite reviews (audits).

The PCU seeks a Healthcare Compliance Auditor to conduct desk and on-site regulatory compliance audits of Medicaid programs, such as Home Health and Durable Medical Equipment.

Responsibilities:
The Provider Compliance Unit is looking for a motivated, integrity-minded Healthcare Compliance Auditor to investigate inappropriate billing practices in the MassHealth program. Investigations involve extensive research, detailed claims analysis and a review of medical records to identify aberrant behavior. In addition to working closely with state and federal agencies in the course of conducting audits and making corrective recommendations to appropriate stakeholders at MassHealth wherever possible you will also:

- Prepare for audits by running and analyzing reports
- Conduct audit entrance and exit conferences with providers
- Remain up to date on MassHealth regulations and rules when changed
- Work effectively in both team and individual environments
- Professionally represent MassHealth/UMMS within the provider community

Click on link above to access complete list of job responsibilities, details about job qualifications and to learn more about Commonwealth Medicine.
Diversity Survey Coming March 18, 2014

What is workplace engagement?
- Willingness and ability to contribute to our institution's success
- Commitment to and a sense of belonging at UMMS
- Going beyond the minimum standards for your job
- Creating the sense that individuals are a part of a greater entity

Are you engaged?
In an effort to measure engagement within the UMMS community through the lens of diversity and inclusion, the Diversity and Equal Opportunity Office administers a survey every three years. You will have the opportunity to complete the Diversity Engagement Survey beginning on March 18, 2014. In the coming weeks, there will be communications encouraging your participation in the survey. We are seeking full participation from all faculty, staff, students, post docs, and residents. Your input is critical for shaping the 2014-2019 Institutional Diversity Plan and for advancing our diversity goals.

Thank you in advance for your time, participation and engagement.

To hear more about why it is important to take the survey click on the video link above.

Flexible Spending Account Reminders

We have a reminder for you regarding the Flexible Spending Account. Please remember:

- employees who are submitting for reimbursement of expenses for 2013 must do so by Tuesday, April 15, 2014

Questions: Call our Human Resources Service Center Team at:
Phone - 508-856-5260 - Press #1
E-mail - Benefits.UMMS@umassmed.edu
Donate to the 2nd Annual Clothing Drive

Professional Women's Committee is proud to sponsor a clothing drive to benefit Dress for Success Worcester.

Dress for Success is to promote the economic independence of disadvantaged women by providing attire, a network of support and the career development tools to help women thrive in work and in life.

Help support this mission by donating your fabulous suits and other professional apparel. This is a great time to reorganize your closets and make room for your spring wardrobe!

Here are some guidelines to determine if your donation meets the Dress for Success criteria:
- jewelry items and apparel should be classic and fashionable
- most clients are between 18 and 35 years of age- items should be in wearable condition- clean, unsoiled, does not need mending
- clothing should be no more than 3 to 5 years old
  A good measure is to determine if you would be comfortable wearing the items to a job interview or loaning them to your best friend for the first day of her new job.
- hosiery and undergarments, shoes and men's clothing are not accepted

Although Dress for Success does not accept men's attire, male colleagues are encouraged to bring in donations from their spouses, significant others or family members.

Dates for dropping off items are: March 10 through March 28. The drop off locations are UMMS Lobby, Albert Sherman Center - 2nd Floor Atrium, and South Street Campus next to the mailroom.

Help support the mission and donate!

New Workshops and Classes Offered for March and April

The Learning & Development Team is focused on meeting the challenges of our changing landscape and helping employees achieve success in the workplace.

We encourage you to review the course offerings and identify courses that will help you develop professionally. Please click on the following link to review and access upcoming course offerings for March and April from the Learning & Development Team. Click here to review and access the upcoming course offerings.

Building a High Performing, Engaged and Inclusive Work Environment