



Wellness Newsletter



Wellness Wednesday

Are you ready for a new Wellness Wednesday? This month's Wellness Wednesday will be held on March 22, 2023, @ 10:00 am. Matthew Scott, a Client Representative from Teladoc will share an update on the additional Teladoc programs available in 2023 for UAH members, including Mental Health and Dermatology. Within the Teladoc app, you will learn how the Mental Health feature will allow members to remotely talk to a therapist or psychiatrist and create a personalized plan, and also, how the Dermatology feature will enable members to connect with a dermatologist to get a treatment plan for skin conditions like acne, eczema, psoriasis, and more. Overall, the hope is that these additional programs will help members access an expanded network of providers/specialists, save time and money compared to traditional visits, and show how Teladoc provides convenient clinical quality care. **30 points** will be added to your wellness incentive for all attendees. Also, attendees will be entered into a random drawing for a **\$50** gift card! Click [here](#) to register!



March is Women's History Month

Women's History Month is a celebration of women throughout history who have made an impact on society, their communities, and the world. Women's History Month serves as an important reminder of the vital role that women have played in shaping our society and culture, and it provides an opportunity to recognize the ongoing struggle for gender equality. This celebration recognizes the achievements of trailblazing women who have shattered glass ceilings, fought for women's rights, and paved the way for future generations. Women's History Month also serves as a call to action, inspiring all of us to work towards creating a more equitable and just world for women. Let us use this month as a time to reflect on the progress that has been made and recommit ourselves to building a brighter future for women everywhere.

Source: Uprise Health

MARCH 2023

UPCOMING EVENTS

Workout With Charger Fit
MARCH 3, MARCH 10,
MARCH 24

Wellness Wednesday
MARCH 22, 2023

Spring Break
MARCH 13 - MARCH 17



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Understanding Uncontrolled Anxiety

Everyone experiences a “case of the nerves” from time to time. But anxiety can seriously affect both physical and mental health when it takes control. Learning more about uncontrolled anxiety is essential in ensuring you stay happy and healthy. So, what is anxiety? How does it affect your health? And what are some ways to relieve it? Let’s take a closer look.

What Is Anxiety?

Anxiety is an emotion characterized by feelings of worry, fear, unease, or apprehension. It can range from mild to severe and manifest itself in many different forms, such as physical symptoms like palpitations or trembling or mental symptoms like worrying or ruminating on negative thoughts. Everyone experiences anxiety differently, but the key thing to remember is that no matter how intense the feeling may be, it will eventually pass.

How Does Anxiety Affect Your Health?

Anxiety can seriously affect both physical and mental health if left unchecked. On the physical side, long-term stress can lead to a range of chronic symptoms, including:

- Headaches
- Difficulty sleeping
- Decreased immunity
- Digestive issues
- High blood pressure
- Muscle tension and pain

Psychologically speaking, severe anxiety can lead to depression and other mental health issues such as panic attacks or obsessive-compulsive disorder (OCD). Recognizing these signs early on is important to keep these issues from getting worse over time.

What Are Some Ways to Relieve Anxiety?

While there are many ways to help relieve anxiety, some of the most effective methods include deep breathing exercises, mindfulness meditation, exercise, or getting outside for fresh air and sunshine. Additionally, talking through your worries with a trusted friend or family member can be extremely helpful in reducing stress levels and allowing you to process your thoughts more clearly. Finally, seeking professional help from a therapist or counselor may be necessary if the feelings become too overwhelming for you to handle alone.

Source: Uprise Health



Offboarding Process Change

It is imperative that the HR Benefits team be notified of resignations as soon as possible. Early notification of resignations will help to facilitate off-boarding activities with other departments and ensure the employee is cleared prior to their last day of employment. This also allows the benefits team adequate time to prepare the off-boarding packet for the separating employee with detailed information concerning their benefits as well as the COBRA continuation packet mailed to their home address.

In efforts to streamline this process, we have developed a google notification form that we are asking all terminating employees to complete. Once a letter of resignation or retirement has been submitted and acknowledged by the manager/department, the google form should be submitted notifying HR Benefits of the last date of employment.

Following notification, HR Benefits will coordinate with the separating employee to provide all applicable information, required activities, and to schedule an HR out-processing meeting on or before their last day. The meeting can be conducted in person or via Zoom if the employee is unable to meet in person.

All necessary steps regarding the off-boarding process are outlined on the offboarding website. Managers and administrators: We are relying on you to help us remind employees of this new requirement upon receipt of a letter of resignation.



Your Voice Matters!

There are two important opportunities for you to share your feedback and impact your employee experience. Data from both surveys will help to guide the Human Resources team in developing, implementing, and enhancing the UAH work environment.

HUNTSVILLE MADISON COUNTY CHAMBER BEST PLACES TO WORK

The University of Alabama in Huntsville is one of this year's nominees for the Huntsville Madison County Chamber Best Places to Work program, an annual competition to honor companies that create fun, challenging, and rewarding workplaces.

All regular full- and part-time faculty and staff of UAH, who work in Huntsville/Madison County, have received invitations to complete a 10-minute survey, and all surveys must be completed by **March 10, 2023!** Please share your honest feedback. This is a confidential survey; participant identities will not be released to UAH, however, UAH will receive aggregate survey data regarding employee satisfaction to identify opportunities for improvement. The email invitations were sent from bestplaces@quantumworkplace.com. Please check your email inbox and spam/junk, if you have not noticed it.

UAH BENEFITS SURVEY

An essential part of the value offered to UAH employees is our various benefits programs, and we'd love to get your opinion! Your feedback is important to us and will provide insight into employee satisfaction and discover areas for improvement. On March 1, 2023, the Human Resources Benefits Team sent out a 10-minute survey to gather employee satisfaction with the quality and types of benefits currently offered. The survey is completed via a Google form and your honest feedback is welcome and encouraged! All Benefits Surveys must be completed by **March 21, 2023**. Human Resources is partnering with the UAH HR graduate students on this project. We would like to extend our gratitude to Dr. Frank Mullins and his students for their efforts on this survey. Questions may be directed to benefits@uah.edu.

TIAA Retirement Counseling

Did you know that you have access to expert retirement counseling through TIAA at no cost? UAH employees can schedule a meeting with a retirement counselor at any time and as often as you need. TIAA's counselors can meet with you face to face or through a Zoom meeting according to your preference. Scheduling a meeting is easy, simply follow [this link](#) or call 800-732-8353 to request time with a financial consultant.

Making decisions about your money can feel difficult, especially when it comes to retirement. But you don't have to go it alone—especially since access to financial consultants is included as a part of your retirement plan. If you need help answering any of the questions below, TIAA is here to help!

- Am I saving enough?
- Am I invested appropriately?
- Am I on track to meet my retirement goals?
- Additional retirement information is available on the [UAH Retirement website](#).



TIAA Financial Essentials Live Webinars

- [Invest For Success: 5 principles you need to know](#)
March 7 at 12 p.m. (ET)
- [Cyber: Help protect You, Your Family, and Your Money](#)
March 15 at 2 p.m. (ET)
- [Charting Your Course: A Financial Guide for Women](#)
March 22 at 12 p.m. (ET)

TIAA: Women Change History

Women change history

Women have helped shape the world for all

- Mary Eliza Mahoney**
First African American to graduate from an American school of nursing.
- Margaret Floy Washburn**
First woman to earn a doctoral degree in American psychology.
- Edith Clarke**
First woman to be professionally employed as an electrical engineer.

PREPARE

Start your financial checkup and gain confidence

Fewer than one in four U.S. workers (24%) are "very" confident that they will be able to fully retire with a comfortable lifestyle. As you plan for your retirement, consider:

- What does retirement look like to you?**
Do you plan to work, travel, volunteer or create a legacy?
- Does your plan include income you can't outlive?**
People live longer; guaranteed lifetime income keeps giving.
- How do Social Security and Medicare factor in?**
The right timing can improve your outcomes.