Greetings,

I encourage you to take few minutes to read through this ‘fall’ newsletter to get the latest information on upcoming HR programs, trainings, and much more.

- To better serve the campus, an HR directory is available including each staff member’s key responsibilities. Please take a moment to review the HR directory located on pages 9-10.

- Open enrollment will take place this year from November 3-14. Stay tuned for communication on upcoming benefit informational sessions. Also, mark your calendars for the Benefits Fair October 28th. Please see page 4 for additional details.

- This month through the end of October kicks off the State Charitable Contribution Program. This is a unique way to give back to our community. For more information see the program description below.

Please do not hesitate to contact me if you have any questions or suggestions.

Thank you!

Dr. Ale Kennedy
Interim AVP for Human Resources
GSU Annual Compliance Training

October and November will be our Annual Compliance period once again. Courses will be assigned to all employees’ My Plans in Building a Better U. There will be two courses assigned by Human Resources that when taken and passed will keep employees compliant based on both Georgia Southern University and University System of Georgia policies and procedures. The two compliance courses will be “Legal and Ethical Standards” and “Workplace Safety.” The USG has identified the mandatory areas of emphasis listed below.

Legal and Ethical Standards
- Ethics
- Title IX & Sexual Harassment
- Clery & Violence Against Women Acts
- Inclusion & Accommodation
- FERPA
- FMLA
- Confidentiality Agreement
- Drug Free Workplace Act

Workplace Safety
- Defensive Driving
- Computer Ergonomics
- Bloodborne Pathogens
- AED
- *First Aid
- *CPR

*overviews not certifications

Further instruction and information will be sent to all employees.

Personnel Action
Form Training

All sessions will be held in the Human Resources Training Room. 9:00 to 10:30 AM
- October 16
- November 19

To sign up for any of these sessions, please visit training.georgiasouthern.edu.

Training

All sessions will be held in the Human Resources training room from 9:00-10:30 AM.
- October 17
- November 14

Sign up at training.georgiasouthern.edu.

Legal Affairs

This is a seven session, comprehensive overview of legal issues facing the University and its employees. Employees will learn to recognize legal issues as they arise and will gain an understanding of the rules, regulations, laws and policies that apply to University operations. Participants will be provided with useful reference materials and will become familiar with campus resource persons for each area covered. By the end of the course, participants will be much better at recognizing situations in which certain laws or policies may apply and will know where to go on campus to find assistance.

The course will be taught by Associate Vice President for Legal Affairs, Maura Copeland. All sessions will be on Tuesdays and Thursdays from October 7th-28th from 9:00 to 11:00 am in Continuing Education Building, Room 1909. Please try to attend all sessions of the series if possible.

Sign up at training.georgiasouthern.edu.

Workplace Safety Best Practices Workshop

This workshop is intended to give management and supervision an opportunity to learn methods for new employee training, accident investigations, how to take action based on trends, and using return to work opportunities. Since Housing has done such a great job in these areas, they have been asked to share their best practices. This session will be used to network across departments, facilitate discussion, and share ideas that will help everyone promote a safer working environment.

This workshop will be Thursday, October 2 at 2:00 PM in Continuing Education Room 2911.

Sign up at training.georgiasouthern.edu.
Georgia Southern University wants all employees to feel engaged especially when they are first hired. Therefore, the Eagle Experience Series is offered to all employees, yet geared toward new hires (within first year of employment), to assist in the acclimation process. We hope to make the transition as seamless as possible by each participant gaining basic knowledge of job tools while also becoming acquainted with areas for involvement. This series totals 10 professional development hours.

**Session One:**
- Lunch at Dining Commons
- Basics of ADP and University Policies

**Session Two:**
- Museum Tour
- Wildlife Center Tour
- Garden of the Coastal Plain Tour

**Session Three:**
- Recreation Activity Center (RAC) Tour
- Wellness Overview

**Session Four:**
- Introduction to Google Apps. and Building a Better U
- Campus Tour led by a SOAR Ambassador

Please go to training.georgiasouthern.edu to view times and locations or to sign up.

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**Stress Management Workshop**

This course will be led by representatives from the Psychology Clinic. They will focus on identifying types of stress, the biological responses to stress, the psychological and emotional consequences of stress, offer tips on managing stress, and health strategies for coping with stress. This course is great for both employees and supervisor since everyone should be aware and willing to offer assistance to those that are overly stressed.

Please join us on October 8 from 10:00 - 11:00 am in Continuing Education Room 2911.

Sign up at training.georgiasouthern.edu.

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**Stress Takes a Toll**

Recent research shows that stress is a major issue for many employees.

- 51% of employees say they have “high levels of stress, with extreme fatigue/feeling out of control.”
- 50% of employees miss one to two days of work per year due to stress.
- 46% of employees surveyed say they come to work one to four days a year when they are too stressed to be effective.

Source: IAP provider ConPsych’s first half of 2005 Stress Pulse Survey.

**How Employees Deal with Stress**

- 57% of Generation Y employees take unplanned days off to deal with stress.
- 26% of baby boomers take unplanned days off to deal with stress.
- 20% of employees said their companies enable good work/life balance.
- 27% of employees said their company provides a generous vacation policy.

Source: Annual Employee Benefit Survey conducted by Thefynd.com Group
2015 Benefits Open Enrollment will take place November 3rd through November 14th.

For questions, contact Nicole Alvarado at 478-0854.

Top 5 Employee Deal Breakers

What makes workers walk away from jobs?

1. Not feeling trusted and empowered by their boss.
2. Being expected to or answer email during sick or vacation leave.
3. A boss who shifts blame to the employees when things go awry.
4. Lack of flexibility for family responsibilities.
5. Not getting along with co-workers.

Source: 2014 Bamboo HR Survey
All Employees:

Address Drive

We are approaching the busiest time of year for communications and want to ensure that you receive your mail. Please take a moment to make sure your mailing and email addresses are current in the ADP System. This contact information is used for a variety of announcements, including those related to benefits Open Enrollment, insurance cards and W-2 forms. The attached document provides instructions for how to review and update your personal information.

If you need assistance with these procedures, receive an error message at any step in the process or have any concerns once you are logged in, please contact the Shared Services Center at 1-855-214-2644.

TAP Deadlines

The Tuition Assistance Program (TAP) deadline for those planning to enroll in classes during the Spring Semester is November 15th. Please complete a TAP application and mail it to Human Resources at P.O. Box 8104.

Hiring Managers:

Employment Verification

Employment Verification's must be completed by the Department of Human Resources only. Please send forms or direct employees to Human Resources to complete this process.

Background Investigations

Do not start a new employee until they have successfully completed a Background Investigation.

Payroll Schedule Deadlines

Please follow the Payroll Schedule found at http://businesssrvs.georgiasouthern.edu/finacct/payroll-department/. These schedules provide many important deadlines for Personnel Action Forms (Grants, Provost, Budgets, Human Resources, Payroll), Hiring Proposals, On-boarding, and Timecard Approvals. If the Payroll Schedules are not followed properly, it could cause an employee to not get a paycheck on time.
Are We There Yet?  
-Compensation & Classification

Here is just a quick reminder from Comp. & Class. When an action for classification or reclassification is submitted in PeopleAdmin, it is reviewed by Compensation and Classification. The requested classification is assigned to the action by Comp/Class and submitted to Budgets for funding verification (grant funded positions are approved by Grants prior to being sent to Budgets), and in cases of classifying a new position, position number assignment. The action is forwarded back to Comp/Class for final approval. The action is then moved back to the hiring manager’s queue.

That is not the end of the line if the position is to be posted for recruitment.

It is at this point that the recruitment process begins. The hiring manager must “create a new posting” in PeopleAdmin and submit the action up the chain of approvals to get the ad posted to receive applicants. After all the approvals have been made and the action reaches the Employment Services (ES) queue, the ES representative processes the ad for posting.

For questions, call Nancy Whitfield at 478-0628.

Fashion Show

The Student Employment Center will be hosting a fashion show on November 13th starting at 5pm in the Williams Center Multipurpose Training Room. The goal of the event is to showcase appropriate work attire while also providing entertainment.

If you know of any students who have an interest in fashion or modeling and would like to volunteer, please send them to the Student Employment Center, Rosenwald Building room 1104B or send me an email at kherman@georgiasouthern.edu. Refreshments will be served. Hope to see you there.

At the Fall 2014 Student Employment Job Fair, 466 students and 48 departments and local businesses attended. 87 students were hired on campus making this event truly worthwhile. The success of the job fair wouldn’t have been possible without the many volunteers and support of the campus departments and local businesses. Thank you for participating and we hope to see you in the Spring.

Kyle Herman  
HR Coordinator - Student Employment Center

Student Employment Job Fair is a Success!
Good Eats!

Many people talk about buying organic or healthy food, but many people also ask how to buy it or where to buy it. So, here is the 411. How to do it? Do your research. What research? Read food labels. Become educated about what you are eating. Where to buy it, grocery store versus farmers’ market? The less the food item is the better it is for you. So, by that principle the farmers’ market will win every time. Items purchased from a farmers’ market have just been picked, have less pesticides and have more nutrients. As a food ripens it loses nutrients. When produce is purchased from the grocery store it has likely already traveled approximately 2,500 miles since being picked. Next time you are looking for “good eats” look no further than the Campus Farmers’ Market!

For more information...
www.recreation.georgiasouthern.edu/wellness/
www.WellnessGSU.wordpress.com
WellnessGSU on Facebook
WellnessGSU on Twitter
Monthly
Staff Council Meetings
October 17
November 21
December 19
January 16
February 20
March 20
April 17
May 15

All Meetings are held in the President’s Conference Room in the Marvin Pittman Administration Building at 8:30 a.m. unless otherwise indicated.

Any Staff Member is invited to attend!

Staff Council Members
- Kendria Lee, Chair
- Michele Martin, Chair-Elect
- Bo Galvin, Past-Chair
- Tifini Pool, Secretary
- Patrick Robertson, Parliamentarian
- Karen Nunnally, Treasurer
- Debbie Tyson
- Will Avra
- Kristine Yager-Rushton
- Julie Ogbum
- Christopher McBride
- Brenda Aytes
- Karen Nunnally
- Maya Mirzoeva
- Suzanne Tatum
- Nikki Collins
- Robert Hickey
- Bert Leisch
- Erin Shuman
- Dr. Ale Kennedy, Advisor

Questions, Comments, Suggestions?
If you have any ideas, suggestions, questions, or comments, please feel free to contact your division Staff Council representative or email Staff Council directly at StaffCouncil@georgiasouthern.edu

3rd Annual Staff Council Book & Scholarship Award

The Staff Council would like to congratulate the 2014 award recipients.

Bre’Anna Mikell was selected as the recipient of the Staff Council Scholarship Award. She is the daughter of Ms. Willie Pearl Mikell (Georgia Southern University Health Services). She is working to obtain her Bachelor’s degree in Information Technology.

Gordon Hunter was selected as the recipient of the Staff Council Book Award. He serves Georgia Southern University as the Assistant Director of Development with the College of Business Administration and is currently working to obtain his Master of Science in Sport Management Technology.

The Staff Council is excited to be able to offer these two scholarships through donations made during A Day For Southern to the Georgia Southern University Foundation, Staff Council Acct. 0869, and through fundraising events such as the Spring raffle.

Congratulations!

Upcoming Events — Save the Date!

2014 USG Staff Council Annual Conference
On October 1—2, Albany State University will be hosting the Annual Staff Council Conference. Staff members from all schools in the USG system are invited to attend. For more information contact Kendria Lee.

Annual Warm Clothing Drive
With fall right around the corner, your Staff Council is gearing up for the Annual Warm Clothing Drive. Last year over 600 items were donated. The donation acceptance period is tentatively scheduled for October 20 through November 21. New or gently used coats, hats, gloves, scarves and other cold weather items of all sizes will be accepted. Donation drop-off locations are to be determined.

The Warm Clothing Drive disbursement is tentatively scheduled for December 2–4 at the Russell Union (location to be determined).

As in previous years, any items remaining at the conclusion of the Warm Clothing Drive will be donated to a local charity.

Faculty/Staff Bowling League
The Bowl Eagles bowling league is for any faculty and staff interested in trying out a league and having some fun. No prior experience necessary.

The league meets on Monday evenings at 7 PM at The Clubhouse on Old Register Road. League teams consist of 3-person teams with a 3-game handicap.

Fees:
- USBC (once a year fee for United States Bowling Committee) $18
- Lineage Fee to The Clubhouse $12
- Bowl Eagles League for Secretary and Prize Fund $3

If you have any questions, please contact Patrick Robertson, League Secretary or Kris Yager-Rushton, League President.

Go to jobs.georgiasouthern.edu/staffcouncil for more information.
# Human Resources Directory

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Responsibilities</th>
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| Dr. Ale Kennedy    | Interim Associate Vice President         | • University Personnel Policies  
|                    |                                           | • Employee Relations and Discipline                                              |
| Gloria Lovette     | Senior Administrative Secretary          | • Departmental Purchasing, Budgeting, and Travel                                  |
| Nancy Whitfield    | Director of Classification & Compensation| • Salary Studies  
|                    |                                           | • Classifying and Reclassifying Positions  
|                    |                                           | • Salary Equity Adjustments  
|                    |                                           | • Desk Audits                                                                    |
| Jeff Laws          | Training & Development Manager           | • eLearning System  
|                    |                                           | • Compliance Training  
|                    |                                           | • Performance Evaluations  
|                    |                                           | • Customizing and Facilitating Training Sessions                                 |
| Vicki Hodges       | Director of Benefits                     | • Retirement Counseling  
|                    |                                           | • Benefits Counseling                                                           |
| Samantha Rossi     | Benefits Manager                         | • Workers’ Compensation  
|                    |                                           | • Family Medical Leave                                                           |
|                    |                                           | • Extended Leave Questions                                                       |
| Sara Jo Britt      | HR Coordinator                           | • Tuition Assistance Program                                                      |
|                    |                                           | • Death & Disability Claims                                                      |
|                    |                                           | • Benefits Counseling                                                            |
| Nicole Alvarado    | HR Specialist                            | • Assist with Benefits Enrollment and Counseling                                  |
| Karen Iler         | Director of Records & Processing         | • Process all Personnel Action Forms and Hiring Proposals for payroll processing  |
|                    |                                           | • Coordinate Non-Resident Alien Compliance                                        |
|                    |                                           | • Administer the E-Verify Process                                                 |
|                    |                                           | • Coordinate Exit Interviews                                                      |
|                    |                                           | • Responds to ADP Helpdesk Tickets                                               |
Rosalind Calles  
rcalles@georgiasouthern.edu  
HR Specialist  
- Provides Employment Verifications  
- Conducts Onboarding for all new employees  
- Performs Exit Interviews  
- Processes and Keys Personnel Action Forms  
- Provides Personnel Action Form Training  
- Responds to ADP Helpdesk Tickets

Kim Wiggins  
kwiggins@georgiasouthern.edu  
HR Associate  
- Provides Employment Verifications  
- Conducts Onboarding for all new employees  
- Performs Exit Interviews  
- Processes and Keys Personnel Action Forms and Hiring Proposals for payroll processing

Renesha Lovette  
rlovette@georgiasouthern.edu  
HR Associate  
- Provides Employment Verifications  
- Conducts Onboarding for all new employees  
- Performs Exit Interviews  
- Processes and Keys Personnel Action Forms and Hiring Proposals for payroll processing

Denise Griner  
New Employee  
- Provides Employment Verifications  
- Conducts Onboarding for all new employees  
- Performs Exit Interviews  
- Processes and Keys Personnel Action Forms and Hiring Proposals for payroll processing

Laura Wilson  
laurawilson@georgiasouthern.edu  
HR Assistant  
- File and Scan all Personnel Records  
- Archive Records  
- Conduct Onboarding for Student and Temporary Employees  
- Process Separation Paperwork

### Employment Services

Demetrius Bynes  
dbynes@georgiasouthern.edu  
Director of Employment Services  
- Reviews Exempt and Non-Exempt Searches  
- ACA Compliance

Jamie Thomas  
jethomas@georgiasouthern.edu  
Employment Manager  
- Coordinates Recruitment for Staff Searches  
- Coordinates the Temporary Hiring Process (Eagle Temps)

Kyle Herman  
kherman@georgiasouthern.edu  
HR Coordinator  
- Coordinates the Student Employment Process  
- Provide Assistance with the Temporary Hiring Process

Courtney Jenkins  
cjenkins@georgiasouthern.edu  
HR Assistant  
- Process Background Investigations, Academic Credential Verifications, Offer Letters, and Reclassification Letters