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KSU and Community Launch Hurricane Relief Supply Drive

Kent State University united with Kent area community partners recently to initiate a much-needed hurricane relief supply drive to benefit people in Florida affected by Hurricane Irma and its subsequent floodwaters. The partners included the Kent Chamber of Commerce, Family and Community Services, Fab Express, PARTA, City of Kent Community Development and Health Departments, International Paper and the Kent Interfaith Alliance.



To promote the drive a large banner, designed pro bono by Glyphix Studio - a student run design studio - was draped across a tractor trailer parked at Willow Street and Main Street. Last month, local citizens made contributions of more than 350 pounds of adult and children's wipes, diapers, incontinence products, paper towels, facial tissues, paper plates, plastic cutlery, and women's and men's underwear.

"These contributions will go a long way toward making sure individuals and families can meet their basic needs as they try to get their lives back on track," said Kelvin Berry, director of Economic Development and Community Engagement in the Office of Government and Community Relations who helped in coordinating the drive. "This was a real team effort that came together in a very short period of time," added Dr. Geraldine Hayes-Nelson, who created and led the drive in response to concerns expressed by a number of KSU employees.

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Fun Fact

Prior to the implementation of DocuSign in May 2017, the average time span for new hires to complete and return documents was approximately 10 days. Since May 2017, the time to complete and return new hire documents is as follows:

- <1 hour = 61%
- <2 days = 17%
- 3-7 days = 15%
- >7 days = 7%

Online Job Site Update

The Human Resource Talent Acquisition team continues to work on the new applicant tracking system with the new vendor, Page Up. As the project team is completing the final phase of this very important initiative, we will begin the training process. The training sessions have been scheduled and are listed in ABC Signup. Please go to: <https://goo.gl/YT8jHR> to enroll for a session if you are involved as a "Hiring Manager". We are planning on a go-live date of Friday, December 1, 2017.



Additional updates will be provided in the upcoming weeks to internal department users (hiring managers), including how to sign up for the training sessions. Please direct questions to the Talent Acquisition Office at 330-672-2100, or employment@kent.edu.

Upcoming Title IX Workshops

Please join us for our Facilitator Led Title IX Workshop on November 15, 2017 in 107 Heer Hall. This session will give an overview of the university's 5-16.2 policy of gender discrimination, gender/sexual harassment, sexual misconduct, stalking and intimate partner violence. This workshop counts toward 1.0 hour of your annual Beyond Compliance credit. Lunch will be provided and space is limited, so please register at <https://www.kent.edu/hr/title-ix-workshops-faculty-staff-and-students>

Future dates

Faculty and Staff *Lunch provided	Wednesday, 11/15/2017 Noon - 1 p.m.
Faculty and Staff	Monday, 12/4/2017 9:30 - 10:30 a.m.
Faculty and Staff	Thursday, 1/25/2018 1:30 - 2:30 p.m.
Students	Tuesday, 2/6/2018 6:30 - 7:30 p.m.
Faculty and Staff	Tuesday, 2/20/2018 10 - 11 a.m.

The 2017/18 Holiday Shutdown Schedule

Kent State University's Holiday shutdown for 2017 will begin Sunday, Dec. 24, 2017 at 10:30 p.m. In addition, the university will close Tuesday, Dec. 26 (President's Day) and Wednesday, Dec. 27, thru Monday, Jan. 1, 2018. All offices will re-open on Tuesday, Jan. 2, 2018.

The December biweekly pay will be on Dec. 8 and 22. The December semimonthly pay will be on Dec. 15 and 22. The January biweekly pay will be on Jan. 5 and 19. The January semi-monthly pay will be on Jan. 12 and 31.

Employees not eligible for the paid leave include student employees, classified temporary staff, temporary agency staff, unclassified nine- and 10-month term appointments, short-term unclassified assignments and employees in a lay-off status. More information on the holiday schedule, including how employees should report time during that period, will be communicated in early December. Please direct questions to hrweb@kent.edu.

University Challenge Kick-off Preps Employees to Move

The inaugural On the Move University Challenge is paying big dividends. A month into the competition, Team Kent State has moved into the top spot on the leaderboard. Baldwin Wallace University and Georgian Court University are battling for second place.

In preparation for this national On the Move University Challenge, faculty and staff making up Team Kent State converged on the Student Recreation and Wellness Center to get a head start on the opposition and compete for prizes as part of the “On the Move Kick Off Event.” Employees took part in a slew of contests and activities, such as tug of war, archery, rock climbing, badminton, corn hole and Kin-Ball, while other colleagues mixed and mingled with Flash and other university friends.

“It was an amazing experience,” says Kim Hauge, director, Employee Wellness. “Our employees were pumped!” Faculty and Staff were on the spin bikes, rock climbing with Flash, learning archery from Chris John and other student guides, and volleying their opponents in Kin-Ball!

On Oct. 2, the University Challenge officially launched. By week two, Kent State had edged its way into the first place position and has held its own there as we near week six. To add another layer of fun and engagement, the Employee Wellness introduced an optional University Challenge Game Board to accompany employees through the 12-week challenge. The game board provides faculty and staff with mini pop-up challenges and prize drawings. For instance, employees are encouraged to try things such as participate in a standing or walking meeting, boost and introduce themselves to a team member they don't know, share a healthy recipe for the holidays, or take a poker-walk break. To view or download a game board, visit the University Challenge resource page.

Stay tuned to see how TEAM KENT STATE finishes in the national On the Move University Challenge. Competition ends on December 24, 2017. We predict an “Undeniable” sprint to the finish with the blue and gold as champions! To learn more about the current On the Move University Challenge, visit our web page at www.kent.edu/hr/benefits/life-move-university-challenge.



KSU and Community Launch Hurricane Relief Supply Drive Continued

Collection bins were strategically located across the Kent Campus at The Williamson House, the Center for Undergraduate Excellence, the Kent Student Center, Heer Hall, Oscar Ritchie Hall, the Student Recreation and Wellness Center, the Kent State Ice Arena and the Center for Philanthropy and Alumni Engagement. Supply collection also took place at the Ashtabula and Geauga campuses and the Regional Academic Center in Twinsburg.

Amanda Paulus, Director of the Office of Experiential Education, coordinated the participation of KSU students to assist in the sorting and palletizing of donated items at a local warehouse in preparation for shipment of the goods to Florida.

Sharlene Chesnes, CEO of InterChez and KSU alumni, committed her company to play a big role in the drive, by providing warehouse space and logistical support to deliver the supplies to St. Mary's Catholic Church in Florida, where they were subsequently distributed to individuals and families in need.



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

Opportunities to Support Students

- Men's Football vs. Central Michigan, Nov. 14 7 p.m., Dix Stadium - Dix Stadium
- Hunger and Homelessness Awareness Service Day, Nov. 18, 8:30 a.m., Schwartz Ctr Lecture Hall
- New Music Series Concert 2, Nov. 18 7:30 p.m., Ctr. for Performing Arts - Ludwig Recital Hall
- Jazz Combos Concert, Nov. 21, 7 p.m., Ctr. For Performing Arts, Ludwig Recital Hall

Opportunities for Engagement and Outreach

- Men's Basketball vs. Ohio Univ., Jan 12
- Men's Basketball vs. Univ. of Akron, Feb. 17; Women's Basketball vs. Miami of Ohio
- Men's Basketball vs. Bowling Green, Feb. 24
- KSU Night Out with the Cavs vs. Milwaukee, Mar. 19
- Employee Appreciation Day, Mar. 20, 11 a.m. - 2 p.m., Student Center Ballroom
- Office Support Staff Recognition Ceremony, Apr. 24, 11:30, Student Center Ballroom

Opportunities for Growth & Development

- ALiCE Training, Nov. 17 1 p.m., University College
- Title IX Facilitator-led Training (Employees), Dec. 4, 9:30 a.m., Heer Hall, Kent Campus
- Financial Wellness Seminar: Investment Planning, Dec. 12, noon, Heer Hall, Rm. 107
- Financial Wellness Seminar: Cash Management, Jan. 16, noon, Heer Hall, Rm. 107

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

Opportunities for Faculty/ Staff Well Being

- Lunchtime Yoga, Tues., 12:15 and Thurs., 1:15; SRWC, Must register
- Health Coaching, Dec. 14, 7:30 - 10:30, Student Center Balcony
- Be Mindful, Be Resilient 28-Day Challenge, Jan. 29 - Feb. 15
- Spin 50/50, Fridays, 12:15, SRWC, Combative Studio, Must register

Register at www.kent.edu/hr/benefits/current-wellness-offerings.

Email wellness@kent.edu, or call 330-672-0392

I4E Alumni Prepare Food for Local Groups

KSU's Institute for Excellence graduates worked side-by-side with future leaders at the Campus Kitchen Project to prepare food for a variety of local organizations.

Campus Kitchen is a national student-run non-profit that fights hunger and food waste. The organization prepares an average of 350 meals each week for individuals facing food insecurity in our local community. Last year, over 3,000 individuals assisted with meal prep and food delivery programs.



American Heart Association Recognizes Kent State for Workplace Health Achievement



The 2017 results of the American Heart Association Workplace Health Achievement Index were recently announced and Kent State achieved silver-level recognition for taking significant steps to build a culture of health in the workplace.

The American Heart Association created the index with its CEO Roundtable members, a leadership collaborative of more than 30 CEOs from some of America's largest companies who are committed to applying evidence-based approaches to improve their employees' overall health. The index uses science-based best

practices to evaluate the overall quality and comprehensiveness of workplace health programs.

More than 800 companies completed the index assessment for 2017, and of those companies, 67 percent received either Gold, Silver or Bronze recognition.

The association's Workplace Health Achievement Index allows companies to measure the effectiveness of their workplace health programs, as well as the overall heart health of their employees. Unlike other existing organizational scorecards, the index also scores companies on the heart health of their employees based on Life's Simple 7® – the association's scientifically validated definition of ideal heart health.

"I think it goes without saying that we are thrilled to accept this recognition and honor by the American Heart Association," says Kim Hauge, Kent State's director of employee wellness. "Providing a comprehensive and quality program that is measurable in terms of its ability to promote healthier, longer and more productive lives is of extreme importance."

To learn more about upcoming programming as part of the Employee Wellness Program, visit our website at www.kent.edu/hr/benefits/wellness. For questions or comments regarding employee wellness opportunities, you may call 330-672-0392 or email wellness@kent.edu.

KSU Offers Tickets to spring Cavs Game!

Discounted tickets to a Cavaliers game will make the perfect holiday gift!

So don't miss out on KSU's Night at the Q, when the Cleveland Cavaliers will host Kent State employees, students, family and friends at Quicken Loans Arena on Monday, March 19, when the Cavs take on the Milwaukee Bucks!

Each ticket purchased includes a limited edition Kent State/Cavaliers-branded scarf, and a complimentary ticket to the Cleveland Monsters hockey game on March 22 vs. Chicago.



Enter a random drawing to have your child participate in a special on-court fan experience. Tickets will be listed at a special group discounted price for all KSU employees and their families, and sold on a first-come, first-served basis. More details, including details on how to purchase tickets for KSU's Night at the Q, coming soon.

Quicken Loans Arena is currently offering other discounts for family shows at the Q. These include Disney on Ice, the Harlem Globetrotters, concerts, a limited number of Cavaliers and Monsters games, and much more. To purchase discount tickets, visit www.theqarena.com/corporate and use the password: KENTSTATE.



KSU Ceremony Honors Local Veterans, Service Members



Members of the Kent State family filled the Kiva for Kent State's annual Veterans Day Observance that was preceded by a flag-raising ceremony on the Student Green.

Many held miniature American flags, handed out by Student Ambassadors, as the Color Guard posted the American, POW and state flags on the stage. A formal flag-raising ceremony was held prior on the Student Green.

After the presentation of the colors, sophomore music major Alexis Hill sang the national anthem. Reverend Gary Friend, pastor at St. John UCC, followed with the invocation. The observance was hosted by Lieutenant Colonel Joseph Paydock, training officer of the university's Army ROTC detachment.



Kent State University President Beverly Warren spoke about the importance of recognizing veterans.

She was followed by guest speaker Kevin Lacz, a decorated former U.S. Navy SEAL and author of the New York Times bestselling memoir, "The Last Punisher." He is also the co-star of the blockbuster movie "American Sniper," starring Bradley Cooper.

Open Enrollment Closes

The Open Enrollment period, conducted each fall is an opportunity for employees to take a fresh look at their benefits and consider how healthcare needs may have changed.

Open Enrollment this year was conducted from Oct. 15 – Nov. 7 with great success. With over 70 percent participation, employees were able to review their current elections and make any change to their 2018 benefits.

Now that Open Enrollment has ended, here are a few things to remember:

- - You will receive new healthcare ID cards from Medical Mutual or Anthem if there are any changes to your plans for 2018.
- - You will receive a new PNC Debit card if you enrolled in a healthcare FSA or HSA for the first time. If you re-enrolled for 2018, you can continue to use your current PNC Debit card
- - Benefit Plan Booklets for the new 85/60 plan will be available to review in the HR Forms Library prior to Jan. 1, 2018.
- - If you need replacement ID cards for any of your benefits carriers, please email benefits@kent.edu.

Also, the Benefits department has several resources available to assist employees in understanding and getting the most out of the benefit plans for 2018. Resources, and more information, can be found online at <https://www.kent.edu/hr/benefits/benefits-forms> or you may contact the University Benefits Office at benefits@kent.edu.



New Faces at KSU



Name: Susan Sackett

Department: Human Resources, Records

Susan Sackett recently joined the Human Resources Records department as a Personnel Assistant. Susan is a Kent State University alumnus who studied Human Resources Management as an undergraduate student. She received a master's of education degree in Higher Education Administration from Tiffin University.

Prior to joining Kent State University, Susan was employed as the Human Resource Coordinator at the Chapel in Akron, Ohio. Her experience with recruitment, employee benefits and employee relations will be beneficial to the HR Records team.

Jazsas Rolls Dice to Win a New Truck

Brian Jozsa rolled a trio of giant, foam rubber dice for a chance to roll away in a fancy, new set of wheels.

Jozsa, husband of Mary Jane Gear-Jozsa from the College of Architecture and Engineering, was randomly selected for a chance to win a 2017 blue Ford F-150 pickup truck.

The dice were adorned with logos on each side representing different prizes. Each die had one Klaben Auto logo, two AT&T logos, and three University Chiropractic logos.

The contestant needed to roll three consecutive Klaben Auto logos to win the 2017 Ford F-150, two AT&T logos to win an Apple iPad, or at least one University Chiropractic and Wellness logo to win a Kent State Athletics gift bag.

Jazsa walked away with one of the consolation prizes, a new Apple iPad. To be eligible, employees had to attend two out of three Kent State football games during HR's Employee Appreciation Family and Friends Days. Congratulations Brian and Mary Jane!



“What lies behind you and what lies
in front of you, pales in comparison
to what lies inside of you.”

- Ralph Waldo Emerson -

Staff and Faculty at KSU vs Howard



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