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Did you know...

Over 1,100 KSU employees attended Kent State Day at Progressive Field on April 29. Most received a customized New Era Block C Indians cap with the KSU athletic logo.

KSU For You Returns to Regional Campuses

Travel. Meet. Share. Repeat. That was the mantra when KSU For You returned to all regional campuses throughout the month of April, bringing presentations, training sessions and more to some 250 KSU faculty and staff.

Representatives from Human Resources, the Office of General Counsel, Student Affairs, Information Services, Diversity, Equity, and Inclusion, Academic Affairs, Finance and Administration, and Institutional Advancement visited regional campuses to enhance connections with employees and better facilitate institutional knowledge-sharing.



Attendees were eligible for prize drawings, complimentary giveaways, and an informational luncheon. A big thanks to everyone involved for making this a successful event. In addition to the breakout sessions, the KSU for You committee provided information tables staffed by division representatives.

Faculty and staff members were encouraged to visit with divisional representatives to make acquaintances, get answers to questions, learn more about the services provided by Kent State University, and win prizes. (See KSU for you, Page 8)



Title IX Workshops for Faculty and Staff and Students

Beginning summer 2017, Compliance and EO/AA will conduct customized Title IX trainings for faculty, staff and students on the following topics:

What is Title IX? Defining sexual harassment/sexual misconduct; how to report Title IX issues; statistics on sexual violence; the university's responsibility and much more.

Workshops will occur once a month for faculty/staff and students through 2017. Below is the schedule for upcoming facilitator-led workshops. Dates are subject to change or cancellation. All sessions will be held at Heer Hall in Room 107. Register at www.kent.edu/hr/title-ix-workshops-faculty-staff-and-students.

Audience	Date	Times
Faculty and Staff	Tues., May 16, 2017	9:30 - 10:30 a.m.
Students	Tues., May 16, 2017	10:30 - 11:30 a.m.
Faculty and Staff	Wed., June 14, 2017	1:30 - 2:30 p.m.
Students	Wed., June 14, 2017	2:30 - 3:30 p.m.
Faculty and Staff	Tues., July 11, 2017	9:30 - 10:30 a.m.

41 Employees Inducted Into 20-Year Club

The 20-Year Service Award Program will be held on Thursday, May 25 at 5:30 p.m. in the Kent Student Center Ballroom. The awards program is an annual event established in 1966 to honor classified and unclassified employees who have dedicated 20 years of continuous service to Kent State University.

Each year friends, family and co-workers join in honoring inductees at an awards dinner. Upon reaching their 20-year milestone, employees may select either a chair for home or office, or a bench or a tree to be placed on campus in their honor.

You can view a slideshow photo gallery of all inductees at www.kent.edu/hr/20-year-club. For more information, contact Amber James at 330-672- 0952, or email asavier2@kent.edu.



2017 20-Year Club Inductees

Frank W. Andris
Catherine C. Arnette
Roberta L. Bain
Rebekkah E. Berryhill
Gregory J. Bloomfield
Shari L. Bostaph
Robert F. Brindley
Lorinda E. Craver
Paula A. Cribley
Sherry L. Dewitt
Deborah A. Dotson
Vivian Duvall
Joseph C. Gunderman
William R. Hall Sr.

Lynn A. Heller
LaRue F. Hoagland
Lynette Johnson
Todd A. Johnson
Beverly J. Jones
Joseph M. Kovacs
James A. Kurtz
Deborah A. Lamb
Thomas B. Mahon III
Rachel K. McMahan
Michael J. Meilander
Susan P. Menassa
Mark W. Pennell
Deborah A. Phillipp

Thomas J. Reynolds Sr.
Martina M. Ropog
Jane R. Rossman
Todd M. Ryan
Sergij V. Shiyanovskii Sr.
Melissa C. Sink
Margaret A. Studer
Cherylann M. Tennant
Deborah M. Terrill
Julie S. Trask
Melissa R. Williams
Lucie D. Wise
Mona R. Zink

Spring Brings Annual KSU Plant Exchange



Are you ready to beautify your yard? The Plant Exchange gives employees a chance to dig up perennials that may be taking over your flower beds and swap them for other plants.

Flower bulbs, houseplants, and veggie and flower seedlings can also be shared. If you do not have plants to share you can still participate. The exchange is free and there are plenty of plants to go around.

If you are interested in participating, please send an e-mail to mterleck@kent.edu. You will receive a link to a Google doc where you can select which plants you would like from the other participants and list any plants you may have to exchange.

The exchange will take place outside of Heer Hall (Human Resources Department) on Loop Road, Thursday, May 18, and is open to all faculty and staff at Kent State who sign up ahead of time for plants via the Google Doc. All participants in the Plant Exchange will be entered into a drawing to win a beautiful hanging basket!

Please email mterleck@kent.edu or awanchic@kent.edu by May 12 to participate, or if you have questions.

Pan-African Faculty and Staff Association Service Awards



The Pan-African Faculty and Staff Association (PAFSA) Service Awards recognizes three main areas: customer service, student success, and community service. The honor acknowledges all employee classifications: faculty, administrative, unclassified, and classified/classified AFSME.

PAFSA was formed in 1972 to promote employment, participation in university affairs, and to recognize the intellectual contributions of the Pan-African community toward the growth and success of Kent State University.

The premise of the awards program comes from an historic strategic goal, "Developing and Recognizing Our People," that was in effect when the program began in 2014. It stated that all university divisions will actively pursue this goal. Although this strategic goal has changed, its purpose remains steadfast and is evident by the many reward and recognition programs the university has to date.

The above faculty and staff were recognized for outstanding service. Pictured left to right, Geraldine Hayes Nelson, Ph.D., Mrs. Terri Burrell, (PAFSA President Renee Romine) George Garrison, Ph.D. and Mrs. Dee Campbell-Curgil.

Kent State Still On The Move

One year after participating in their first On the Move Corporate Challenge, over 1,100 university employees are again on a 12-week mission to boost, learn, assess, share, and move themselves and show that Team Kent State is one of the top 100 most active workplaces in the country. The On the Move Challenge, developed by the Wellness Council of America, is designed to help employees move more and sit less, which can boost your mood, reduce stress, increase creativity and production, improve the way employees look and feel, help control weight, and build muscle, among other things.



ON THE MOVE

Each week participants can “learn” the benefits of exercise; “assess” their progress via simple questionnaire; “share” success stories, goals and accomplishments; “boost” colleagues for extra points; and “move” to improve fitness. Employees interact with the program and colleagues via a gamified platform at www.onthemovechallenge.welcoa.org. Movement can be tracked either with a wearable device, such as a Fitbit or Garmin, with a Smartphone app, or they may simply enter their activity (swimming, housework, gardening, walking, etc.) manually. All employer’s competing in the competition can see their position on the “real time” Leaderboard.

This challenge is open to all full- and part-time Kent State faculty and staff members on all campuses. As an added incentive, participants can also earn valuable points toward their Tier 2 Wellness Your Way reward. You can view and cheer on Team Kent State by viewing team members at www.kent.edu/hr/benefits/move-challenge. To assist employees in their efforts to move more, a Move Communities page was created with walking maps and activities for employees in search of places to exercise across all Kent State campuses. Staffers are encouraged to grow our move communities by including additional activities and maps by contacting Kim Hauge, director, Employee Wellness at ext. 27505, or Sandra Cole at ext. 27501 or wellness@kent.edu.

Kent State participants are using the social media hashtag #HealthyKSU and #ShowUsYourMove to promote their moves on both the Kent State and the Wellness Council’s webpages. KSU is currently hovering around 17th place on the leaderboard. **Go Flashes!**

HR Attends Annual Northern Ohio HR Conference

Several employees from Kent State’s Human Resources Division were among hundreds of Ohio workers who attended NOHRC 2017 at the IX Center in Cleveland in March.

The one-day conference focused on providing education and development on current trends within the HR profession, networking opportunities with peers, and interaction with approximately 100 vendors.

The Opening Keynote: “Sell Out the Stadium! Create Raving Fans and Engaged Audiences!” was delivered by Rick Lozano, singer/songwriter, musician and thought leader in talent and leadership development.

The luncheon, sponsored by Kent State University, featured keynote speaker Connie Dieken, a thought leader in the field of modern leadership influence and presence. Connie is Founder of The Dieken Group, a senior executive coaching, consulting and training firm that transforms leaders into purposeful influencers.

HR staffers attended workshops related to branding, humor and diversity, financial wellness, risk mitigation, business communication, performance management, social media recruitment, attracting top talent, and much more. For more, visit www.nohrc.org.



Pictured left to right: Joe Richardson, Maria Terleckyj, Samantha Heald-Sott, Wendy Gold, Monica Guinn, Ron Smith and Steven Zoller

Support Staffers Reinforce Connections at Annual Luncheon

More than 300 registered guests packed the Kent Student Center Ballroom in April for the 20th annual Office Support Staff Recognition Luncheon. In keeping with the current #KentStateUnited initiative, the planning committee decided to use the “Kent State Connected” theme for the second consecutive year.

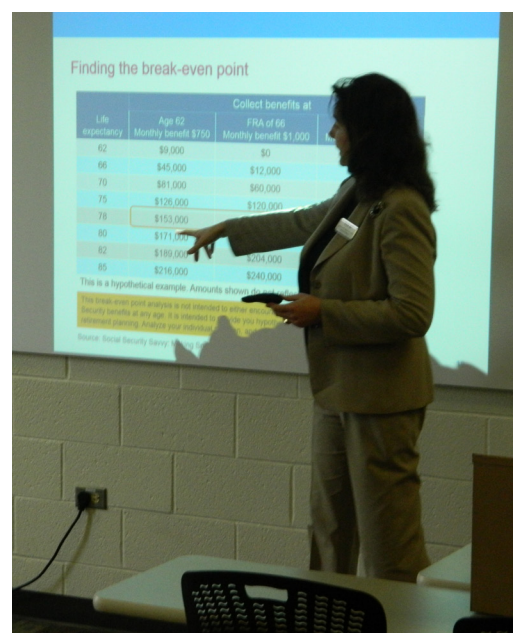
Staffers solidified old relationships and formed new ones as their names of each office support staffer scrolled across the big screen.

The program opened with a warm welcome from Vice President of Human Resources, Jack Witt. Senior Vice President of Finance and Administration, Mark Polatajko, greeted guests with words of encouragement. President Beverly Warren delivered a videotaped message (and later surprised guests with a live appearance) moving between tables thanking employees and expressing gratitude for their contributions to the university community. She also drew the winning symbol for gift baskets. Geraldine Hayes-Nelson served as the mistress of ceremonies.

Classical jazz was provided by The Tim Coyne Quartet, which has appeared regularly around Northeast Ohio since the mid-1990s.



KSU For You (from page 1)



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

Opportunities to Support Students

- Intl. Student Graduation Reception, May 10
- Kent Baseball vs. Miami University, May 13
- Kent Campus Bachelor's Commencement, May 13
- Kent Baseball vs. Youngstown State University, May 16
- Kent Women's Golf NCAA Championship, May 20 - 24
- Porthouse Theatre
 - "9 to 5," June 15 - July 1
 - "Ain't Misbehavin'," July 6 - 22
 - "Newsies," July 27 - August 13

Opportunities to Support KSU Alumni

- Faculty Lecture: Come Explore! Children's Activity Holden Arboretum, May 7, 11:30 a.m. Register.
- Faculty Lecture: The How's and Why's of Publishing Secrets, May 17, 6 p.m. Register.
- African-American Alumni and Friends Reunion and Reception, May 20, 7 p.m., KSU Hotel and Conference Center. Register.

Opportunities for Growth & Development

- Mental Health First Aid Course:
- May 19, 8 a.m. - 4:30 p.m.
- Salesforce Workshop - Reports & Dashboard
- May, 17, 9:30 - 10:30 a.m.
- Cognos Report Studio
- May 19, 1:30 - 4 p.m.
- ALICE Training:
- May 23, 9 - 10:30 a.m.

Email hrd@kent.edu, or call 330-672-2100

Opportunities for Well Being

- Personal Health Coaching: May 9, 7:30 a.m. - 4:00 p.m.
- IMPACT: Employee Assistance Program Office Hours, May 18, 11 a.m. - 3 p.m.
- Lunch & Learn: Mindful Awareness Exercises for Insomnia & Worry, May 22, noon - 1 p.m.
- Walk & Talk: Spring Flowers in Bloom, noon - 1 p.m.

Email wellness@kent.edu, or call 330-672-2100

Shred-Mania Braves Cold Morning

Enthusiasm was high but temperatures were unseasonably low as HR Records partnered with the Office of Sustainability to host the annual Shred-Mania event that allowed faculty, staff, students, and the local community to recycle unwanted documents using InfoShred, a secure, onsite paper destruction service.



Although total participation dropped from the previous year to 75 people compared to 150 in 2016, the university still managed to collect 1,658 pounds of shredding compared to 2,337 pounds in 2016. Community shredding also dipped to just over 3,300 pounds compared to 5,500 pounds last year.

Materials permitted at Shred-Mania include documents, drawings, photos, blueprints, coupons, tickets, personal checks, magazines, spiral notebooks, hanging folders, paper bags and brochures.



Pictured left to right, members of HR Records include: Diane Smith, Tia Laughlin, Lisa Oswald, Beth Hoff and Maria Terleckyj

Institute For Excellence Graduates Another Class

The Institute for Excellence strives to develop and promote a culture of excellence for faculty and staff. Through its unique 10-month development opportunity for administrators and individual contributors, I4E is designed to enhance the leadership qualities of our current and next-generation faculty and staff leaders.

Research has shown that while many important qualities associated with excellence — self awareness, trust, emotional intelligence and resiliency, to name a few — are inherent, these are traits that also can be learned.

When that learning takes place the result is improved performance for individuals and their respective work units. To that end, Kent State offers a unique opportunity for administrators and individuals to develop the aforementioned skills.

The administrator and individual programs are scheduled to resume in the fall. All-day and half-day sessions will be held monthly.

New this year is an honors pin awarded to those with perfect attendance and strong engagement.

To the right is the newly created Institute for Excellence logo. More information about the Institute for Excellence can be found at www.kent.edu/training.



Discount Tickets for College of the Arts Performance

The College of the Arts presents a matinee performance of “Newsies” at Porthouse Theatre on the grounds of Blossom Music Center Saturday, August 12, at 2 p.m. Light refreshments in the Thornbury Pavilion from noon - 1:45 p.m.

Employees are eligible for discount tickets at \$22 per person (a \$13 discount per ticket. Maximum of four tickets per employee).

Adapted from the Disney film of the same name, “Newsies” is the exhilarating tale of newsboy Jack Kelly who dreams of a better life far from selling newspapers on the streets of turn-of-the-century New York City.

When publishing giants Joseph Pulitzer and William Randolph Hearst raise prices and endanger the newsboys’ livelihoods, Jack and his band of newsies find a cause to fight for.

Nominated for 8 Tony Awards, “Newsies” has music by Academy Award winner Alan Menken, lyrics by Jack Feldman, and a book by Tony Award Winner Harvey Fierstein.

“Newsies” is directed by Porthouse Theatre Producing Artistic Director Terri Kent and runs July 27 to August 13. Tickets cannot be held and must be purchased at time of reservation. Tickets are non-refundable or exchangeable. Call the Performing Arts box office at (330) 672-2787.



“I am not a product of my circumstances.

I am a product of my decisions.”

- Stephen Covey -

KSU For You (from page 1)



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