

Northwestern | HUMAN RESOURCES

Employee Matters

October 2025

Message from HR Vice President and CHRO Lorraine Goffe



Dear Faculty and Staff,

We know from lived experience as well as research that recognition plays a major role in employee satisfaction and retention. And as important as it is to be acknowledged by your manager, we sometimes underestimate the impact of being recognized by a peer or team member.

Through the Jean E. Shedd Citizenship Award, sponsored by HR and highlighted in this issue, we all have the opportunity to shine the light on a colleague who has worked at the University for at least 5 years.

Here is some guidance on who you might consider nominating. Think about a colleague whom you admire -- most likely, they exemplify Northwestern's guiding principles. They also might be people who accomplish their jobs through professionalism, perspective, humility and empathy. In other words, they would be considered role models.

Have someone in mind? I hope you do! Nominations are due on **November 7, 2025**.

Benefits Spotlight

Five Easy Steps to get Ready for Open Enrollment!

Visit the [Benefits and Well-being Fair webpage](#) to access the tools and resources listed below.



1. Mark your calendar for **Open Enrollment**, happening from **Monday, October 27**, through **Friday, November 14**.
2. Review the [2026 Open Enrollment webpage](#) for plan changes & resources.
3. Register for a live [Information Session](#), offered October 13-24.
4. Explore the [Virtual Benefits & Well-being Fair](#), happening now!
5. Use the [Upwise Decision Support Tool](#), new this year.

Reminder! To be covered under a Northwestern sponsored medical plan in 2026, you must elect medical coverage during the OE period. If you are currently enrolled in coverage under the Premier PPO, Select PPO, Value PPO, or HMO Illinois plan, that coverage will end December 31, 2025; it will not automatically carry over into 2026. In addition, you must enroll in a Health Care or Dependent Care FSA for 2026 if you want coverage for 2026.

BCBSIL is Calling to Help

Blue Cross and Blue Shield of Illinois (BCBSIL) have Personal Health Clinicians to support employees covered on the PPO in 2025. They may call you to review your doctor's instructions, set up care needs after an illness or procedure, and more. This benefit is free and the calls are confidential. For more information, call the Customer Service number on the back of your member ID card and ask for a Personal Health Clinician.

Well-being



Introducing NU Bridges

Human Resources is launching a new initiative aimed at connecting new and current staff/faculty colleagues to be in community and learn more about programs, departments, or schools at Northwestern. Happening quarterly, the first session is co-sponsored by NUSAC and with an introduction from Vice Chair Funmilayo Ojikutu.

[Join your colleagues](#) on Thursday, November 6, at 10:30 a.m. in the Arch Room at Norris. RSVPs are encouraged but not required.

Free Confidential Counseling Sessions

Did you know that SupportLinc, Northwestern's Employee Assistance Program (EAP) provider, offers up to 10 free and confidential counseling sessions per life issue that arises? Visit the [EAP website](#) to learn more.

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.



Virtual Benefits & Well-being Fair Sessions

Interested in learning more about [Care.com](#) benefits and local childcare centers like the McGaw YMCA, Bright Horizons, and UCC KinderCare? View the schedule and registration links below!

- 10/17 at 10:00 a.m. [McGaw YMCA](#)

- 10/23 at 2:00 p.m. [University Children's Center KinderCare](#)
- 10/27 at 9:00 a.m. [Care.com: Back-up Care + Senior & Adult Caregiving](#)
- 10/27 at 11:00 a.m. [Bright Horizons Childcare](#)

Visit the [Virtual Benefits and Well-being Fair webpage](#) for an overview of all sessions.

Bright Horizons STEM Fest

Bright Horizons Evanston is hosting STEM Fest on November 6, from 4:30-6:00 p.m. Attend the event to learn about STEM learning opportunities for toddlers, preschool, and kindergarten prep children. [Submit your RSVP](#). All are welcome!

Engagement & Recognition



Jean E. Shedd University Citizenship Award – Nominations Now Open!

Human Resources is accepting nominations for the Jean E. Shedd Citizenship Award. Do you know a staff member who goes above and beyond to support the Northwestern community? If so, learn about the nomination criteria and nomination form by [visiting the webpage](#). Nominations will be accepted through November 7.

Breakfast with the Association of Northwestern University Women

Learn about ANUW at their annual fall breakfast happening on October 22, from 8:00-9:30 a.m. on the Evanston campus, with the option to join virtually. RSVP's

will be accepted through Friday, October 17. Explore ANUW's [events webpage](#) to reserve your seat.

Join Truck or Treat at Ryan Field

Celebrate Halloween with Northwestern and the Central Street Consortium on Thursday, October 30, from 3:30-6 p.m. at the west stadium lot. This family-friendly event will feature construction vehicles, games, and giveaways and a preview of the future of Ryan Field. Costumes encouraged, not required! Submit your [RSVP online](#) to stay updated.

Mediation, Conflict Resolution, and Restorative Practices (MCR)

Have you checked out the MCR offerings by The [Office for Community Enrichment](#) (OCE)? The MCR initiative aims to cultivate a constructive and collaborative conflict culture at Northwestern. Explore [program offerings](#) and engagement opportunities by visiting their webpage.

The Center for Talent Development Virtual Preview Day

Northwestern's Center for Talent Development is dedicated to helping academically talented students, PreK through grade 12, realize their full potential. Join CTD instructors on Thursday, November 6, from 7:00-8:00 p.m. for a Virtual Preview Day webinar to learn about their enrichment and academic programs. [Register](#) for the webinar.

Learn & Grow



How to Cool Down Heated Conversations

Join Professor Steven Franconeri on Wednesday, October 22, from 12-1:00 p.m. for a Kellogg Insights webinar, where he'll discuss the design of his new conflict-resolution game Point Taken. Learn about the principles for productive disagreements and see a demonstration of the game.

[Reserve your seat.](#)

On Your Radar

October is Cybersecurity Awareness Month

Northwestern IT is observing Cybersecurity Awareness Month by keeping out the digital goblins! Here are four simple ways faculty and staff can honor this year's theme: Stay Safe Online.

1. Use Strong Passwords
2. Use Multi-Factor Authentication
3. Recognize and Report Scams
4. Keep Software Updated

Learn more tips and join in on a series of weekly events by [visiting](#) NUIT's webpage.

Manager's Tip

The Best Leaders Never Stop Managing

Kellogg Professor Harry Kraemer takes a look at the divide between managers and leaders proposing that effective leadership is built on strong management skills. Read all about it in the [Kellogg Insight](#) Magazine.

Inside HR



Please join us in welcoming Dawn Kalamaras as our new Director of Benefits effective October 15. Dawn brings over a decade of comprehensive benefits leadership experience having served in Vice President roles across multiple organizations. Dawn is a Certified Benefits Professional, a Certified Compensation Professional and holds a Bachelor of Science in Economics from Northwestern University.

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



Northwestern University | Human Resources | 1800 Sherman Ave | Evanston, IL
60201 US

[Unsubscribe](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!
