National Retirement Security Week is under way, and Penn and TIAA are teaming up again to offer the What’s Your Financial IQ Challenge 2.0. Don’t miss your chance to test your financial know-how and win a tablet computer. This year’s challenge also features all new questions, so you’re sure to learn something even if you took last year’s quiz.

Visit the What’s Your Financial IQ 2.0 website at www.hr.upenn.edu/financialIQ for registration, rules, and frequently asked questions. All responses are confidential.

The challenge, which runs through November 16, is a fun, fast way to check your basic understanding of important financial topics, including retirement, taxes, health care, and privacy. Each day of the challenge, ten new questions focused on a different aspect of personal finance are added. Every time you answer the daily five questions, you are automatically entered for a chance to win one of three tablet computers. If you miss a day’s quiz, don’t worry. You can go back and complete it any time until the challenge ends on November 16.

All benefits-eligible Penn faculty and staff can participate in challenge, even those who haven’t enrolled in Penn’s Matching Plan or Supplemental Retirement Annuity Plans serviced by TIAA and Vanguard.

For more information about your retirement planning options and to enroll or make changes, visit Penn’s Retirement Plans website at www.hr.upenn.edu/myhr/benefits/retirement.

Work and Family Connections

Work, family, and community don’t have to compete. In fact, these connected aspects of life function best when they complement each other. That’s why Penn Human Resources celebrates Work and Family Month each October. Special events like this year’s Family Day celebration—where over 1,600 faculty and staff members gathered with family and friends on campus in spite of the rain—highlight the range of work-life and professional development offerings available all year long.

Maintaining and improving wellness is crucial to career and personal success. This year’s Be in the Know campaign and on-campus flu vaccine clinics make it easier to take care of yourself so that you can be your best on the job and at home. We also encourage you to take advantage of financial wellness learning opportunities like the Financial IQ Challenge.

Along with all these efforts, planning ahead for the upcoming University holidays helps us truly relax and enjoy the company of friends and family during our time off.

Work and family connections are strong at Penn, and we in Human Resources are proud to support them through our comprehensive program of benefits and services.

Sincerely,
Jack Heuer, Ed.D., Vice President for Human Resources

University Holidays

The chill of fall has arrived and the semester is nearly half over. With November approaching, you may be making travel and other arrangements for later this fall and winter. No matter your plans, it’s helpful to remember Penn’s upcoming holiday observances:

- Thanksgiving Thursday and Friday, November 24 & 25, 2016
- Christmas Day Monday, December 26, 2016
- New Year’s Day Monday, January 2, 2017
- Martin Luther King, Jr. Day Monday, January 16, 2017
- Memorial Day Monday, May 29, 2017

Each year, the President, Provost and EVP assess the feasibility of observing Penn’s traditional Special Winter Vacation. Thus, the Special Winter Vacation granted to faculty and staff will be December 27, 28, 29 and 30, 2016.

For a complete list of this fiscal year’s holidays and details on policies regarding work over Special Winter Vacation, visit www.upenn.edu/almanac/volumes/v62/n34/recognized-holidays.html.

What’s Your Financial IQ

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Penn Healthy You

The Penn Healthy You web portal at www.hr.upenn.edu/wellness is the new online home for Human Resources wellness information. Penn Healthy You provides easy access to the programs and events that help you to tend to your health and well-being—from Be in the Know and flu shots to nutrition counseling and wellness walks.

Wellness Program Highlights
From expert nutrition and weight loss advice to exercise and disease prevention strategies, we can help you embrace a healthy lifestyle. For a complete list of workshops and to register, visit www.hr.upenn.edu/myhr/registration or contact Human Resources at 215-573-2473 or qow@hr.upenn.edu.

Be in the Know Biometric Screenings: now through 11/22, various times and locations; free.
Start this year’s Be in the Know campaign and sign up for a free and confidential biometric screening, which measures:
- Blood pressure
- Blood sugar (glucose)
- Cholesterol (total and high density lipoproteins)

These screenings should only take 20 minutes. On the spot, you’ll receive your screening results and learn what they mean from an AREU FIT Health Services, an experienced worksite health promotion company.

Visit www.hr.upenn.edu/beintheknow to learn about the Core Activities (biometric screening and online health assessment), Bonus Actions, three participation tracks, and new options to receive the full amount of your incentives. Get started today and earn up to $200* and be entered into exciting prize drawings!

*Note: All Be in the Know incentives are less applicable payroll taxes.

Quality of Work Life Workshop Highlights
These fun workshops offer information and support for your personal and professional life challenges. For a complete list of workshops and to register, visit www.hr.upenn.edu/myhr/registration or contact Human Resources at 215-573-2473 or qow@hr.upenn.edu.

Mindfulness Monday: From Mind Full to Mindful; 11/14; 12:30pm – 1:30pm; free.
According Jon Kabat-Zinn, mindfulness is “paying attention, on purpose, in the present moment, non-judgmentally.” Mindfulness practice develops awareness of your present thoughts and feelings to help you manage different situations. In this one-month experiential workshop, you’ll see how mindfulness can help you become more engaged and effective both at home and in the workplace. No prior meditation experience necessary.

Professional & Personal Development Program Highlights
Improve your skills and get ahead in your career by taking advantage of the many development opportunities provided by Human Resources. See a complete list of programs and registration information at knowledgelink.upenn.edu or contacting Learning and Education at 215-898-3400.

The Secret to Achieving High Performance; 10/27; 9am – 12pm; $75.
Teams are a vital part of nearly every organization. Each one has the common goal to perform at the highest level. In this interactive workshop, you’ll learn the secret to the most effective and cohesive teams. This course will break down the practical strategies for developing traits that lead to successful teamwork.

HR CALENDAR

Programs and Events
Visit www.hr.upenn.edu/events for details.

October
20 Be in the Know Biometric Screenings continue through November 22
21 Intro to Finance for Non-finance Managers
October Wellness Walk: Breast Cancer Awareness
24 Worklife and Wellness Resources Overview
25 Wills, Trusts and Estate Planning
26 Flu Vaccine Clinic – New Bolton Center
Gentle Yoga
27 TED Talk: A Simple Way to Break a Bad Habit
28 Guided Meditation – Take a Breath and Relax
31 Mindfulness Monday: From Mind Full to Mindful
Mindfulness Skills Course October 31 to November 21

November
1 Be in the Know Biometric Screenings continue through November 22
Flu Vaccine Clinic – Morris Arboretum
Flexible Work Options
3 Integrating Breastfeeding and Work
Yoga on the Green
8 Guided Meditation: Take a Breath and Relax
Dealing with Difficult People
9 STEP UP: Introduction
Gentle Yoga
10 Flu Vaccine Clinic – Houston Hall, Bodek Lounge.
14 Mindfulness Monday: From Mind Full to Mindful
17 Discovering the Benefits of Penn
18 Guided Meditation: Take a Breath and Relax
22 Career Survival Guide
25 Thanksgiving Week Pay Date for Weekly-Paid Staff

Visit www.hr.upenn.edu/newsletters/penn@work or follow us on Twitter @careersatpenn.