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### #KentStateUnited is Employee Appreciation

After a contentious election season that brought significant discord and conflict, the Kent State community decided to come together under a campaign of caring and compassion.

It all started with a unique display of unity from the Kent State men's basketball team and local fans during the national anthem at a recent home game. And like just about everything else today it morphed into a hashtag.

Witness the birth of #KentStateUnited that went viral across campus where it landed, among other places, in the Division of Human Resources. There, HR staffers staged their own show of unity and respect for colleagues by visiting various buildings across the Kent Campus to pass out small treats in appreciation of their peers within the Kent State family.

Faculty, staff and students responded with other creative expressions and celebrations of unity that solidified a culture of inclusiveness and freedom of expression across our eight-campus system. Staffers and students can anticipate more tasty treats from HR in the weeks to come. Bon appétit!



### Did you know...

The Division of Human Resources distributed donuts and tangerines to more than 1,700 faculty and staff on the Kent Campus as part of the #KentStateUnited initiative.

## Human Resources' Ron Smith Receives Industry Award



In October, the Cleveland Society for Human Resource Management honored Ron Smith with a Member of the Year award for his hard work and dedication to furthering the human resources industry in the Cleveland area. Ron volunteers in various capacities, including co-leading the speaker team for the Northern Ohio Human Resource Conference (NOHRC), sourcing speakers for chapter meetings through the Programs Committee, and planning events as a member of the new Learning and Development Special Interest Group.

Ron joined Kent State's HR team in early 2008. He holds a master's degree in Adult Learning and Development from Cleveland State University, and a bachelor's degree in Organizational Communication from Ohio University. Additionally, he is a certified Professional in Human Resources (PHR), and a Society for Human Resource Management Certified Professional (SHRM-CP). Ron is involved in various Cleveland SHRM committees, the Ohio University Alumni Association, and he is a member of the Association for Talent Development.



## New Faces



Steven Zoller

### Kent State University Welcomes New Employee to Human Resources

Steven Zoller recently joined the Human Resources staff as a Training and Development Specialist. Prior to Kent State University, Zoller worked as a Training Specialist for two years at Marriott International in Solon, Ohio, where he educated hundreds of employees on interpersonal skills, customer service, company culture and critical software, among other things.

Prior to that, he served as a Customer Care and Sales Specialist, consulting customers on hospitality and providing one-on-one coaching and counselling as an on-the-job trainer.

Zoller holds a bachelor of arts degree from Kent State University, where he was a member of the Honors College and recipient of the Leadership Excellence Award.

## News Flash – Communicating Across Generations



University College Gets Cross-Generational Training. Do you communicate well with people outside your age group? In February, staffers at University College met at Moulton Hall to discover how to manage communication across generations by first learning about the four generations in the workforce. Having knowledge of, and insight into, each generation gives employees a general understanding about each group's frame of reference and helps workers interact more effectively. For more information on Training and Development, visit [www.kent.edu/hr/training](http://www.kent.edu/hr/training).

## Men's Basketball Team Holds Open Court for Employees



More than 100 faculty and staff braved a cold, rainy afternoon in mid-January to take full advantage of a rare opportunity to attend an open practice of the Kent State men's basketball team at the MAC Center.

This behind-the-scenes access afforded employees, family and friends the chance to watch the team execute drills and participate in an inter-squad scrimmage. Guests enjoyed a tasty lunch and posed for pictures with miniature basketballs and pom-poms.

The first 100 guests were treated to two free tickets to watch the men take on Toledo the following week. Other giveaways included tote bags courtesy of AT&T and coupons to Beef O Brady's, which also provided food and beverages. Additional sponsors included Klagen Auto Stores and University Chiropractic and Wellness.



Head coach Rob Senderoff, his staff and players thanked guests for their support and encouraged attendance at basketball home games.

One of the newer faces on campus, Jack Witt, vice president for Human Resources, welcomed everyone and drew winning tickets for door prizes. The Flashes defeated Toledo the following week, 85-61. Go Flashes!

## Kent State's Wellness Offerings Second to None

Kent State University offers a wealth of mental and physical wellness offerings for faculty and staff, including instructor-led classes in yoga/meditation and spinning; walking groups; stress management, smoking cessation and lunch-and-learn programs; university-wide group challenges; Weight Watchers@Work; and biometric health screenings, among others. For a comprehensive list of current wellness offerings, visit the KSU Employee Wellness Calendar.

We hope that you will encourage your employees to participate in these workplace wellness programs and engage in a healthy lifestyle that leads to increased productivity and improved work-life balance.

*Please note: It is not necessary for employees to use their vacation or sick time for these types of events. Any employee who wishes to attend a university-sponsored event only needs to seek permission from his or her supervisor to leave the work site. Supervisors, as is the case for any leave request, will make their own decision on granting the leave based upon their need to operate effectively and efficiently.*

## March Month of Gratitude

Spring is just around the corner and what better time to embrace the present and look forward to tomorrow.

On March 1, the Employee Wellness Office will officially launch the new Gratitude Graffiti Project that gives employees the opportunity to pause and reflect on someone or something you are grateful for in your life.

The Gratitude Graffiti Project is a practice of purposeful reflection and appreciation expressed through interactive art. Over the past decade, hundreds of studies have documented the social, physical and psychological benefits of practicing gratitude. The Kent State community has responded with great enthusiasm toward the project, and we will have well over 80 stops spread across all Kent State campuses, including our New York City Studio. If you see a stop, take a moment and add your gift of gratitude. Visit the Gratitude Graffiti Information page for more details or check out all Graffiti Stops.

## Shred-Mania & E-Cycle Drive

Kent State University's Division of Human Resources will partner with the Office of Sustainability to host Shred-Mania, **Wed., March 22 from 7:30 a.m. to 1 p.m.** at the Ice Arena parking lot, as part of the RecycleMania competition.

**Shred-Mania** is open to all students, faculty, staff and the Kent community. Shred-Mania allows participants to recycle unwanted paper documents using a secured, onsite document destruction service. Bring documents, drawings, photos, blueprints, coupons, tickets, checks, magazines, spiral notebooks, hanging folders, paper bags and brochures. It is not necessary to remove paper/binding clips or staples from your documents to have them shredded. Limit of five boxes per person for Kent community members.

**RecycleMania** is a friendly competition and benchmarking tool for college and university recycling programs to promote waste-reduction activities to their campus communities. Everyone at Kent State University can participate in RecycleMania, monthly office competitions for faculty and staff will run from **Feb. 5 through April 1**. The Kent State office or department with the most participation wins a grand prize and bragging rights. Students participate in RecycleMania through the Hall vs. Hall competition and monthly student competitions.

**E-Cycle Drive**, a free electronics recycling drop-off, will be on **March 15 & 22 from 7:30 a.m. to 3 p.m.** at the back of the Administrative Services Building, door #6 beside the cell tower. E-cycle includes just about anything with a cord: PCs, laptops, servers and storage devices, mainframes, monitors, docking stations, floppy drives, DVD/CD burners, VCRs, circuit boards, scanners, copiers, printers, cables, wires, extension cords, digital cameras, cellular phones, DVD players, network and telecom equipment.

**Note: television sets are not acceptable.**

To see how you can get involved in RecycleMania 2017, and make Kent State a winner, visit [www.kent.edu/sustainability](http://www.kent.edu/sustainability). Please direct questions to **Leah Graham**, Kent State University's Outreach Recycling Coordinator, at 330-672-8023 or [lgraha13@kent.edu](mailto:lgraha13@kent.edu).



## HR Night at the Loge

Jack Witt, vice president for Human Resources, hosted a gathering at the loge in the MACC for Human Resources employees, and their families and friends on Feb. 7, when the men's basketball team took on Bowling Green State University. Guests enjoyed giveaways and delicious food and beverage provided by the Old Carolina Barbecue Company. Unfortunately, the Flashes dropped a nail-biter in overtime 84-83. **See more pics on page 5.**



## HR Enjoys Night at the Loge (continued)



## KSU For You Returns to Regional Campuses

We're back! KSU For You returns to all regional campuses throughout the month of April.

Representatives from Human Resources, Office of General Counsel, Student Affairs, Information Services, Diversity, Equity, and Inclusion, Academic Affairs, Finance and Administration and Institutional Advancement will visit all regional campuses to enhance connections with faculty and staff and better facilitate institutional knowledge sharing.

Each KSU for You visit will include a variety of presentations, training sessions, and meet and greets, along with members of leadership from various Kent State University divisions.

Attendees will be eligible for prize drawings, complimentary giveaways, and an informational lunch and learn.

The KSU For You spring 2017 schedule follows: April 3 - East Liverpool; April 4 - Salem; April 5 - Geauga; April 6 - Trumbull; April 11 - Ashtabula; April 12 - CPM; April 13 - Stark; April 19 - Twinsburg; and April 20 - Tuscarawas.

In addition to the breakout sessions, the KSU for You committee will have information tables staffed by division representatives.

Faculty and staff members are encouraged to visit with divisional representatives where they may enter free prize drawings make acquaintances, get answers to questions, or learn more about the services provided by Kent State University.

For more information, including a full schedule of activities, please visit [www.kent.edu/hr/ksu-you](http://www.kent.edu/hr/ksu-you), or contact Geraldine Nelson, PhD, Office of Employee Engagement and Outreach, at 330-672-8075.

**KSU** for **YOU**

## Blue and Gold(en) Opportunities to Support KSU and You

### Opportunities to Support Students

- Kent Baseball vs. University of Pittsburgh, March 21, 6 p.m.
- Kent Softball vs. Ohio, April 4, 1 p.m.
- Macbeth, April 21 - 29, directed by Fabio Polanco, Wright-Curtis Theatre
- Student Dance Festival, April 7 - 9, 7 p.m., Erdmann-Zuccherro Theatre, Center for the Performing Arts

### Opportunities for Employees

- Great College to Work For Survey, Mar. 13 - Apr. 7
- Title IX Workshops, Faculty & Staff:
  - March 21, 2 p.m. - 3 p.m.
  - April 26, 9:30 a.m. - 10:30 a.m.
  - May 16, 9:30 a.m. - 10:30 a.m.
  - June 14, 1:30 a.m. - 2:30 a.m.
  - July 11, 9:30 a.m. - 10:30 a.m.

### Opportunities for Growth & Development

- Mental Health First Aid Course:
  - April 5 and 12, 8:15 a.m. - 12:15 p.m.
  - April 17 and 24, 12 p.m. - 4 p.m.

Email [hrd@kent.edu](mailto:hrd@kent.edu), or call 330-672-2100

### Opportunities for Well Being

- Lunch & Learn: March Madness Healthier options to your favorite snacks, Mar. 14, noon - 1 p.m.
- Personal Health Coaching, April 5, 7:30 a.m. - 4 p.m.
- Financial Wellness: Social Security and Your Retirement, April 11, noon - 1 p.m.
- Health Screening, April 19, 7:30 a.m. - 10:30 a.m.
- Lunch & Learn: The Power of this Moment, April 20, noon - 1 p.m.

Email [hrd@kent.edu](mailto:hrd@kent.edu), or call 330-672-2100

## KSU Places in top 10 of LEAD Awards

Kent State University's Institute for Excellence (I4E) placed eighth in the Lead Award's category for a University Certificate Program with Emphasis on Leadership and Organizational Development.

Recognizing excellence in leadership development programs, the LEAD Awards celebrate the best applications and internally designed leadership development programs from organizations around the world, including colleges and universities that provide exceptional leadership or Human Resources development programs at all levels.

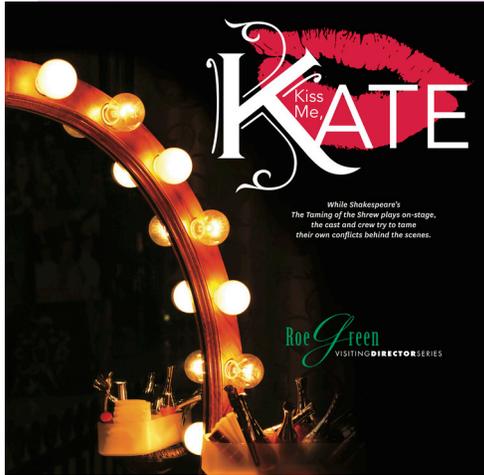
Past winners have included Fortune 500s, small start-ups and everything in between. The value of a LEAD Award comes from the exposure to over one million HR professionals and the ability to highlight all the hard work dedicated to transforming employees into tomorrow's leaders.

KSU'S Institute for Excellence program strives to develop and promote a culture of excellence for faculty and staff through self-awareness, learning agility and emotional intelligence. For more information, visit [www.kent.edu/hr/training/institute-excellence-0](http://www.kent.edu/hr/training/institute-excellence-0).



## Employee Discount Tickets For Performing Arts

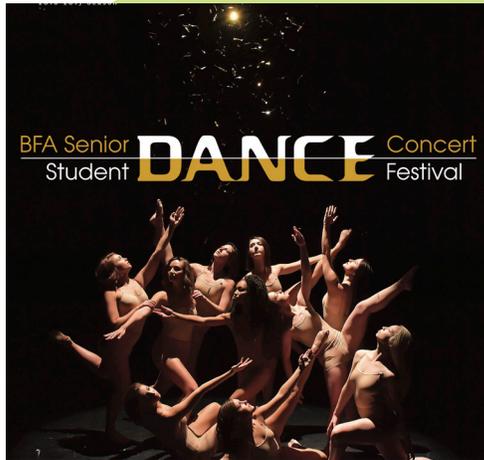
The College of the Arts is now offering discount tickets to Kent State faculty and staff for all spring performances. Kent State employees can purchase tickets for the special employee price of \$16 for any performance. For tickets, visit the Performing Arts Box Office in the Roe Green Center lobby, 1325 Theatre Drive, weekdays 11 a.m. to 5 p.m. Visa, MasterCard, cash and personal checks accepted. Or call 330.672.ARTS (2787).



### Kiss Me, Kate

February 24-March 5, 2017  
Roe Green Visiting Director Series  
E. Turner Stump Theatre  
Directed by Dennis Courtney

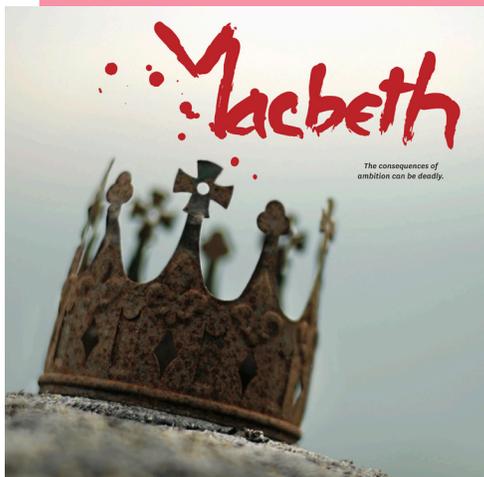
While Shakespeare's *The Taming of the Shrew* plays on-stage, the production's cast and crew try to tame their own conflicts behind the scenes.



### 2017 BFA Senior Dance Concert/Student Dance Festival

March 17-18, 2017  
Erdmann-Zucchero Black Box Theatre  
Faculty Advisor: Barbara Allegra Verlezza

Enjoy wonderful choreography and performances from graduating senior BFA candidates in dance performance.



### Macbeth

April 21-30, 2017  
Wright-Curtis Theatre  
Directed by Fabio Polanco

In Shakespeare's most famous tragedy, the quest for power turns deadly. Created by William Shakespeare.

“Put your heart, mind, and soul into even your smallest acts. This is the secret of success.”

- Swami Sivananda -

## Human Resources Leadership

# #KentStateUnited



### Vice President for Division of Human Resources

Jack Witt  
fjwitt@kent.edu  
(330) 672-8318

### Executive Director, Employee Engagement, HR Communications, and Training and Development

Geraldine Hayes-Nelson, Ph.D.  
ghnelson@kent.edu  
(330) 672-8075

### Executive Director, Benefits and Wellness

Loretta B. Shields, PHR  
lshields@kent.edu  
(330) 672-8314

### Executive Director, Compensation, Talent Acquisition and Records

Donna M. Sansonetti  
dsansone@kent.edu  
(330) 672-8333

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Human Resources,  
Joe Richardson,  
Communications Specialist

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[www.kent.edu/hr/](http://www.kent.edu/hr/)

WELCOMING  
AFFIRMING  
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EMPOWERING  
CULTURE OF  
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