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University of Arkansas, Fayetteville. Human Resources Department

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HRe-SOURCE

HR Quarterly Newsletter

SUMMER 2009

Newsletter for Staff and Faculty at the University of Arkansas

University of Arkansas 2009 Staff Senate Picnic



The University of Arkansas Staff Senate hosted its eleventh annual staff appreciation picnic and vendor fair Thursday, May 21 at the Donald W. Reynolds Razorback Stadium where they served more than 1,000 staff members. Staff senators, upper-level campus administrators, student athletes and community leaders volunteered their time to help cook and serve lunch for University of Arkansas staff.



Fayetteville Mayor Lioneld Jordan, Chancellor G. David Gearhart, Provost Sharon Gaber, Vice Chancellor Don Pederson, Vice Chancellor Brad Choate, Director of Athletics Jeff Long, men's track coach Chris Buckman, women's track coach Lance Harter, women's basketball coach Tom Collen and representatives from the football and men's basketball programs were some of the celebrity servers this year. In addition to the VIP servers, student athletes volunteered their time to show appreciation to staff members.



Paul Bixby, Staff Senate Chair, said, "Staff Senate looks forward to hosting this event every year. We are excited to have the opportunity to express our gratitude to the UA staff members. They work very hard, often behind the scenes, and have earned the respect and honor we showed them today."



"This is a great annual event that allows local businesses to show their support for the UA staff." Each year much of the food for the picnic is donated by businesses throughout the community. Tyson Foods, Inc., First Security Bank, Harps, Catfish Hole #3, Golden Corral, Chartwell's, Little Debbie, On the Border, and Ozark Natural Foods contributed this year. The vendors offered door prizes for staff and represented a wide variety of services in the Northwest Arkansas area.

Michele Payne, chair of special events committee said, "The committee spends ten months planning the picnic and each year we look for new ways to show the staff how awesome they are. It is a lot of work but it is worth it on so many different levels."

Staff Senate is an employee group on the University of Arkansas campus whose primary function is to work with university administrators to address staff concerns related to the quality of work life for nearly 3,600 employees on the University of Arkansas Fayetteville campus.



Staff Senate Requests \$5 to Reach Endowment Goal for Scholarship

The University of Arkansas Staff Senate needs your help to reach their goal for endowment of the Staff Senate Scholarship Fund. This goal is to reach an endowment level of \$25,000 in five years or less.

To help, a donor simply commits to donating \$5 per month on a payroll deduction form. Donors can choose to give for a certain period of time or designate their gift as ongoing. Buttons with the "I gave 5" logo are given to all who sign up.

The Staff Senate awards at least three scholarships each academic year - the general scholarship, the Rick A. Haley Memorial Scholarship and the Susan Imes Yell Scholarship. These need-based scholarships are granted to degree-seeking staff members. Applicants must be one hundred percent appointed staff, and applications are received each April.

By endowing the scholarship fund, it will ensure the Staff Senate will be able to continue to award these scholarships in the future. Donations will be accepted by Leanna Foshe, Gift Services, University House, Fayetteville, Arkansas 72701. Anyone is welcome to make a donation to the scholarship fund. You may also contact any staff senator about the program or for forms and to get your button.

For more information, please call Michele Payne, Staff Senate advancement committee chair, at (479) 575-4436, (479) 435-0870 or payne@uark.edu.

As a previous recipient, I am very passionate about the staff senate scholarship. I want to help make sure that this scholarship will always be available to staff seeking a degree. With the generosity of faculty and staff, it will become a reality. ~ Staff senator Michele Payne

Campus Fitness Walk

Join Intramural/Recreational Sports for a Campus Fitness Walk on Saturday, July 18th. The approximately 3-mile course will wind around campus and include fitness education stations every ½ mile that will feature information that can help turn your walk into a workout, such as strength training, stretching, and walking routines. Participants can start on their own self-guided walks anytime between 9:00am and 10:00am, or guided tours will be given at 9:15am and 9:45am. The start/finish location is in the University of Arkansas Gardens.

Suggested admission is one pair of gently used athletic shoes to be donated to the Peace at Home Family Shelter in Fayetteville. Pre-registration is not required. Participants should dress comfortably and weather-appropriately and should bring water, although water will be provided along the course.

Contact Katie Helms at 575-4684 or khelms@uark.edu for more information. Volunteers interested in helping with the Campus Fitness Walk should also contact Katie.

Arkansas Employee Assistance Program (AEAP)

Free counseling services for employees and graduate assistants and their family members

Everyone has problems at one time or another. Problems, like people, come in all sizes, types, and intensities, and can come at any time. Problems sometimes start small, but can grow and spread to other areas of a person's life - threatening health, relationships, a marriage, mental health, the job, or other areas of life. The Arkansas Employee Assistance Program (AEAP) has been providing free confidential professional counseling for nine years to university employees for a wide range of problems. This also includes graduate assistants. We recognize the need to include family members in the helping process; therefore, immediate family members are eligible to participate in AEAP.

Some of the personal issues employees and family members address with the AEAP include conflict management, anger management, financial concerns, job/career issues, grief, eldercare issues, wellness, parenting, legal issues, substance abuse, stress management, marital/family problems, depression, and other emotional concerns. The university has already paid the cost of this benefit for employees, graduate assistants and their family members. At times, however, there may be a need for referrals to special services which are beyond the scope of AEAP. We also act as a conduit to community resources. The cost of those services, if any, will be the responsibility of the employee. AEAP will facilitate the referral and follow up to ensure quality services are provided.

If any employee or graduate assistant or family member would like a safe, confidential place to discuss any personal concerns, please don't hesitate to call us at 1-800-542-6021. Our offices are now located just two miles from campus at 300 North College Ave, Suite 201E on the corner of College and Dickson. Both female and male counselors are available with a variety of office hours. You may also find further information on our services by going to the University of Arkansas Human Resources website (hr.uark.edu) and clicking on the Arkansas Employee Assistance Program. Help is just a call away.

University of Arkansas Recognized With Governor's Work-Life Balance Gold Award

The University of Arkansas earned the highest award possible among the state's largest employers when winners of the Governor's Work-Life Balance Awards were announced this week in Little Rock.

The university received a Gold Award as part of the Governor's Work-Life Balance Initiative, established to recognize Arkansas employers for establishing and providing resources that support employees in balancing the needs of both work and family.

"This is a great honor for the university, and we are very proud to receive this award," said Barbara Taylor, Associate Vice Chancellor for Human Resources. "We have worked very hard over the years to make the University of Arkansas more than just a great place to work. We feel we have the duty to enrich the lives of our faculty and staff members in much the same way we enrich the lives and minds of our students." Taylor added that the university has received bronze or silver awards in each year since the program began in 2003, but that this is the first time the institution took home the gold.

The university and other companies nominated for the awards were asked to provide support information about health benefits, employee services and other ways the institution makes the work environment as family-friendly as possible. The university cited a variety of benefits, including health screenings, health counseling and flu immunization programs; free bus service; the RazAlert emergency notification system; employee orientation and development programs; Web-based human services forms and information; a 90-percent tuition discount for employees; and additional discounts for cultural and athletic events on campus.

Partners in the Governor's Work-Life Balance Initiative are Arkansas Advocates for Children and Families, Arkansas Business Publication Group, Arkansas State Chamber of Commerce and Associated Industries of Arkansas, Arkansas State University, Child Care Resource and Referral Network, and the Society of Human Resource Managers. The following state offices and agencies are also partners in the initiative: the Arkansas Economic Development Commission, the Department of Education, the Department of Workforce Education, the Department of Health, the Department of Human Services Arkansas Early Childhood Commission, DHS Communications, DHS Division of Child Care and Early Childhood Education, DHS Division of County Operations, and the Office of the Governor.



Daily Headlines, May 14, 2009

RazorTemp Spotlight...

Dorine Bower has a B.S. from Florida Atlantic University, Boca Raton, FL, in Electrical Engineering and an M.S. degree from the University of Arkansas in Microelectronics-Photonics. Upon completing her degree, Dorine was determined to be employed at the University of Arkansas and set out on a path to do so. As a temporary employee with RazorTemps, Dorine has gained experience in the areas of Poultry Science, Housing, The Walton College of Business, The Division of Continuing Education, the University of Arkansas Bookstore and is currently working with Mary Powers in the Math department.



Having started at the university as a RazorTemp, Dorine indicates that “RazorTemps is a wonderful way for a department to get talented, experienced assistance.” In addition to administrative duties, the Math department has utilized Dorine’s skills in the math tutoring lab, and she has currently been hired as a part-time summer instructor. Dorine states that “I have had the opportunity of seeing how the University works from the inside. I have had the chance of working with fine professional individuals who truly care about the students.” Dorine also speaks highly of the university as an employer and was very appreciative of how the university handled the pay of its temporary staff during the ice storm. “The University of Arkansas has been a wonderful employer...it showed me that I was working in a place that cared more about their workers than their bottom line.” If you would like more information about the RazorTemp Staffing Services, please contact Carol Jones at cjones@uark.edu.



RazorTemps

Your Working Solution

A Division of the University of Arkansas Human Resources

Diversity Certificate Recipients



On June 11, 2009, two more employees were recognized for completing requirements for their diversity certificates. Bryan Haines, a Sergeant with the University Police Department, and Heather Jorgensen, an Administrative Office Supervisor in the Department of Chemistry received their certificates. This is the 13th Diversity Certificate Recognition since the first Recognition on May 30, 2006, and the total number of recipients has now reached 92.

Each of the recipients of the Diversity Certificate Program complete requirements of 20 hours of combined classroom training, self-study, and community service, and each of them write a Personal Impact Statement that specifies his or her plan to personally impact inclusiveness on campus. For more information regarding the Diversity Certificate Program, please visit: <http://hr.uark.edu/Diversity/CertificateProgram/>

Diversity Awards Program

The deadline for nominations for the Diversity Awards Program is August 1. Diversity Awards are nominated annually and the winners recognized at the Employee Awards Banquet in October. These awards, one for a team and one for an individual, are intended to recognize and reward outstanding commitment to diversity by employees of the University of Arkansas Fayetteville.

For more information on the Diversity Awards Program, please visit:
<http://hr.uark.edu/Diversity/AwardsProgram/>



Supervisor Development Program Graduates Spring 2009



Front row L to R: Nanci Kellams, Nancy Aufleger, Catherine Calhoun, Linda Fast, Barbara Springer

Middle row: Junior Tate, Steve Breeding, Roy Cordell, Michele Tabler, Trish Nicholson, Diane Ogden

Back row: Howard Lester, Jeff Hart, Rodney Wolfe, Jay Shackelford, Scott Tomlinson, Tim Burnett, Aaron Mahan, Chris Nixon, Donna Daniels, Gladys Capraru

Not pictured: Todd Cantrell, Luke Davis, Joseph Lindquist, Howell Medders

The Supervisor Development Program is held twice per year - once in the spring and once in the fall. In this 50-hour program, each participant attends a half-day class once a week for 10 weeks in addition to 10 hours of prerequisites. The goal of the SDP is to promote excellence in selecting and managing the University's work force. It is a serious commitment on the part of the participants and their supervisors with payoffs that extend far into their careers by providing them with resources, networking, and skills that enable them to be better supervisors. Congratulations to the Spring 2009 SDP graduates!

Recent Promotions - Congratulations!

<u>Name</u>	<u>Budgetary Unit</u>	<u>Title</u>
Jose Aldana	CHBC	Research Associate
Aria Andrus	WCOB	Secretary II
Carolyn Baltz	ALUM	Development/Advancement Sp.
Julie Bates	VPFI	Assoc. Dir. of Plng. & Res.
Nathan Brown	SDEV	Project/Program Specialist
Sean Bruce	UITS	Project/Program Specialist
Dorian Burnette	GEOL	Research Assistant
Marvin Caston	BOGA	Asst. Dir. Of Athletics
Debbie Clark	ALUM	Development/Advancement Sp.
Taj Cobbs	SSS	Project/Program Director
Bart Cohen	EDUC	Project/Program Specialist
Margaret Cotton	CJI	Asst. Director Fiscal Affairs
Stephen Cowan	CIED	Research Associate
Patti Cox	UDEV	Major Gift Development Officer
Carie Freeman	VCFA	Assistant Vice Chancellor
Scott Galbraith	UITS	Systems Analyst II - Inst
Erika Gamboa	NTCS	Project/Program Specialist
Gary Gunderman	ENGR	Project/Program Specialist
Fran Hagstrom	RHRC	Departmental Chairperson
Jessica Hulse	PSYC	Secretary II
Jonathan Jackson	PARK	Dispatch Operator
Karen Jones	AVCB	Project/Program Specialist
Sara Landis	POSC	Project/Program Specialist
Jackson Lay Jr.	CHBC	Research Professor
Justin Maland	BLGM	Asst. Dir. Of Athletics
Naomi Marty	BISC	Research Associate
Cheryl May	CJI	Assoc. Dir. Crim. Justice I
Michael Miller	BCSS	Associate Dean
Ken Muessig	UITS	Systems Analyst II - Inst
Rachel Neeley	UDEV	Major Gift Development Officer
James Nutt	FTBL	Project/Program Specialist
Beth Saviers	EDUC	Project/Program Specialist
Bret Schulte	JOUR	Assistant Professor
Christopher Shapley	CPRU	Coordinator of Housekeeping
Kathryn Sloan	HIST	Associate Professor
Bryon Speller	UITS	Computer Sup Spec II - Inst.
Jacob Stephenson	UITS	Systems Programmer III - Inst.
Renguo Xie	NANO	Research Assistant Professor
Hengyi Xu	ELEG	Research Assistant

Welcome!

New Hires Since January 2009

Name	Hire Date	BUCd	OccTitle
Robin Adams	4/6/2009	UDEV	Develop./Advance. Sp.
Paula Agee	3/1/2009	ENLC	Instructor
David Albrecht	3/30/2009	PHYS	Research Associate
Shruthi Anantharamu	5/4/2009	CIED	Research Associate
Reynelda Augustine	3/23/2009	GRAD	Secretary II
Patrice Bax	4/6/2009	SDEV	Academic Counselor
Alan Beach	4/1/2009	NERE	Program Technician
A. Bennett	3/30/2009	PLPA	Departmental Chairperson
Dorine Bower	5/18/2009	MASC	Instructor
Danny Bowerman	4/9/2009	ARKU	Mtnce Worker II
Robin Boyer	5/31/2009	BLGM	Custodial Worker II
Thomas Breunig	6/15/2009	GREK	Student Development Special
K. Burford	5/26/2009	STFA	Financial Aid Officer I
La Shauna Burkett	4/10/2009	SSS	Student Development Special
Sarah Campbell	5/4/2009	SDEV	Academic Counselor
Cory Cassell	6/1/2009	ACCT	Assistant Professor - WCOB
Narayani Choudhury	3/9/2009	PHYS	Research Associate
Sara Collie	5/11/2009	SCSW	Instructor
Kristi Dake	5/4/2009	UDEV	Administrative Assistant I
Kathleen Dorn	4/29/2009	CONF	Research Assistant
Rodney Engen	8/17/2009	SOCI	Assoc. Professor
Ees Eswaranandam	5/18/2009	FDSC	Program Technician
Paul Farkas	5/31/2009	BLGM	Custodial Worker II
Sharon Gaber	5/1/2009	VCAC	Vice Chancellor
John Gaber	8/17/2009	SOCI	Professor
James Gignac	4/1/2009	RIRE	Agriculture Lab Technician
Jodi Grotjohn	3/23/2009	TRST	Institutional Bus Driver
Mark Hankins	4/26/2009	BLGM	Athletic Facility Superviso
Brooke Henbest	5/1/2009	FDSC	Program Technician
Mark Henry	1/1/2009	LAW	Adjunct Instructor
Charlotte Huffman	4/1/2009	HOUS	Custodial Worker II
Amber Jackson	5/1/2009	CJI	Project/Program Specialist
Shikkiah Jordan	4/13/2009	SCSW	Research Associate
Ashlie Junot	6/1/2009	UDEV	Annual Fund Coordinator
Wesley Kilgore	3/15/2009	PTST	Agriculture Lab Technician
Susan Killian	4/1/2009	HES	Program Technician
Eric King	4/20/2009	CJI	Project/Program Manager
Samuel King	5/11/2009	ART	Instructor
Khalisa Kitz	4/13/2009	ANSC	Secretary II
Janet Knighten	7/1/2009	MUSC	Visiting Assistant Professor
Christopher Knighten	7/1/2009	MUSC	Assoc Professor
Sherryll Layton	5/26/2009	POSC	Program Associate
Reta Lee	4/6/2009	PARK	Administrative Office Super.
Christopher Look	5/31/2009	PARK	Parking Control Officer
Joel Magadan	3/16/2009	PARK	Parking Control Officer
Vicki Martin	6/1/2009	PHYS	Administrative Secretary
Joshua McGee	5/1/2009	EDRE	Research Associate
Jonathan Mills	4/1/2009	EDRE	Research Associate
Debby Monfort	4/27/2009	PLPA	Project/Program Manager
David Moon	4/1/2009	PLPA	Research Program Associate
Gary Moore	4/20/2009	STFA	Program Coordinator
Kazem Moravvej Farshi	5/4/2009	ELEG	Research Assistant
Kay Murphy	5/12/2009	CONF	Coordinator of Info Service
Judith Neal	4/13/2009	WCOB	Visiting Professor
Diana Peer	7/1/2009	CIED	Research Associate

Name	Hire Date	BUCd	OccTitle
Lorrie Phillips	4/1/2009	CUGS	Custodial Worker II
Adam Posnak	5/11/2009	ART	Instructor
Paras Pradhan	5/25/2009	UITS	Systems Programmer II - Ins.
Dylan Presley	6/1/2009	GRAD	Project/Program Specialist
Leigh Pryor	8/17/2009	ENGL	Instructor
Fuad Rawwagah	5/29/2009	PHYS	Visiting Assistant Professo
Ramin Rezakhani	8/17/2009	MEST	Lecturer
Blake Rickman	6/15/2009	UDEV	Administrative Assistant I
Christopher Riggins	4/26/2009	BLGM	Coordinator of Housekeeping

Payroll Announcement

IRS ADVISES EMPLOYEES TO CHECK WITHHOLDING

The Internal Revenue Service is reminding individual taxpayers to check 2009 federal income tax withholding levels to ensure there are no surprises when returns are due in April.

Because the Making Work Pay credit lowered tax withholding rates this year for 120 million American households, taxpayers should ensure that enough tax is withheld if they are among these groups: multiple job holders, families with both spouses working, workers who can be claimed as dependents by other taxpayers, and pensioners. Not adjusting withholding could result in taxes owed or smaller refunds, IRS said.

The IRS withholding calculator on IRS.gov can help a taxpayer compute the proper tax withholding. The worksheets in Publication 919, How Do I Adjust My Withholding?, can also be used to do the calculation. If the result suggests an adjustment is necessary, the taxpayer should submit a new Form W-4, Withholding Allowance Certificate, to his or her employer or adjust the amount of quarterly tax paid.

Thank you for reading the HRe-Source, the University of Arkansas Human Resources quarterly newsletter. Please look for the next edition in October 2009!