

Northwestern | HUMAN RESOURCES

Employee Matters

November 2025

Benefits Spotlight

T Minus 1 Day Until the Closing of Open Enrollment!

Have you secured your medical, FSA, or HSA benefits coverage for 2026? You have until **Friday November 14, 2025** to make your selections. Visit the [Open Enrollment webpage](#) for instructions on how to enroll.



Open Enrollment Next Steps

If you already enrolled in a UHC medical plan for 2026, you'll receive your updated ID card in mid-December. PPO, HSA Plus, and HSA Essential cards will list only the employee's name and up to four covered dependents. If you have more than four dependents the ID card is still valid for those not listed. HMO cards will be issued for each person enrolled. Once you receive your card, you can register for the [UHC app](#) to view your coverage.

CVS Caremark will send prescription coverage details to your home address in mid-December for anyone currently enrolled in Express Scripts regardless of whether you enrolled in coverage for 2026. Delta Dental of Illinois will also issue new ID cards by mid-December.

Well-being



Employee Assistance Program

Something on your mind? Would it help to discuss it? Through NU's EAP SupportLinc, you have access to **10 free and confidential consultations** per issue. Visit the [EAP website](#).



Financial Wellness Webinar

Did you know you can access free **Care Talks** webinars on a variety of topics through your Northwestern [Care.com account](#)? Check out the **Financial Wellness: Holiday Budgeting webinar on December 3 at noon**. View the upcoming schedule of webinar topics or recordings of previous sessions through your NU Care.com account.

Caregiving

Visit the [Caregiving webpage](#) to find resources and programs to support your caregiving journey. Whether you need childcare, elder care assistance, or connection with other caregivers, the University is here to help.

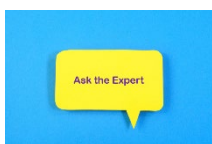


Upcoming Caregiving Talks Through Care.com

View upcoming **Care Talks** webinars or recordings of previous sessions through your NU [Care.com account](#). Sessions take place over the noon hour.

- Child Care & Parenting: Navigating the Teen Years – Wednesday, November 26.
- Disability & Neurodiversity: The Importance of Self Care for Parents – Tuesday, December 9.

Ask the Expert



We are kicking off the column this fiscal year by delving into the positive impact of a **mentorship** experience in your career with Joanna Mika, Director of Talent Development in Human Resources. Visit the [Managers webpage](#) to read the column.

If you're curious about mentoring—whether you're seeking guidance or ready to share your own—we've created a resource guide. Explore the [Mentor Guide](#) for practical tips, conversation starters, and assistance on how to build meaningful mentoring relationships. And see ANUW's mentoring opportunity below.

Engagement & Recognition

NU Bridges

Thank you to everyone who attended the [NU Bridges](#) kick-off on the Evanston campus and helped make the conversation so engaging; and a special thanks to [NUSAC](#) for co-sponsoring the November session.



Happening each quarter, NU Bridges connects new and current faculty and staff across the University while introducing them to a specific school, unit, or organization. The next session will be hosted on the Chicago campus. Stay tuned for the session date.



Apply for the ANUW Mentoring Program

The Association of Northwestern University Women is accepting applications for this year's Mentoring Program through **Monday, November 17**. Visit the [Mentorship Opportunities webpage](#) to learn about the program and apply to be a mentor or mentee.



Connect, Reflect, and Grow with OCE

The [Office of Community Enrichment](#) designs learning experiences that spark connection and build community for faculty, staff, and students!

National Native American Heritage Month is celebrated each year in November. Explore [30 Days of Indigenous: Re/Collecting Futures](#) – offering reflection on how Indigenous knowledge, memory, and imagination shape our shared futures.

Apply for [CatalystNU: Conversations that Transform](#) – strengthen your dialogue skills and learn to navigate hard conversations with confidence and empathy. This interactive, in-person program runs from February 18 to June 8. Space is limited to 100 participants; apply by **December 8**.



Visit the *Galter in Bloom* Exhibit with AHEAD

[AHEAD](#) will be hosting a tour of [Galter in Bloom: 500 Years of Botanical Illustration](#). Join the tour on Tuesday, December 9, at noon at the Galter Health Sciences Library on the Chicago campus. RSVPs are required, [reserve your spot](#) today!

Manager's Tip



Meaningful Recognition Matters

The Staff Length of Service Program led by Human Resources honors milestone service anniversaries of eligible staff members starting at five years of service and every five years

after. Managers play a pivotal role in employee recognition programs, making the experience personal and significant for staff.

Starting this November, managers are being asked to personally present their staff members with a Northwestern branded commemorative gift—honoring each staff member's unique contributions to their team and the university. HR will notify managers of honorees and ask them to visit the askHR offices on the Evanston and Chicago campuses to pick up gifts for their staff. Visit the [Staff Length of Service Program webpage](#) to learn more and view the FAQs.

On Your Radar

Research in the News

Learn about a new Northwestern Medicine genetic study that is helping improve the accuracy of heart disease risk prediction and offers a comprehensive framework for genetic testing. Check out [Northwestern Now](#) for the full story.



Keep the Celebration Going

Professor [Joel Mokyr](#), who recently won the Nobel Prize in Economic Sciences, also has a new book out this month! Learn more about his Northwestern Direction and catch up on his work on the [Nobel Laureate webpage](#).

Around Town

Attend the [Annual Arts and Crafts Fair](#) on **Friday, November 14**, from 3-7 p.m. at Norris Center on the Evanston campus. The fair attracts hundreds of NU and Evanston community members and supports local Northwestern community artists. Participate in a craft session, start your holiday shopping early, or simply support the artistic community!

Inside HR



With the holiday season fast approaching, it's a wonderful time to reflect and consider giving back to our communities. This month, members of the HR team rolled up their sleeves and volunteered at [Connections for the Homeless](#) on the Evanston campus. The event was filled with community connection, making a positive impact, and lots of engagement over a cup of hot chocolate to close out the day!

We'd like to thank Northwestern's [Office of Neighborhood and Community Relations](#) for connecting us with this wonderful organization.

The mission of [Human Resources](#) is to promote an innovative and inclusive workplace where all individuals thrive and collaborate to advance our Northwestern directions.

Northwestern University



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