

## Employee Matters

May 2026

### Message from HR Vice President and CHRO Lorraine Goffe

Since I last wrote in February, HR has been actively progressing our AI roadmap, aiming to improve candidate and employee experiences, operational efficiency, and empower HR professionals to focus on more strategic, impactful work.

Our approach is strongly human-centered, ensuring technology is used to support and enhance human judgment, collaboration, and relationship-building rather than replace them. Within this context, Talent Acquisition is piloting Copilot integration to assist hiring managers and recruiters during the screening process. The pilot emphasizes efficient resume review through structured candidate comparisons and highlighting qualifications aligned with job descriptions. Importantly, recruiters and hiring managers retain full responsibility for hiring decisions, with AI serving only as a tool to streamline and improve consistency in the review process.

Early feedback from pilot participants across the University has been highly positive, citing increased efficiency, strong quality of candidate recommendations, and meeting the goal of greater consistency in reviews. A broader rollout of the pilot is scheduled for June, pending ongoing testing and refinement.

Simultaneously, HR Communications is preparing guidelines and expectations on how HR team members can use AI to assist with their unit-specific communications. Similarly, human review is required before any written material is used. Collectively, these initiatives form part of HR's comprehensive two-year plan to integrate AI responsibly and thoughtfully into daily HR operations.



## Benefits Spotlight



### New Series: Your Benefits Explained

Welcome to our new series where each month, our benefits experts will take a deeper dive into common questions -- and how applying your knowledge can go a long way in managing your health care.

Let's get started with [Preventive Exams 101](#) to learn what is covered and why it matters. We've also partnered with UHC to bring you two webinars below, designed to help you better understand your benefits and how they work for you.

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### UHC Medical Benefits 101: Understanding Your Health Coverage

UnitedHealthcare will host a [Medical Benefits 101 webinar](#) on **May 28 from 11 a.m.–12 p.m.** This session will help faculty and staff members currently enrolled in benefits understand the basics of their medical coverage. Learn more about key health insurance terms, how your plan works, and how to get the most value from your benefits.

## UHC Webinar: Understanding Preventive Care 101

Join UnitedHealthcare on **June 11 from 10–11 a.m.** for a [Preventive Care 101 webinar](#), designed to help members understand the importance and value of preventive care. This session explains what preventive services are covered, when to use them, and how they can help you stay healthy.

## Reminder: Behavior Health Transition of Care Deadline Approaching

In case you missed it! Review January's [Benefits announcement](#) for information on Behavior Health Transition of Care options. You may be eligible for a higher level of benefits if your behavior health provider was in-network under BCBSIL and out-of-network with UHC. Transition of Care may allow you to temporarily continue to receive in-network benefits when seeing that provider.

To request Behavioral Transition of Care, contact the UHC NU dedicated number by **June 30, 2026**.

- PPO and HSA Plans: (833) 314-1787
- HMO Plan: (855) 828-7715

## Current Commuter Benefits Users: Update Your Transit Order by June 5

Starting in July 2026, commuter transit benefits will shift to a new process with funds deposited monthly onto your Inspira debit card for more flexible use. To avoid a disruption in coverage, employees must enroll or place an order by **June 5**. Visit the [commuter benefits website](#) for more details and FAQs.

## Caregiving

### Bright Horizons Evanston Open House 6/17

Looking for childcare near the Evanston campus? Visit Bright Horizons' Evanston center during their open house on **Wednesday, June 17** from 7:00 a.m.–6:00 p.m. Bright Horizons Evanston offers a tuition discount to the Northwestern community. [Learn more and RSVP](#).



### Explore Care Talks Webinars this Spring!

Care Talks webinars are hosted by expert speakers that can help you navigate a variety of topics from child and adult care to wellness, finance, and more. Register for an upcoming Care Talks webinar or view the recordings through your [Care.com membership account](#). All webinars are at noon (CDT).

- May 20: Aging & Adult Care: Understanding caregiver burnout
- May 27: Childcare & Parenting: Building children's healthy habits through activity
- June 17: Aging & Adult Care: From driver's seat to passenger seat, senior driving challenges and conversations

## Well-being



### May is Mental Health Awareness Month

According to the National Alliance on Mental Illness (NAMI), one in five Americans live with a mental health concern, such as depression or anxiety. Stigma and limited access may prevent people from seeking help.

SupportLinc offers 24/7/365 phone support, coaching, counseling, online courses, and videos. Help promote support, not stigma. Visit the [EAP website](#) for more information on EAP resources including a list of short [Mindstream videos](#) on various topics.

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## Join the Well-being Teams channel

Connect with colleagues from across the University by joining the Well-being group in [MS Teams](#) --share practices, ideas, resources, events, and learn from each other.

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## Upcoming Well-being Webinars

Register for a Care Talks webinar, or view previous recordings through your [Care.com account](#). Webinars are available on a variety of well-being topics and take place at noon (CDT).

- May 21: Succeed at Work: Managing work and life
- May 26: Your Healthy Lifestyle: The power of daily movement
- June 4: Emotional Wellness: Understanding compassion fatigue
- June 9: Navigating Life with Disabilities: Mental health support for adults with disabilities
- June 10: Financial Wellness: Building good credit

## On Your Radar

### Staff Resources for Performance Excellence Self-Reviews

As you prepare your Self-Review in [myHR Learn](#) by **June 1**, explore the resources such as [Writing your Self-Review](#) on the [PEX webpage](#). These resources can help you **confirm, gather, reflect, and document** key information about your performance this year. For technical support with goal entry, editing and other myHR Learn questions, review the [technical job aids](#) under the HELP tab in myHR Learn, or contact [askhr@northwestern.edu](mailto:askhr@northwestern.edu).



### Your Input Matters: Help Improve Digital Accessibility at Northwestern

Northwestern wants to hear from you! The University has created a survey to better understand our community's awareness of digital accessibility, where digital accessibility is present in day-to-day work, and where gaps in awareness, training and resources may exist. Please take a few minutes to complete the [digital accessibility survey](#) by **May 22**. To learn more about digital accessibility resources, visit Northwestern's [Accessibility website](#).

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### Kellogg Insight: Podcast

Listen to the [Insightful Leader Podcast](#) for a list of podcasts highlighting the latest research and ideas from faculty at the Kellogg School of Management. Here are the latest episodes:

- [When It Comes to Biases, AI's Only Human](#)
- [Automation, Answers, and Advise—A Playbook for AI Adoption](#)

## Learn & Grow

### Planting Seeds for Something Big this Spring?

Build confidence and practical skills with Northwestern's [Project Management for the Everyday Project Manager Curriculum](#). Designed for staff who manage projects as part of their role, this flexible learning path offers on-demand learning, skill-building content, and a hands-on simulation. Start where you need to and go deeper when you're ready, all at your own pace.



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## Assessments in Digital Learning Workshop

Open to myHR Learn Administrators, join the workshop on May 19 at noon to take a deeper look at assessment design in digital learning. This session explores how well-designed assessments generate meaningful evidence of learning and strengthen alignment between goals, instruction, and learner experience. Offered in-person, lunch will be provided; a Zoom option is also available. [Register in myHR Learn.](#)

## Engagement

### Northwestern University Sailing Center Open House

Spend an afternoon on the Evanston lakefront at the Northwestern University Sailing Center on **May 26 from 3:00–7:00 p.m.** Enjoy facility tours, equipment demonstrations, complimentary kayak, and stand up paddle board rentals, giveaways (while supplies last), and more! [Explore details and sign-up.](#)



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### Discovery and Connection at the Block Museum

Looking for inspiration? The Block Museum has got you covered! Drop in or join virtually for a dose of art, community, and connection. Upcoming conversations:

- *Teaching the Body: Portraits of Religious Transmission*, **May 15, 3:00–4:30 p.m.** | *In-person*
- *Sol LeWitt Wall Drawings*, **May 21, 12:30–1:30 p.m.** | *Virtual*

Visit the [Events & Programs webpage](#) for current exhibitions and registration links, free and open to all.

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### Women's Center 40th Anniversary Garden Party!

Join the celebration on **June 4 from 12:30—2:00 p.m.**, honoring the [Women's Center](#) 40 years of feminist education, community building, and leadership in advancing gender equity. Learn more and [add it your calendar.](#)

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### Hop Around Evanston for Free Through June 20

Northwestern's Office of [Neighborhood and Community Relations](#) in partnership with the City of Evanston are hosting a free *Hop Around Evanston* shuttle. The shuttle is available to students, faculty, staff, and Evanston residents, making it easy to explore downtown and neighborhood businesses on Saturday evenings. Read about it in [Northwestern Now.](#)

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### The Power of Storytelling

Check out the [Spring 2026 issue of Northwestern Magazine](#) (hot off the press) to learn about the people, stories, ideas, and impact happening across our NU community. [Subscribe](#) to future issues.

## Manager's Tip



### Check out the Next Manager's Meetup

Our first Manager Meetup session on April 23 was a huge success! This new in-person series complements the [Manager Foundations Level 1 curriculum](#) and offers managers a chance to connect, share real experiences, and learn from peers. Upcoming Manager's Meetup sessions in Evanston and Chicago are now open for [registration in MyHR Learn](#). Join us this summer!



Missed a past issue of the *Employee Matters* newsletter? Check out our [newsletter webpage](#) for an archive of issues dating back 6 months.

The mission of **Human Resources** is to promote an innovative and inclusive workplace where all individuals thrive and collaborate to advance our Northwestern directions.

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