

## **CAREER MOBILITY**

### **Section 46a-68-91**

This section was found to be in compliance in the previous filing and there were no proposals/recommendations.

Career mobility at UConn Health is an organizational commitment in compliance with section 4-61t of the Connecticut (CT) General Statutes and section 46a-68-91 of the CT State Regulations to provide opportunities to employees for career as well as personal development. This commitment is a natural extension of UConn Health's mission of education, research and patient care. The ongoing training and educational culture within an institution of higher education fosters the creation, development, implementation, and continuous improvement of employee development programs that support upward mobility opportunities.

UConn Health continues to offer trainings to staff that provide the necessary skills that impact career mobility. Many of the identified competencies such as communication skills, email etiquette, career exploration, etc, are addressed through the Learning Opportunities that are available at UConn Health and Department of Administrative Services. This information is posted on our Human Resources website, **Exhibit #1**.

UConn Health was not able establish any specific upward mobility programs due to current collective bargaining contracts that do not allow targeted movement from one unit to another. The majority of positions at UConn Health where true Upward Mobility could be established require negotiations between the affected bargaining units in order to target an employee or a class to move from one position to another.

Other upward mobility activities that UConn Health supports are as follows:

#### **1199 Career Mobility Committee**

UConn Health participated along with representatives of other human service agencies, on the Funds Committee of the New England Health Care Employees Union, District 1199. The Committee funds a bank of leave hours for employees who are pursuing a post-secondary degree. The general eligibility requirements have exceptions/waivers for students pursuing Licensed Practical Nurse, Registered Nurse, and Masters of Social Work degrees. The Committee also funds reimbursement of health care related certificates.

During the Plan year, there was a moratorium on career mobility funds due to the expiration of the bargaining unit contracts.

## **Tuition Reimbursement Program**

The Tuition Reimbursement Program is another mechanism used by Department of Human Resources to facilitate professional development for employees. The program is available to all classified and unclassified bargaining unit employees as well as managerial/confidential employees.

Classified bargaining unit contracts provide tuition reimbursement. Each contract determines the amount reimbursed per credit and the amount of credits allowed per fiscal year. Some collective bargaining funds may be exhausted during the reporting period. The Fiscal Policy Division of the Office of the State Comptroller maintains the state priority lists for the collective bargaining units utilizing such lists. Each employee receives reimbursement in the order of application and reimbursement is issued in sequence of these lists. Tuition reimbursements were placed on hold during the year due to the expiration of bargaining unit contracts.

The University Health Professionals contract is administered through UConn Health and provides for the following:

- **Article 21.4 - Tuition Reimbursement**

Tuition is reimbursed at the rate of 100% for courses taken at the University of Connecticut, and for courses taken elsewhere 75% of the UConn rate or the rate at the school he/she attends, whichever is less. Reimbursement for part-time employees will be pro-rated based on their full time equivalent (FTE). Employees are eligible for reimbursement up to 6 credits per semester, not to exceed 12 credits per fiscal year.

For professionally related courses, which a principal investigator or a supervisor outside the bargaining unit requires an employee to take, all tuition shall be reimbursed provided that the employee successfully completes the course.

An employee shall be eligible for up to \$450.00 per year to attend conferences and workshops.

- **Tuition Waiver:**

The Tuition Waiver Program is available to all University Health Professionals (UHP) and Managerial/Confidential employees. The University shall provide a waiver of tuition and a partial waiver of credit fees equivalent to tuition for undergraduate and graduate courses taken at UConn on a space available basis. To qualify for a graduate waiver, the employee must either be a matriculated student or the class must be work related. The employee must be employed at least 50%; the waiver will be pro-rated to the employee's full-time equivalent.

The tuition waiver program only applies to the Fall and Spring semesters; there is no limit to the amount of credits that may be waived. Intersession, Summer semester, or laboratory courses are not covered under this program.

### **Educational Leave:**

Request for leaves for University Health Professionals staff is based upon union contract.

- **Article 12.4 - Educational Leave**

12.4a - Non-degree paid or unpaid educational leave to attend conferences, seminars or workshops may be granted by the Executive Vice President for Health Affairs (Vice President for Health Affairs and Dean, School of Medicine) or his/her designee or the Hospital Director as appropriate, for purposes of professional growth and personal development. Such leave shall be related to the employee's duties and be of perceived value to the employer.

12.4b – Degree. Leave of absence without pay may be granted by the President for reasons considered being in the best interest of the University and in the interest of professional growth and improvement of the staff member concerned. All such cases are treated as special cases. Staff members desiring such leaves should apply through their Department Head and Dean to the Executive Vice President.

In accordance with the By-Laws of the University of Connecticut (Section XIV.L.1) the privilege of sabbatical leave is open to all full-time teachers who have at least the rank of assistant professor or a corresponding rank and who have been in continuous full-time service at the institution for at least six (6) years. Following a grant of sabbatical leave, the privilege may be renewed after an additional period of continuous full-time service of at least (6) years.

Information and applications for this reimbursement are on the UConn Health website under Human Resources/Benefits. A total of one hundred and sixty-three (163) employees took advantage of tuition reimbursement benefits.

### **Examinations/Promotions**

In hiring for competitive positions in the Classified Service, UConn Health participates in the centralized testing system administered by Department of Administrative Services, as required by state statute. In addition, UConn Health has utilized the “promotion by reclassification” process which allows promotions to competitive positions without requiring the candidate to take the state examination as long as all requirements under this provision are met.

### **Career Counseling**

Career Counseling is available through the Department of Human Resources. The counseling is designed to assist employees in determining work interests, aptitudes and aspirations in planning for promotional opportunities within UConn Health and within the larger state system. Talent Acquisition Specialists serves as Generalists and are a direct service provider to both external and internal customers. During this reporting period, thirty-nine (39) white females, eleven (11) white males, eighteen (18) black females, one (1) Hispanic male, nine (9) Hispanic females, one (1) American Indian or

Alaska Native, Asian, Native Hawaiian or Other Pacific Islander (AAIANHNPI) male and five (5) AAIANHNPI females participated in career counseling. The majority of the counseling was related to assisting and advising employees in completing SEBAC paperwork due to layoffs. Applicant's qualifications were reviewed with them and applicants were encouraged to apply for all positions for which they were interest in and qualified for. Employees in the professional/non faculty, research, and secretarial groups participated in counseling.

Talent Acquisition Specialists are not only responsible for the recruitment function, but are active in UConn Health's training and development program. HR has developed and taught various training modules such as resume writing and interviewing techniques. On average Human Resources Officers devote 10% to 15% of their time to career counseling which includes employees experiencing layoffs due to the non-renewal of grants.

### **Training and Development**

The Organization and Staff Development (OSD) unit of Human Resources serves and supports UConn Health staff and managers by developing and conducting in-house professional development programs throughout the year. A range of classroom courses and workshops are offered, allowing employees to choose specific topics that meet their professional and personal development needs. General topics include communication skills, interpersonal skills, leadership skills, Lean training, workplace effectiveness and wellness programs. If needs within a specific work unit or department extend beyond these courses, OSD also offers customized workshops, consultation, facilitation and coaching. Topics include career/employee development, communication skills, business communication, business process redesign, change management, customer service, customized training and team building. Additionally, a Management Development Program is offered twice in the year, offering tools, knowledge and skills needed to succeed as an UConn Health leader. Experts in the areas of human resources, financial management and compliance regulations guide managers and supervisors through a variety of managerial topics.

OSD created a career development training for employees, *Career Exploration at UConn Health*. The workshop's curriculum includes planning for education and training, navigating UConn Health hiring system, planning career goals, and assessment of experiences, interests, skills, and resume. This is being offered to employees in the fall and spring, **Exhibit # 2**.

### **Department of Administrative Services (DAS) Learning Center**

To help Connecticut agencies develop and maintain a knowledgeable and effective workforce DAS in partnership with the Connecticut Education Academy provides specialized training for Connecticut state employees in the areas of human resources, managerial support, computers, safety, and career development. One hundred and sixteen (116) employees participated in DAS educational initiative.

## **Process for Accommodations**

UConn Health has an established and effective program of accommodation for employees. The Office of Institutional Equity (OIE) is currently responsible for compliance with the Americans with Disabilities Act (ADA) and as such is charged with processing and facilitating requests for employee ADA accommodations. Associate Vice President Elizabeth Conklin is UConn Health's ADA Coordinator.

UConn Health employees in need of an accommodation are encouraged to contact OIE and complete a Reasonable Accommodation Request Form for Employees, **Exhibit #3**. Employees in need of an accommodation need to provide appropriate medical information to support the request. The Authorization for Disclosure and Release of Medical Information Form authorizing OIE to contact the employee's health care provider or qualified practitioner is available for this purpose, **Exhibit #4**. All employee requests for an accommodation and accompanying medical information are promptly evaluated and kept confidential consistent with state and federal law. To respond to an employee's request for accommodation, an OIE Equal Employment Opportunity (EEO) Investigator meets with the employee and review medical documents, the essential job functions of his/her position, and the specific facts of each request. OIE utilizes this information to determine whether the employee is eligible for an accommodation.

OIE next facilitates a discussion with the employee's manager to determine what accommodations may be reasonable. To explore the request, the department is informed of the employee's functional limitations and the accommodation he or she requested, but medical information is only be shared on a need-to-know basis. Following this interactive dialogue between the employee and manager, OIE assists the parties in determining whether an agreement regarding specific accommodations can be reached. At the conclusion of the interactive process, OIE communicates to both the employee and the manager the steps that were taken and the process for providing any mutually agreed-upon accommodation(s). The employee is responsible for contacting the OIE EEO Investigator if the reasonable accommodations are not implemented in an effective and timely manner, or if the accommodations require additional modifications. OIE works with the employee and the manager to resolve disagreements regarding the agreed-upon accommodations.

OIE also monitors UConn Health compliance with the ADA's requirements for workplace accommodations. UConn Health forbids all forms of disability discrimination, including the failure to provide reasonable accommodations and discrimination or harassment based on physical or mental disabilities. To that end, incidents of discrimination or discriminatory harassment (including disability discrimination, and failure to provide a reasonable accommodation) by UConn Health employees are investigated by OIE. Complaints regarding such incidents are processed in accordance with OIE's complaint procedures. Please see **Discrimination Complaint Process, Exhibit #1**.

## Disability Initiatives

The Deputy ADA Coordinator for the Office of Institutional Equity met with various departments, deans, chairs, and directors to ensure UConn Health's compliance with all relevant laws and regulations related to the ADA and provided consultation, information and referral to appropriate resources for disability related issues. Deputy ADA Coordinator Joshua Rucker:

1. Developed a training module that focused on the American with Disabilities Act (ADA). This training provides a general overview of disability rights as related to UConn Health and the subsequent responsibilities of employees, managers, and supervisors in ensuring equal access and opportunities for individuals with disabilities. **Please see Internal Communications, Exhibit #19.**
2. Toured UConn Health campus to obtain an initial scope of accessibility issues and to touch base on ongoing accessibility projects to ensure full participation for persons with disabilities.
3. Attended Capital Projects meetings regarding building projects and any identified accessibility issues in construction/renovation projects to ensure compliance with all relevant laws and regulations related to the ADA.
4. Attended an Affordable Care Act meeting to help broaden awareness and understanding of the rules and responsibilities as related to persons with disabilities under the Affordable Care Act, including non-discrimination notice requirements for publications and auxiliary aids and services for individuals who are deaf or hard of hearing.
5. Met with the Chief Communications Officer of Office of University Communications to discuss UConn Health's compliance with ADA, compliance strategies, identify concerns, and plan future projects.
6. Worked with the Parking Department to address accessibility issues in parking and shuttle buses.
7. Met with the Director of John Dempsey Hospital and UConn Medical Group Clinical Informatics to discuss disability disclaimer standards for events/classes/written materials on how to request an accommodation if needed.
8. Attended the Executive Policy Committee to discuss ADA compliance issues and policy updates.
9. Participated in ongoing discussions of ADA compliance issues, strategies, and education initiatives with the Access and Accommodations Committee.

10. Reviewed the Deaf and Hard of Hearing Emergency Department process and interpreting services for deaf and hard of hearing patients in the Emergency Department.
11. Provided mandatory trainings for compliance designees in various departments on interpreting services for Deaf and Hard of Hearing.
12. Participated in the Compliance Workgroup, chaired by Dr. Agwunobi, to ensure compliance with the ADA.

### **Innovative Disability Program**

Project Search is a unique, business led, one (1) year, school-to-work program that takes place entirely at the workplace. Project SEARCH is dedicated to building a workforce that includes people with disabilities. UConn Health partners with Favarh, a local chapter of ARC, to run the program at UConn Health. UConn Health departments such as Human Resources, University Medical Group Administration, Ophthalmology, Student Services, Dermatology Clinic, Facilities Management and Logistics Management provided internship rotations geared towards increasing skills needed to prepare the interns for future employment. Nine (9) interns graduated in 2017 with three (3) obtaining employment in the Greater Hartford area right after graduation. These interns gained valuable work experience under the guidance of dedicated UConn Health staff mentors. **Exhibit #5**

# **Exhibit #1**





## Human Resources

Organizational and Staff Development

Compliance Training

Customized Services

New Employee Orientation Program

Online Learning Center – Saba

Professional Development

Overview

Curriculum

How Do I Pay for Courses with Fees?

Management Development Program

State of Connecticut In-Service Training Program

Unpaid Experiences

Work Life

## Professional Development



In support of UConn Health's mission, Organization and Staff Development is committed to strengthening and supporting the professional growth of our departments and employees. We offer a multitude of free learning opportunities and customized programs. Together we can move our organization to a higher level of performance, vital to our success.

[Curriculum](#)

[Customized Services](#)

[How Do I Pay for Courses with Fees?](#)

[Management Development Program](#)

[Online Learning Center](#)

[State of Connecticut In-Service Training](#)



### **Customized Services**

If your development needs extend beyond any of the offerings, we can provide customized workshops, consulting, facilitation and coaching. [Learn more](#)

# **Exhibit #2**



## Human Resources

Organizational and Staff Development

Compliance Training

Customized Services

New Employee Orientation Program

Online Learning Center – Saba

Professional Development

Overview

Curriculum

How Do I Pay for Courses with Fees?

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Work Life

## Curriculum



## Drive Your Career

Organization and Staff Development is committed to helping you strengthen your workplace effectiveness and professional profile. Continuous learning is key to thriving in today's rapidly changing work environments. All UConn employees are encouraged to set professional goals and enroll in the variety of online and classroom courses that meet your professional development needs. Visit often as offerings are continually added throughout the year.

## Enrolling Is Easy

1. Obtain manager/supervisor approval prior to enrollment.
2. Click on the Register button to begin the process.

## Offerings

- Active Assailant Survivor Training, Online
- Communicating to Build Relationships, Tuesday, October 17
- Harnessing Your Stress for Good, Tuesday, October 24
- Workplace Email Etiquette, Thursday, October 27
- Career Exploration at UConn Health, Monday, November 2
- Maximize Your Productivity with Outlook, Tuesday, November 7
- Job Seeking Image and Etiquette, Thursday, November 9
- Capitalizing on Your Personal Workstyle, Tuesday, December 19

### **A Presentation that Can Save Your Life: Active Assailant Survivor Training**

Would you know what to do if someone started shooting in your office, your clinic, your classroom, or your lab? In our world, serious acts of violence at hospitals and universities have become commonplace. Often there is no pattern or method to the selection of victims by an active assailant. These situations are unpredictable and evolve quickly. To that end, Police Chief Joe Curreri is offering an insightful presentation to help you learn how to protect yourself on our campus and in your daily life. All faculty, staff, students and volunteers are highly encouraged to take this online course.

**Instructor:** Police Chief Joe Curreri, Online

Register 

### **Communicating to Build Relationships**

No matter where you live or work communicating with different personalities is essential to building relationships. Participants will examine personality types and learn how our verbal and nonverbal communications effect our interactions with others. Discover ways to overcome common barriers and reduce miscommunications.

**Instructor:** Roselyn Wright

Tuesday, October 17, 1-4 pm, Munson Training Room

Register 

### **Harnessing Your Stress for Good**

Today, stress is an inevitable part of life; there's no way we can completely avoid it. Nor would we want to; it motivates us to plan ahead and to accomplish things. However, too much stress can cause all kinds of issues in your professional and personal life, especially if it continues over a long period of time. This workshop is designed to give insight on the differences between positive/negative stressors, recognize one's body physiological response to stress, help identify and understand some of your life's stressors, and learn techniques for effective stress coping and stress reduction strategies.

**Instructor:** Marisol Cruz, St. Juste, MA

Tuesday, October 24, 2017, 9-11 am, Munson Training Room

Register 

### **Workplace Email Etiquette**

On average, U.S. employees spend about a quarter their work time sending and receiving emails each day. Leaders, managers, supervisors, and employees know that email can be an effective and necessary way to share information at work but they all reveal that it is email

misbehaviors that are giving email a bad name. This email etiquette training course is designed to help participants improve the courtesy, professionalism, and clarity of their email messages. Learn how to apply tried and true best email practices using simple email techniques that will bring your emails from good to great and increase your productivity.

**Instructor:** Alexandra "Alexis" Crean

Thursday, October 26, 2017, 10-12p, Munson Training Room

Register 

### Career Exploration at UConn Health

Through a group experience, this session will help you learn more about yourself and the process of decision-making by exploring your interests as they relate to career decisions. It will cover planning for education and training, navigating the UConn Health hiring system and planning short-, medium-, and long-range career plans. It includes assessment of experiences, resume, interests, skills, and personality and how these can influence career choice.

**Instructor:** Marisol Cruz St Juste

Monday, November 2, 2017, 9-11am, Munson Training Room

Register 

### Job Seeking Image and Etiquette

Good career coaches will tell you it's never too late to reinvent yourself. This course reviews how to put forth your best professional image – beyond the resume and cover letter. This session will cover job seeking etiquette and best practices for creating a lasting impression. Discussion will focus on overall presentation, including professional appearance, effective self-marketing, creative networking, managing your online profile and other proven strategies for exhibiting a positive professional image

**Instructor:** Roselyn Wright

Thursday, November 9, 2017, 9-11 am, Munson Training Room

Register 

### Maximize Your Productivity with Outlook

With more to do and less time in which to do it, we constantly seek time-saving tools. Why not start where you spend lots of time - with Microsoft Outlook. In this informative course discover how to use Outlook optimally. Learn how to implement UConn Health's email guidelines that will increase your productivity. Learn how to customize and organize your workspace, change defaults to your preference, use keyboard shortcuts, employ filters, and make sure Outlook itself

# Exhibit #3





## Job and Accommodation Information

Please explain how your medical condition(s) listed in Section B affect(s) your ability to perform the essential functions of your position. If you are a new employee, state the anticipated difficulties you foresee in completing your job duties. Be as specific regarding the job duties you are having difficulty performing or believe you will have difficulty performing.

Please provide your recommendations for a reasonable accommodation(s) and any information you may have about any associated costs (attach supporting documentation).

Please describe any accommodations or assistive technologies you currently use.

Please identify any University employee with whom you have discussed this request for a reasonable accommodation (i.e., co-worker, supervisor, HR, etc.) Please include dates

Please add any comments you feel may be helpful in consideration of your request.

## Acknowledgement

I understand that it will be my responsibility to complete a Medical Release Form and provide it to the ADA Accommodations Case Manager for my request to be evaluated. I further understand that the ADA Accommodations Case Manager will evaluate and respond to me based upon the information that I provide.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please check here if additional information is attached to this request.

# **Exhibit #4**

# Authorization for Disclosure and Release of Medical Information Form

Revised 9/16

As required by Connecticut law, the Office of Institutional Equity may not use or disclose your individually identifiable information without your authorization.

Your completion of this form means that you are giving permission for the use(s) and disclosure described below.

Please review and complete this form carefully. It may be invalid if not fully completed.

Please forward this form, along with the Request for Reasonable Accommodation Form to the Office of Institutional Equity upon completion.

**OIE USE ONLY**

I, \_\_\_\_\_ [employee's name] whose home address is \_\_\_\_\_ and whose date of birth is \_\_\_\_\_ HEREBY AUTHORIZE \_\_\_\_\_

[provider's name and contact information]

to release medical information pertinent to the reasonable accommodation I requested to:

Office of Institutional Equity  
UConn Health  
263 Farmington Avenue  
Farmington, CT 06030 - 5310  
Telephone - (860) 679-3583  
Facsimile - (860) 679-6512

To any licensed physician, other licensed practitioner, hospital, clinic, or other medically related facility, or United States Veteran Administration:

I authorize you to release to the Office of Institutional Equity information to be used solely for the purpose of evaluating my request for reasonable accommodation.

Initial \_\_\_\_\_

This Authorization shall be valid for a period of 180 days after the date of my signature or earlier if revoked by me in writing to the Office of Institutional Equity.

Initial \_\_\_\_\_

### Acknowledgement

I understand that the Office of Institutional Equity may not use or disclose my medical information except for the expressed purposes identified above, unless another authorization is obtained from me or unless such use or disclosure is specifically required or permitted by law.

I understand that once this information is disclosed pursuant to this Authorization, it is no longer protected by the Office of Institutional Equity's privacy policies, and may possibly be re-disclosed by the recipient.

I hereby acknowledge that I have been informed of my right to receive a copy of this authorization request.

I acknowledge that I have the right to refuse to sign this Authorization.

I acknowledge that I may revoke this Authorization in writing at any time. I understand that if I revoke this Authorization, the information described above may no longer be used or disclosed for the purpose described in this written Authorization. To revoke this Authorization, please send a written statement to:

Office of Institutional Equity  
UConn Health  
263 Farmington Avenue  
Farmington, CT 06030 - 5310  
Telephone - (860) 679-3583  
Facsimile - (860) 679-6512

My signature below indicates that I have read and understand this Authorization and its terms.

Signature \_\_\_\_\_

Date \_\_\_\_\_

# **Exhibit #5**

# UConn



## Updates

### Second Project Search Graduation Slated June 2

(<http://updates.uhc.edu/2017/05/31/second-project-search-graduation-slated-june-2/>)

Nine interns with Project SEARCH, an innovative program designed to prepare young adults with intellectual and developmental disabilities (IDD) for careers, not just jobs, will be graduating from the program at a special "bridge ceremony" on Friday, June 2.

Project SEARCH is the most successful youth transition program in the nation at placing young adults with IDD in gainful employment. Connecticut's only program, a partnership between Favarh – The Arc of the

Farmington Valley – and UConn Health, is located at the UConn Health Farmington campus. At the program, young people with IDD are demonstrating that when given the opportunity and proper supports to succeed, they can and do exceed, often beyond our preconceived notions of what is possible.



*Kristin Sadowsky (second from left), an intern with Favarh Project SEARCH, learns administrative support tasks from her mentors Michelle Thompson, Angela Rizzolo and skills trainer Pam Applewhite-Miller. (Photo by R. Wright)*



Project SEARCH was founded in 1996 at the Cincinnati Children's Hospital. The program is a one-year, unpaid internship program designed for students either in their last year of high school or graduates in their first year out of school.

The largest private employer in Canton with 275 employees, Favarh was founded in 1958 by

*Vanessa Flenke (center), an Intern with Favarh Project SEARCH, learns about delivering excellent patient care at UMG Ophthalmology from her mentors Cheryl Berry and Vivian Holly. (Photo by Ania Scott)*

eight local families who all wanted a better life for their children with intellectual disabilities. Today, Favarh is a local chapter of the Arc, the

world's largest community-based organization for people with intellectual, physical and developmental disabilities. Favarh supports more than 350 children, young adults, adults, seniors and families throughout the Greater Farmington Valley area and beyond.

Media contact: Bill Neagus, [wneagus@favarh.org](mailto:wneagus@favarh.org) (<mailto:wneagus@favarh.org>)

May 31, 2017 Carolyn Pennington (<http://updates.uchc.edu/author/cmp05005/>)

### UConn Health June 2017 Programs, Events

(<http://updates.uchc.edu/2017/05/24/uconn-health-june-2017->

« [programs-events/](#))

Looking at Us: Cliff Williams, Electrician of the Comedy Circuit  
(<http://updates.uchc.edu/2017/06/01/looking-at-us-cliff-williams-electrician-of-the-comedy-circuit/>)

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### Recent Updates

UConn Health November 2017 Programs, Events (<http://updates.uchc.edu/2017/10/20/uconn-health-november-2017-programs-events/>)

MacNeill Stepping Down as Dental Dean (<http://updates.uchc.edu/2017/10/19/macneil-stepping-down-as-dental-dean/>)

Fall Festival Fun and Photos 2017 (<http://updates.uchc.edu/2017/10/19/fall-festival-fun-and-photos-2017/>)

UConn HealthONE Is on Twitter (<http://updates.uchc.edu/2017/10/18/uconn-healthone-is-on-twitter/>)

Employee Engagement Survey Returns for Year 2 (<http://updates.uchc.edu/2017/10/12/employee-engagement-survey-returns-for-year-2/>)

### Categories

Community (<http://updates.uchc.edu/category/community/>)

Education (<http://updates.uchc.edu/category/education/>)

Employees (<http://updates.uchc.edu/category/employees/>)

Events (<http://updates.uchc.edu/category/events/>)

Farmington Campus (<http://updates.uchc.edu/category/farmington-campus/>)

Feature (<http://updates.uchc.edu/category/feature/>)

HealthONE (<http://updates.uchc.edu/category/healthone/>)

Nursing (<http://updates.uchc.edu/category/nursing/>)

Patient Care (<http://updates.uchc.edu/category/patient-care/>)

Pulse (<http://updates.uchc.edu/category/pulse/>)