



Human Resources Newsletter – 2014 Fall Edition

Human Resources Strategic Direction 6.2.1 & 6.3.1: Develop leading practices in the recruitment, retention, and recognition of outstanding faculty & staff, promote an inclusive and non-discriminatory workplace, and continue employee recognition programs.

Topics in This Issue

Employee Appreciation Day	1
OFCCP	2
Beyond Compliance	2
We All Have a Role	2
Health Screenings	3
Employee Appreciation Day (con't)	3
HR Welcomes Student Interns	4
Human Resources Leadership	4
United We MOV	4
LNC and PAFSA	4
Employee, Family and Friends Appreciation Days	5
Personnel Transactions Going Paperless	5
Open Enrollment and Wellness Fair	6
Right Direction	6
HERC	7
Online Job Site Upgrades Coming	7
“Great College to Work For” Award	8
Holiday Schedule	8
New Faces/Going Places	9
Flashy Friday	10

Employee Appreciation Day

On **Sept. 11, 2014**, the Division of Human Resources, along with a committee of cross-divisional volunteers, hosted the university's first annual Employee Appreciation Day. The event was designed to be inclusive to all faculty and staff and provide a celebratory forum for employees to enjoy a complimentary lunch, socialize, connect with peers, and enjoy a plethora of games and dance....and that they did!



The “cook out” took shape with the talented banquet sales staff preparing burgers, dogs, salads and more. Music was provided by Black Squirrel and employees wasted no time joining in line dancing, a friendly jump rope competition, boot camp, and Zumba activities. Throughout the 11 a.m. – 2 p.m. event, activity was non-stop.



The event was well received by the more than 1,600 employees who attended. Steve Finley, manager of mail services, wrote, “I was able to attend my first Employee Appreciation Event today, and was immensely impressed. The food, the prizes and giveaways were, as always, great, but more importantly was the amount of employees that attended, how they were able to interact and network. As manager of mail services, I don't get

the chance to meet many of the faces at the department level, and these opportunities help put the name to the face. In other words, I felt more like a family member than just another employee. Thank you, Thank you, Thank you.” Kevin Fredd, locksmith from residence services, shared similar sentiment after attending the Employee Appreciation Event when he wrote, “having returned from the employee appreciation event

today I must send you a very large, greatly inflated, much appreciated thank you for all that I saw, heard, tasted, and felt today. I truly felt appreciated and loved watching all the fun everyone was having from all levels of employment. Thank you for all the work your team put into that. Marvelous simply marvelous.”

(Employee Appreciation Day continues on page 3)



Human Resources Strategic Direction 6.1.1: Strengthen and transform the university's culture of excellence and facilitate strategic partnership to attain the university's goals through training and development programs and sustainable initiatives to develop a high-performing organization.

Division of HR, Office of Equal Opportunity and Affirmative Action, Hosts Training

On **Aug. 6, 2014**, the Division of Human Resources, Office of Equal Opportunity & Affirmative Action (EOAA), played host to compliance training provided by The Office of Federal Contract Compliance Programs (OFCCP) and Equal Employment Opportunity Commission (EEOC). The 4-hour compliance training included presentations by compliance officers, Rebecca Fyffe, Kailia Cwiekalo and Walter Thomason on the new regulations surrounding Section 503 and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA). Fyffe specifically presented on the topic of affirmative action planning, what to expect during an OFCCP audit, and how to submit your written affirmative action programs and supporting documentation. Fyffe also discussed what employment records the OFCCP may request, including records to clarify possible adverse impact or lack of good faith effort.



Michelle Crew, from the EEOC, provided a glimpse into Title VII, past and future, with a historical presentation of the 50th anniversary of Title VII, the Civil Rights Act of 1964, and the future of EEOC.

The training sessions were very well received with 78 registrants. Attendees included Kent State University faculty and staff as well as compliance members of our peer institutions, including University of Akron, Case Western Reserve University, Ashland University and Youngstown State University.

Staying Informed Through the Beyond Compliance Initiative

The Beyond Compliance initiative provides annual training for Kent State faculty and staff starting fall 2014. The goal of Beyond Compliance is to ensure faculty and staff are fully up to date and aware of the relevant laws and university policies regarding unlawful discrimination, harassment and violence prevention. An initiative such as Beyond Compliance keeps the university compliant with Title IX and The Campus SaVE Act; part of the 2013 reauthorized Violence Against Women Act.

While regular training regarding other forms of discrimination and harassment is not required by law on an annual basis, a practice such as Beyond Compliance is considered a best practice for effective prevention. In keeping with the university's commitment towards best practices, all university staff will be expected to complete a minimum of two hours of instruction on Beyond Compliance each fiscal year. University faculty members are also encouraged to meet this standard.

Beyond Compliance webinars include [Step Up and Speak Out](#) and [Green Dot](#). For a complete list of Beyond Compliance training sessions and webinars, visit the Beyond Compliance website at www.kent.edu/hr/training/bc.cfm.

For questions regarding the Beyond Compliance initiative, please contact the **Human Resources Training and Development Office** at 330-672-2100 or hrd@kent.edu.



We All Have a Role

The Office of Equal Opportunity and Affirmative Action (EOAA) has expanded their "look" and outreach in its campaign to educate and inform faculty, staff and students in ways to prevent, or report, sexual assault and harassment.

The award winning "Raise a Red Flag" campaign was incorporated in 2012 to help raise awareness of Title IX, of the federal Education Amendments of 1972. Title IX prohibits discrimination based on a person's gender in educational programs or activities. Title IX, as well as University policy, also prohibits sexual harassment, including sexual misconduct.

In order to keep this very important campaign fresh and relevant, Human Resources collaborated with University Communications and Marketing with two goals in mind. The first, was to help make the connection that we all play a role in prevention. The "red mustache" being applied to many different faces may change our look but not our role in *preventing sexual assault and harassment*. The second goal was to help inform individuals about what to do in the event they learn of or experience sexual harassment or sexual misconduct. This is where the 3 R's... *Respond, Refer, Report* were added to the messaging.



I MUSTACHE YOU A QUESTION:

WHO CAN PREVENT SEXUAL ASSAULT AND HARASSMENT?

WE ALL HAVE A ROLE



CLICK HERE TO SEE WHAT YOU CAN DO.

Several mediums have been incorporated to reach out to faculty, staff, and students. These include: Posters on PARTA buses, table tents in the student center eating areas, visual slides on electronic billboards across all Kent State campuses, post card mailings to faculty and staff, posters provided to building curators, Kent Stater ads, e-Inside articles, and more.

Should you have any questions or are in need of resources for your department, please contact the **Office of Affirmative Action and Compliance** at 330-672-2038.

Human Resources Strategic Direction 6.4.2: Support and promote the health and well-being of the university community through the implementation of strategic and comprehensive health and wellness approaches.

Division of Human Resources, Be Well Solutions and University Health Services Bring Health Screenings to Kent Campus and Beyond



The Division of Human Resources, along with partners Be Well Solutions and University Health Services introduced a variety of options to assist all full-time, benefits eligible employees in achieving better health.

Employees now have access to an online web portal supported by Be Well Solutions. This secure and confidential portal serves not only as a place for employees to track and monitor their own health and wellness progress, but it also offers numerous resources to educate participants on topics such as food, fitness, and stress management. All participants have a personal account that includes an online health risk assessment, as well as a personal health risk profile. The health risk profile encompasses results from the health risk questionnaire, as well as any health screening information, such as cholesterol, blood pressure, and glucose levels. Over 600 employees have created an account on the Be Well Solutions wellness portal.

In an effort to provide employees with the opportunity to build a complete health risk profile, free health screenings have been offered. To date, more than 600 employees have participated in the on-site health screenings. Participants also have the opportunity to reach out to a health coach from Be Well Solutions to assist them with setting any health goals they desire. The health coaches will help employees start with identifying realistic goals and provide support and encouragement along the way. The top quartile of employees that are identified as high risk will receive a special invitation to work with a health coach, however this is not required.

Early feedback reflects that employees are very satisfied with the entire process. "I really liked how easy and quick it was to go through the biometrics, and the results were invaluable. I also liked the free MOVband," stated one employee on their post-evaluation. The entire health screening, including fingerstick blood analysis, blood pressure, body mass index, and review process takes approximately 30-45 minutes to complete. Employees are able to have a light breakfast, review their results, and receive their MOVband rewards before heading out the door.



Employee Appreciation Day (continues from page 1)



In addition to the daytime event, an evening appreciation event was held on Sept. 11 to accommodate and recognize our second and third shift employees. The evening festivities took place from 10:30 to 11:45 p.m. in the Kent Student Center ballroom. Food, dancing, cornhole challenges, Jenga, and Zumba were all part of the evening activities.

President Warren attended both the day and evening appreciation events as did many members of the president's cabinet. Dr. Warren joined in the fun by taking part in the jump rope competition and donning her "I Love Kent State" sunglasses. President Warren took to the microphone to express her sincere gratitude and appreciation to all in attendance and for all employees of Kent State University.

Employee Appreciation Day 2014 was a great day at Kent State!

HR Welcomes Student Interns

The **Human Resources Division** partnered with **Dr. Julia Levashina**, faculty member in the College of Business Administration, to provide 13 Kent State University undergraduate students with internships. As part of their graduation requirement, the students are required to complete a 100-hour HR internship. Students were able to designate their top three preferences for their internship from the following departments within Human Resources: Communications, compensation, benefits, leadership, records, training and development, talent acquisition, affirmative action, employee engagement and outreach, and employee relations. Upon review of student preferences, each student was then assigned to their desired area.

This year's interns are: Jam Panythong, Xingzhi Fang – Compensation; Cody McIntosh and Douglas Schmidt – Records; Adam Kendrick - Training and Development; Bitrus Audu and Komal Patel - Talent Acquisition and Communications; Alquhtani Ismail, Xinyu Liu, Shan Hua - Employee Relations; Shannon Ashford, Jarrad Aellig - Employee Engagement and Outreach; Safa Ghumrawi – Executive Suite

The Division of Human Resources is pleased to continue this learning opportunity to provide Kent State students this “real world” experience as they prepare to graduate and enter the workforce.

United We MOV at the Kent Campus

The United Way Committee at the Kent Campus teamed up with the Division of Human Resources wellness MOVband program to create an employee physical activity challenge that would help to raise money for United Way of Portage County. United Way of Portage County strives to improve education, help individuals achieve financial stability, and promote healthy lives.

The MOVchallenge occurred **Oct. 24 through 26** and Kent State employees with MOVbands were encouraged to participate. Participants were instructed to select one MOVday during the challenge period, connect with friends or family for sponsorship donations, set a personal MOVgoal for the day (the recommended goal was approximately 12,000 moves a day or about 5 miles), and then collect the monies raised for the United Way.

Prizes were awarded for the following achievements: most moves in one day, most miles in one day, and most money raised for United Way. At least one prize winner received a football signed by Josh Cribbs, former KSU quarterback and Cleveland Browns NFL player.



Human Resources Leadership

Interim Vice President for Human Resources

Joseph S. Vitale, Jr., PHR
jvitale1@kent.edu, (330) 672-8318

Executive Director, Employee Engagement, Communications, and Records

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

Executive Director, Benefits and Compliance

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

Director, Compensation and Talent Acquisition

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

Director, Training & Development and Organizational Design & Development

Robert M. Hall
rhall4@kent.edu, (330) 672-0894

HR Hosts Open House and Welcome Reception for Latino Networking Caucus and Pan African Faculty and Staff Association

The Division of Human Resources staff partnered with the Latino Networking Caucus (LNC) and members of the Pan African Faculty and Staff Association (PAFSA) in an opening of the school year luncheon.



Employees were welcomed by Interim Vice President for Human Resources, **Joseph Vitale, Jr.**, and PAFSA President, **Dr. Geraldine Nelson**. LNC President, **Rich Roldan**, and LNC treasurer, **Karen Watson**, provided the group with an update on programming and events for the academic year. **Renee Romine**, provided a “getting to know you” ice breaker for the group. New incoming dean, **Dr. Barbara Broome**, shared nutritional insights and the importance of a healthy lifestyle. **Mark McLeod**, from HR benefits, briefed the group on the upcoming open enrollment and wellness fairs and encouraged employees to take advantage of the free biometric screenings. Various HR managers shared upcoming opportunities for employees.

Members from both groups chatted and shared experiences, as well as scheduled programs and events targeted to celebrate Latino and Pan African culture.

Employee, Family and Friends Appreciation Days

Kent State University's Division of Human Resources offered two dates this fall for **Employee, Family and Friends** football games. The program allows each Kent State employee to reserve up to **six** complimentary tickets for one or both of the Kent State football games (basketball games will be announced later this fall). Employees were able to pick either Oct. 11 or 18. More than **90** employees took advantage of the offer reserving approximately **400** tickets total.

The Employee, Family and Friends days are available to all active full- and part-time faculty and staff. Human Resources will provide a similar offer for employees this winter for men's and women's basketball. For a list of available games, employee giveaways and to reserve your tickets, visit <http://kentstatesports.com/employee>.

For questions regarding the Kent State Employee, Family and Friends Appreciation Days program, contact Chris Muhlberg at ext. 28418 or 330-289-3933. Muhlberg also may be contacted via email at chris.muhlberg@imgworld.com.



Human Resources Strategic Direction 5.6.1 and 5.7.1 Improve processes, systems, and infrastructure to provide high levels of efficiency, quality, and cost effectiveness by regularly assessing HR efficiency and involving stakeholders.

Personnel Transactions Going Paperless

In its ongoing effort to decrease paper intensive processes and improve turnaround time, the Division of Human Resources, in collaboration with Academic Personnel and Information Services, will soon release the new **Employee Transaction Workflow (ETW)**.

Each year, approximately 3,000 transactions for faculty and staff come through for various types of personnel and job status changes. These transactions are currently initiated through a paper Personnel Action Form (PAF) or a paper Change in Status form (CIS), which often took up to two weeks to route through the many steps and approvals before the transaction could be complete. With the new ETW, these transactions will be handled through an electronic workflow eliminating the paper process and providing the following advantages:

- Replace the Personnel Action (PAF) and Change in Status (CIS) forms
- Reduce processing time
- Ability for originators and end users to see the form en-route
- Ability for originators to upload supporting documents
- Provide better communication to stakeholders through email confirmations

In the upcoming weeks, the initial work group is expected to expand to additional initiators and approvers as we move through the testing phase. Project implementation is targeted for Dec., 2014. Please watch for up-coming training presentations and webinars throughout Nov. and Dec., 2014.



Benefits Open Enrollment and Wellness Fairs



The Division of Human Resources kicked off the 2015 annual benefits open enrollment period with 10 open enrollment and wellness fairs at each of the eight campuses as well the College of Podiatric Medicine and the Twinsburg Regional Academic Center. More than 700 employees attended the fairs where they were able to meet with insurance vendors, wellness exhibitors, and University Benefits staff.

New for this year, Be Well Solutions conducted personal health screenings at each of the fairs. More than 200 employees took advantage of the free health screening (see story on page 3).

The Kent fair also included a free flu shot clinic (University Health Services), a free foot screening (College of Podiatric Medicine), a healthy food preparation demonstration (University Dining Services) and supplemental retirement

planning seminars. During the event, staff and students from Recreation Services provided live Pilates, Power Yoga, and Kickboxing demonstrations. All fair participants received complimentary promotional items and chances to win door prizes offered by the fair exhibitors.

Eligible employees were able to make their benefits elections electronically using the Banner Self-Service system. An added feature to this year's electronic enrollment included an electronic authorization for flexible spending account elections, eliminating the need for a paper form.

During the open enrollment period, Human Resources and Information Services provided employees with additional support. This included access to an Open Enrollment Hotline, Information Services Helpdesk, an on-line open enrollment booklet, and on-line video tutorial. In addition, Benefits staff hosted open enrollment computer labs and information sessions during the two-week period.



Right Direction – Workplace Depression Awareness Initiative

The Division of Human Resources launched a new mental health initiative, *Right Direction*, which raises awareness of depression in the workplace. The goals of the campaign include early recognition of symptoms, reducing the stigma surrounding mental illness and providing knowledge and direction to employees for free counseling.

The website, www.RightDirectionForMe.com, serves as the employee portal, offering educational information on common symptoms of depression. Online resources include a screening tool for depression that can be shared with a healthcare provider, resources for how to discuss depression with family, how to talk with your employer about job accommodations and additional resources to access for help.

Employees need not feel alone. Depression is very common – one in 10 people struggle with depression. Despite advances in treatment, only one-third of people with diagnosable mental health conditions seek care. Researchers have found that absence, disability and lost productivity from depression costs more than four times the cost of medical treatment. Mental health is an important part of individual wellness, and Right Direction promotes help-seeking behaviors among employees.

The Division of Human Resources, in collaboration with partners, *Right Direction* and the university's employee assistance program, IMPACT, employed an aggressive internal awareness campaign to promote the resources of *Right Direction* and IMPACT. Management team training was held too to help supervisors and managers recognize the symptoms, reduce the stigma and share appropriate resources, including the IMPACT employee assistance program.

The *Right Direction* campaign was also included as one of the main agenda items of the face-to-face [Human Resources Knowledge Sharing sessions](#). Human Resources Knowledge Sharing sessions took place on the Regional Campuses during May and June and throughout the Kent Campus July and August. Additionally, the partners had educational displays and resources available at the Employee Appreciation Day on Sept. 11, and the Open Enrollment and Wellness Fairs with approximately 1,600 and 700 attendees, respectively.

If you have questions, please contact **Mark McLeod**, university benefits manager, at 330-672-0392 or mmcleod3@kent.edu.



Human Resources Strategic Direction 6.2.1 & 6.3.1: Develop leading practices in the recruitment, retention, and recognition of outstanding faculty & staff, promote an inclusive and non-discriminatory workplace, and continue employee recognition programs.

Human Resources' Talent Management Enhances Tools to Recruit Top Candidates

For colleges and universities, attracting and retaining top job candidates often depends on finding a position for the so-called trailing spouse or partner. More than a third of university faculty members nationally have a spouse or partner who also works in academia. Another 36 percent have a partner employed outside of higher education.



Kent State University became one of 33 founding institutions to launch the new Ohio/Western Pennsylvania/West Virginia Higher Education Recruitment Consortium (HERC). This consortium specializes in helping dual-career couples find jobs in higher education and related fields while assisting trailing partners in finding jobs within a commutable distance.

Most recently, HERC expanded its services to allow a limited number of corporations, industries and other non-higher-education institutions to join as associate members. Priority is given to companies with similar goals of recruiting and retaining top talent and that offer job opportunities in disciplines requiring specialized training and advanced degrees. The Ohio/Western Pennsylvania/West Virginia HERC announced Cleveland Clinic as the first associate member of a regional HERC.

“The Cleveland Clinic is clearly committed to recruiting and retaining high-quality, diverse candidates, which is a primary goal of HERC nationwide,” says **Joseph Vitale Jr.**, interim vice president for human resources at Kent State and chair of the Ohio/Western Pennsylvania/West Virginia HERC Membership Committee.

As a regional HERC member, Kent State University benefits through a number of services including a cooperative job-posting service, targeted outreach to minority professional organizations that can reach diverse populations and professional development opportunities.



To learn more about Ohio/Western Pennsylvania/West Virginia HERC, please visit the resources on the Talent Acquisition web-site at www.kent.edu/hr/employment. For specific questions on how to enhance or promote your department's position, please contact the Office of Talent Acquisition and Operations at 330-672-2100 or employment@kent.edu.

Human Resources Strategic Direction 5.6.1 and 5.7.1 Improve processes, systems, and infrastructure to provide high levels of efficiency, quality, and cost effectiveness by regularly assessing HR efficiency and involving stakeholders.

Online Job Site Upgrades Coming Soon

Human Resources is excited to announce that we are very busy working on an upgrade to the People Admin online applicant tracking system (jobs.kent.edu) platform. The project team is currently in the design phase of this very important initiative. Currently the team is comprised of key staff from Human Resources, Information Services and Academic Personnel. However, as the team works through the design phase, additional users and stakeholders will be invited to provide input.

Some of the benefits that you will see with this upgrade include:

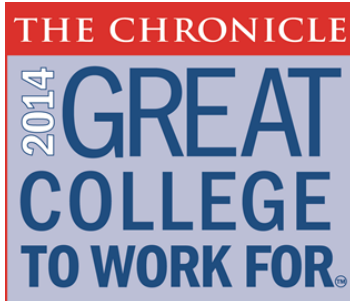
- The ability to use a messaging system to communicate with applicants and end users (i.e. hiring managers).
- The ability to edit supplemental questions and notify applicants of changes.
- Ability to see actionable items assigned to you to facilitate more efficiency with the job posting and/or applicant hiring process.

Additional updates will be provided in the upcoming weeks. We anticipate providing training to internal department users (hiring managers) and others during the month of February, 2015 with an estimated go-live time period of late February or early March.



If you have any questions, please contact **Mary Jane Hannahs**, manager, talent acquisition, at 330-672-8331.

Kent State Recognized as a “Great College to Work For”



Employees give university high marks for compensation and benefits

Kent State has been selected as one of this year's "Great Colleges to Work For" by *The Chronicle of Higher Education*, the nation's number one source of news, information and jobs for college and university faculty members and administrators. *The Chronicle's* 2014 "Great Colleges to Work For" program recognizes small, medium and large institutions for specific best practices and policies.

The Chronicle released its 2014 results on July 21, 2014, and Kent State was one of 92 colleges and universities to receive this prestigious designation. Kent State is the *only* Ohio university, public or private, on this year's list. Kent State employees rated the institution highly enough to be recognized in the Compensation and Benefits category for large universities. This is the fourth time the university has been honored as a "Great College to Work For" in the past five years.

"We are proud that Kent State University faculty and staff consistently recognize our distinctive employment brand and as such contributed to our selection for the fourth time as a 'Great College to Work For,'" said **Joseph Vitale Jr.**, Kent State's interim vice president for human resources. "Being a student-centered organization means that students experience great things in the classroom and across the campus every day. These great daily experiences are made possible by dedicated and talented faculty and staff."

The survey results are based on a two-part assessment process: a survey administered to faculty, administrators and professional support staff and an institutional audit that captured demographics and workplace policies from each institution. The primary factor in deciding whether an institution received recognition was the employee feedback.

"The institutions that the Great Colleges program recognizes provide innovative educational experiences – while also offering their employees outstanding workplace experiences – and we are eager to help readers learn more about them," said Liz McMillen, *The Chronicle's* editor. "In light of increasing public concern about the cost of higher education, *The Chronicle* is focused more than ever on proving the necessary information that helps our readers make informed choices."



For more information and to view all the results of the survey, visit *The Chronicle's* website at <http://chronicle.com/article/Great-Colleges-To-Work-For/147387/#id=big-table>. The survey was also published in *The Chronicle's* Academic Workplace special report in the July 25 printed edition.

Holiday Schedule

The practice of operating on a holiday schedule at the end of December will continue in 2014. The holiday schedule will run from **Wednesday, Dec. 24, 2014** through **Thursday, Jan. 1, 2015**. During that time all nonessential operations will be closed at all Kent State campuses. **Regular university operations will resume on Friday, Jan. 2, 2015.**

Classified and unclassified employees will receive paid leave for four days, **Dec. 26, 29, 30 and 31**. The paid leave is in addition to the paid holidays of **Dec. 24, 25 and Jan. 1**.

The holiday schedule applies to classified and unclassified employees who normally accrue vacation throughout the year. This also applies to 12-month faculty who accrue vacation. A complete listing of departments operating on a fully, partially, or completely suspended schedule during this time can be found on the Holiday Schedule web site at <http://www.kent.edu/hr/records/holiday-schedule.cfm>



New Faces/Going Places

The division is pleased to announce our newest team members as well as those that have been offered promotional opportunities in the Division of Human Resources.

The Division of Human Resources welcomed **Erin Barton** as EEO Coordinator on Mon., May 12, 2014. Erin has a Bachelor of Science degree in Human Resources Management from Akron University, and is certified as a Human Resources Professional (PHR). Prior to coming to Kent State, Erin worked for Jo-Ann Fabric and Craft stores in Hudson, Ohio. At Jo-Ann's, Erin held the position of senior team member relations specialist where she conducted EEO investigations nationwide.



Dina Dusek

The Division of Human Resources welcomed **Dina Dusek** as Administrative Clerk on Mon., May 19, 2014. Dina has extensive administrative support experience in the banking industry. Prior to joining Kent State, Dusek worked as a human resources specialist in the corporate headquarters of a multi-state bank with more than 400 branch locations. In her new role, Dina will join the University Benefits team.

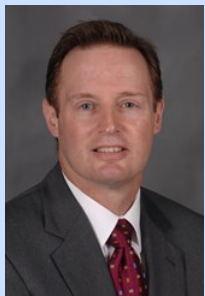
The Division of Human Resources welcomed **Shilpi Tiwari** as Special Assistant on Sept. 2, 2014, in the Office of the Vice President for Human Resources. Tiwari comes to the Division of Human Resources from the Kent State University Alumni Relations Office where she held the position of program coordinator. Prior to her role in alumni relations, she held positions within the student financial aid office, international admissions and athletics at Kent State. She has also served as a member of the University's Homecoming Committee and the Institutional Advancement Diversity Action Council. Shilpi holds a bachelor's degree in psychology from Miami University and a master's degree in higher education administration from Kent State University.



Elizabeth Lee

The Division of Human Resources welcomed **Elizabeth Lee** as Business Manager in the Office of the Vice President for Human Resources on Wed., Sept. 17, 2014. Ms. Lee comes to the Division of Human Resources with over twenty years of accounting and finance experience. She has previously been employed as an analyst by Roadway Corporation; as an assistant auditor for Ohio State Auditor Thomas E. Ferguson's office; and as a senior auditor and senior accountant for two CPA firms in Michigan. She has a background in the areas of general accounting, quality assurance, financial auditing and office management. Elizabeth holds a bachelor's degree in business administration from Anderson University.

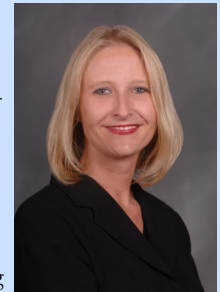
Donna Sansonetti was promoted from Sr. Manager, Compensation to Director, Compensation and Talent Acquisition. In her new role, she has assumed leadership of the Talent Acquisition department, along with her continued role leading HR Compensation. Donna has maintained a high level of innovative management in her role with compensation and will continue to be an impactful leader. Donna assumed her new role as director effective June 16, 2014.



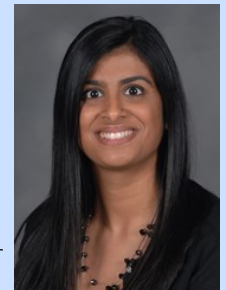
Robert (Bob) Hall

Robert (Bob) Hall was promoted from Sr. Manager, Training and Development to Director, Learning and Organizational Development. Bob will oversee the new office of organizational design, which will result in a new position and added responsibilities in executing guided processes of organizational design, including the integration of information technology. Bob assumed his new role as director effective June 16, 2014.

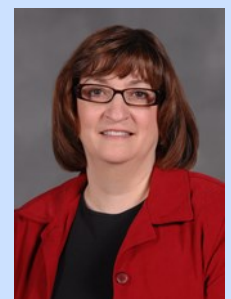
The Division of Human Resources is pleased to announce the promotion of **Renee Romine** to Manager, Human Resources Training and Development. Since joining Human Resources in 2004, Renee has held positions as training and development associate, training and development specialist, and senior training and development specialist. In her new role, Renee will continue to utilize her training and leadership skills as well as work as part of the management team to strategize and develop training and development opportunities and deliverables for internal and external stakeholders. The effective date of Renee's promotion was July 16, 2014.



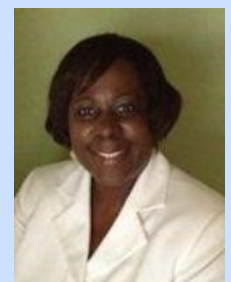
Erin Barton



Shilpi Tiwari



Donna Sansonetti



Renee Romine

Look who's showing their *Flashy Friday* spirit!



Faculty and staff are invited to wear their blue and gold and show their Kent State spirit each and every Friday. Social media users are encouraged to send individual or department photos of your blue and gold to #BlueAndGoldFriday or email to hrweb@kent.edu.