



welcoming
affirming
inclusive

fostering
talent

empowering
culture
of respect



applying
and sharing
knowledge

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KENT STATE UNIVERSITY HOSTS 20TH ANNUAL STATE OF THE STATE DIVERSITY CONFERENCE



Hundreds of guests from a broad range of institutions and organizations across Ohio will converge on the Kent campus for the 20th annual State of the State: Equity, Opportunity and Diversity in Ohio conference on Thurs., Mar. 17.

The day-long event, titled “Understanding our Past, Embracing Our Future: The Intersections of Identity and Change,” will be held in the Student Center Ballroom and bring together professionals from the public, private, non-profit, educational and corporate sectors pursuing more inclusiveness and representation within their respective organizations and communities.

State of the State is being coordinated by Kent State’s Divisions of Human Resources and Diversity, Equity and Inclusion, in cooperation with Bowling Green State University.



John Quinones, an Emmy award-winning co-anchor of the ABC news magazine “Primetime,” will serve as the luncheon keynote speaker.



Sonia Manzano will deliver the closing plenary speech. She was twice nominated for an Emmy for her role as Maria in the children’s “Sesame Street.” She is the recipient of the Congressional Hispanic Caucus Award and the Hispanic Heritage Award for Education.

Fun Fact!

Did you know that in 2015, **718** positions were filled at Kent State University, an **11.5%** increase over 2014.

Source: Kent State University Division of Human Resources, Department of Talent Acquisition.

With nearly a dozen breakout sessions, a few of the conference topics include:

- Health and housing
- Compliance updates
- Racial profiling
- Title IX investigation
- The Electoral College related to minority voting in presidential elections

The winner of the Reverend Fred L. Shuttlesworth Humanitarian Award will be announced to recognize an individual or organization for actions that advance his legacy. Shuttlesworth (1922-2011), a distinguished Ohioan, played a significant role in the struggle for civil and human rights.

Registration is \$125, \$30 for full-time students. Visit www.kent.edu/hr/sos-conference-2016 for more information.



Bonita Prewitt



April Woodward



Bobby Brown

NEW FACES

Kent State University Welcomes New Employees to Human Resources

Bonita Prewitt, Gender Equity Compliance Officer/Title IX Coordinator.

Prior to joining Kent State University, Prewitt served as the Director of Equal Employment Opportunity/Affirmative Action at the University of Akron. Her previous responsibilities included Title VII investigations for faculty and staff.

She was also responsible for conducting Title IX investigations and comes to Kent State having already obtained her ATIXA certification for administrators. Ms. Prewitt has also been responsible for the University of Akron's compliance reporting, recruiting of underrepresented candidates, training faculty, staff and students and enhancing performance management for specific areas.

Before that, she was Senior Information Technology Recruiter at Progressive Insurance based in Mayfield Village. Prewitt holds an MBA from Baldwin Wallace University in Berea, and a Bachelor of Science degree from Central State University in Wilberforce, Ohio. Prewitt is a graduate of the Academic Leadership Forum and is certified as a level one and two civil rights and Title IX investigator.

April Woodward, Compliance Investigator

Before joining Kent State, Woodward worked as an attorney at Douglas B. Brown & Associates in Chardon, Ohio, where she acquired extensive experience in corporate management-side employment and administrative law. She also specialized in preparing Affirmative Action plans and compliance assistance for government contractors.

Woodward holds a juris doctorate from the University of Akron School of Law, and a Bachelor of Science degree in accounting from Lake Erie College in Painesville.

Bobby Brown, Compliance Investigator

Brown most recently taught criminal justice and paralegal studies at Central Georgia Technical College in Warner Robins. Before that, he served as an adjunct professor of general education, business and criminal justice at South Georgia Technical College in Americus.

Brown holds a juris doctorate from the Cleveland Marshall College of Law, a master's degree in public administration and a Bachelor of Arts from Albany State University in Albany, Georgia.

Woodward and Brown will be responsible for investigating formal complaints within a variety of federal regulations, such as Title VII, Title IX, the Americans with Disabilities Act and Affirmative Action.

In addition, they will support coordination of the university's Affirmative Action and Equal Opportunity programs, and provide ongoing data analysis and auditing for other areas within human resources. They will report to Pamela Fitzgerald, Manager of Compliance /EOAA & Interim Title IX Coordinator.



OFFICE OF COMPLIANCE, EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION SERVES IMPORTANT PURPOSE

Kent State University has a firm commitment to maintaining a campus environment free from all forms of discrimination and harassment. The mission of the Office of Compliance, Equal Opportunity and Affirmative Action is to ensure equal access to employment and educational opportunities in support of the University's obligation to equal opportunity, affirmative action and diversity. The office is responsible for a host of services listed below:

- Maintaining the University's affirmative action plan, which is a management tool that is used to monitor and address under-representation in the University's workforce
- Conduct training and workshops on employment law, the Violence Against Women Act, Title IX laws and regulations
- Reviewing the job applicant pool for faculty, classified and unclassified positions to ensure all applicants are receiving an equal opportunity for open positions
- Provide information and guidance on discrimination and disability matters
- Process employee and faculty ADA accommodation requests
- Investigate complaints of unlawful discrimination and harassment (Title VII) and gender-based (Title IX) complaints
- To ensure there is a compliance presence, throughout the university, compliance staff members serve on various committees across campus, such as University Diversity Action Council; Americans with Disabilities Act Accessibility; Lesbian, Gay, Bisexual, Transgender and Queer; Sexual Assault Response Team and Human Resources CARES; Pan-African Faculty and Staff Association, Latino Networking Caucus.



"Inclusion for all communities on all levels, in every aspect of our university fosters social diversity, cultural enrichment and economic development," said Courtney Calhoun, director of the Office of Compliance and Affirmative Action.

Please visit <http://www.kent.edu/hr/compliance-eoaa> for more information or contact the Office of Compliance at 330.672.2038, or email aa_eeo@kent.edu.

TITLE IX TRAINING

Title IX of the federal Education Amendments of 1972 prohibits discrimination on the basis of a person's gender in educational programs or activities operated by recipients of federal funding, such as Kent State.

Many people don't know that Title IX compliance goes far beyond ensuring gender equity in athletics. In fact, it is much broader and protects all students, employees, and visitors to campus from gender discrimination.

Sexual harassment, including sexual misconduct, is a form of gender discrimination and is strictly prohibited by federal and state law, as well as university policy.

The Office of Compliance, Equal Opportunity and Affirmative Action is conducting an ongoing series of customized Title IX trainings for faculty, staff and students.

Facilitator-led trainings are monthly for faculty, staff and students through April.

Two classes remain:

- **Mar. 23, 9:30 to 10:30 a.m. for faculty/staff, and 11 a.m. to noon for students; and**
- **April 28, 2 to 3 p.m. for faculty/staff, and 3:30 to 4:30 p.m. for students.**

Advance registration is required. Dates are subject to change, or classes may be cancelled if an insufficient number of participants sign up. All sessions will be held at Heer Hall in Room 107. To register visit kent.edu/hr and click on training and development.

OPPORTUNITY KNOCKS!

Opportunities to Support Students

- Employees receive up to four complimentary tickets to the following contests:
- Feb. 6, Men's Basketball vs. Toledo, Sat., 7 p.m.
- Feb. 20, Men's Basketball vs. Akron, 7 p.m.
- Feb. 27, Women's Basketball vs. Akron, 2 p.m.
- Mar. 1, Men's Basketball vs. Bowling Green, 7 p.m.

Opportunities to Recognize Employees

- May 24, 20-Year Club Service Awards
- Apr. 27, 11:30 a.m., 19th Annual Office Support Staff Recognition Luncheon
- President's Excellence Award

Opportunities for Growth & Development

- ALiCE Crisis Training
- Diversity Includes Everyone
- Management Style with DiSC
- The Emotional Intelligence Series
- Dealing With Difficult Behaviors
- Principles of Conflict Management

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

Opportunities for Well Being

- Mar. 1, Winter Chill 28-Day Stress Management Challenge
- Mar. 29, Health Screening
- Apr. 1, Use Humor to Relieve Stress
- Apr. 4, Corporate MOVChallenge
- May 5, Five Smartest Things You Can Do For Your Health
- May 24, Dance To The Circadian Rhythm

Email wellness@kent.edu

RECYCLEMANIA

Division of Human Resources Adds "Shred-Mania" to RecycleMania

On March 30, Human Resources will partner with the Office of Sustainability to host Shred-Mania, as part of the RecycleMania competition, on Wed., Mar. 30 from 7:30 a.m. to 1 p.m. at the KSU Ice Arena parking lot.

Shred-Mania is open to all students, faculty, staff and the Kent community. The event allows participants to recycle unwanted documents using a secure, onsite paper destruction service. Materials permitted at Shred-Mania include documents, drawings, photos, blueprints, coupons, tickets, personal checks, magazines, spiral notebooks, hanging folders, paper bags and brochures. It is not necessary to remove paper/binding clips or staples from your documents before shredded. Limit of five boxes per person for Kent community members.

RecycleMania is a friendly competition and benchmarking tool for college and university recycling programs to promote waste-reduction activities to their campus communities. Everyone at Kent State University is eligible to participate in RecycleMania, an eight-week competition to promote waste reduction activities on campus. Held Feb. 7 through Apr. 2, RecycleMania includes weekly office competitions for faculty and staff. The Kent State office or department with the most participation wins a grand prize and bragging rights. Students participate in RecycleMania through the Hall vs. Hall competition and weekly student competitions.

Before shredding Kent State property, staffers must follow university retention periods, complete a record destruction request form and get approval by General Council PRIOR to shredding. A Record Destruction Form is available at <http://tinyurl.com/RecordsDESTform>. To participate in RecycleMania 2016, visit kent.edu/sustainability.



PERFORMANCE EVALUATIONS ON THE HORIZON



Performance evaluations for classified and unclassified employees will take place from March through June.

Online performance evaluations for classified employees will take place March 21 through May 30. Unclassified employees will conduct evaluation April 4 through June 13.

Managers and supervisors of classified employees will receive an e-mail prior to March 21 with detailed instructions. As a reminder, access is available to the performance log employees and supervisors can use throughout the year to record personal accomplishments, training and discussions.

There are also two webinars available for supervisors and managers.

The first, "[Navigating the Online Evaluation Process](#)", will familiarize evaluators with the online assessment tool and will be offered on April 12, from 2 – 3 pm., and again on April

20, from 10 – 11 am.

The second webinar, "[Assessing and Improving the Performance of Others](#)", is a webinar for new managers and supervisors offered Apr. 15, 10—11 a.m., and Apr. 25, from 2 - 3 p.m.

More information will be posted to the Human Resources Performance Evaluation Website.

If your department is interested in having a Human Resources representative to present an overview of the evaluation process in person, please call Karen Watson at 330-672-4636, or email kswatson@kent.edu.

EMPLOYEE DISCOUNT TICKETS FOR PERFORMING ARTS

The College of the Arts is now offering discount tickets to Kent State faculty and staff for all spring performances. Kent State employees can purchase tickets for the special employee price of \$14 for any performance.



"Bus Stop" opens Apr. 22 and runs through May 1 in Wright-Curtis Theatre. In the play that inspired the 1956 film starring Marilyn Monroe, a blizzard strands a bus overnight at a diner outside Kansas City. Over the course of the evening, romantic connections and friendships are made. Performances are Tues. through Sat. at 8 p.m., and Sun. at 2 p.m. Directed by faculty member Fabio Polanco.

The School of Theatre and Dance's pre-professional dance troupe - the Kent Dance Ensemble, performs its annual concert, "Skin and Bones," on Apr. 1 and 2 at 8 p.m., and Apr. 3 at 2 p.m. Artistic director Kimberly Karpanty and the dance company present an exhilarating program of choreography by faculty and guest artists.

For a full list of events, visit www.kent.edu/artscollege.

For tickets, visit the Performing Arts Box Office in the Roe Green Center lobby, 1325 Theatre Drive, weekdays 11 a.m. to 5 p.m. Visa, MasterCard, cash and personal checks accepted. Or call 330.672.ARTS (2787).



FlashFit Winter MOVChallenge Leaps into 2016

Open to all full- and part-time faculty and staff, this years FlashFit Winter MOVChallenge spanned 29 days in February.

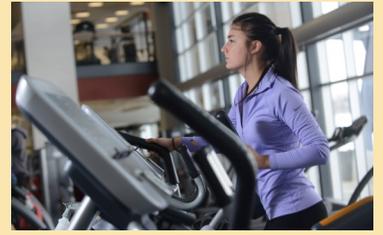
Fitness goals for the Leap Year contest were simple: Keep moving and have fun! Adding added flexibility, participants were able to use a MOVBand (a wrist-worn monitor) or a number of other third-party devices or free apps to track daily activity. Those movements and subsequent data were electronically synchronized into the Movable portal. From here, the wellness team was able to send out motivating reminders, communicate weekly winners or throw in a “pop up” challenge throughout the 29-day challenge.

Participants who met the progressively challenging goals were eligible for prize drawings at weekly intervals. The contest was divided into four achievable goals for challengers: 5,000 moves a day for week one, 7,000 moves a day during week two, 9,000 moves a day for week three, and 10,000 moves per day during the last week.

Faculty and staff took full advantage of opportunities to win prizes, including gift cards to Panera, Applebees or Amazon or prizes, such as the new Vivofit fitness band or Fitbit.

Upcoming spring MOVChallenge

Be on the lookout for details and information on how you can register for the upcoming *On The Move* Corporate Challenge this April. Let’s put Kent State University on the map as one of the Top 100 Active Employers.



MEN’S BASKETBALL EMPLOYEE, FAMILY AND FRIENDS APPRECIATION WITH KSU BASKETBALL

Some 150 faculty and staff and their families took full advantage of a rare opportunity to attend an open practice of the Kent State men’s basketball team at the MAC Center on Jan. 15. This behind-the-scenes access afforded visitors the chance to watch the team execute drills and participate in a full-court scrimmage.

The first 100 guests were treated to two free tickets to the KSU vs. University of Ohio game the following night. A few lucky guests walked away with a KSU-branded blue and gold scarf.

Other giveaways included tote bags courtesy of AT&T. Food and beverages were supplied by Beef O Brady’s. Additional sponsors included Klaben Auto Stores and University Chiropractic and Wellness.

Head coach Rob Senderoff thanked guests for their support and encouraged attendance at basketball home games.

One of the newer faces on campus, Mark Polatajko, senior vice president of Business and Finance, welcomed everyone and drew winning tickets for door prizes. Go Flashes!



SERVICES FOR EMPLOYEES AND FAMILIES

The IMPACT Employee Assistance Program offers an array of counseling services, including individual, family and couple counseling by licensed professionals at convenient locations and times for all eight Kent State campus communities, as well as for employees and dependents located outside the eight-campus region.

Standard Services for faculty and staff include:

- Live, immediate professional phone support provided by licensed masters level mental health professionals, ANYTIME, 24/7/365
- Guaranteed face-to-face counseling sessions, refreshed on a per problem basis, provided locally and nationally
- Priority scheduling to promptly address high-risk situations
- Robust web portal with thousands of daily living/wellness articles, resources and interactive features
- Child and elder care assistance
- Legal, financial and identity theft prevention and recovery assistance
- Referrals to community resources
- On-site trauma support

Call (800) 227-6007 24 hours a day, seven days a week.



KENT STATE'S VOLUNTARY INSURANCE OFFERINGS

Kent State offers employees voluntary life insurance through New York Life and AFLAC.

New York Life:

- Employee's Whole Life Insurance
- Guaranteed Issue Life Insurance (up to \$100,000)

For more on New York Life, contact Don Haines LUTCF, (330) 673-1143, or email drhaines@ft.newyorklife.com.

AFLAC:

Traditional Plans Options:

- Short-term Disability
- Accident Indemnity Advantage
- Cancer Protection
- Hospital Advantage
- Critical Care
 - Pays you cash benefits during time of need (accidents, sickness, surgery, maternity)
 - Guaranteed renewable for the life of the policy
 - Fully portable at the group rate
 - No coordination of benefits... "We pay regardless of any other insurance."

For more on AFLAC, contact Derrick Fellows, LUTCF, (216) 382-9500, email derrick_fellows@us.aflac.com.



Note: Some plans are only available during Open Enrollment or your first 60 days of employment.

MARK YOUR CALENDARS Spring 2016 Employee Recognition Events

Mark your calendars now for the university's two annual spring employee recognition events.

The **Office Support Staff Recognition Program** will be held **Wed., Apr. 27**, in the Kent Student Center Ballroom. This luncheon recognizes university employees who provide office support throughout Kent State's campuses. Invitations will be mailed the first week in April.

Managers and supervisors should schedule coverage in their respective units so invitees may attend.

For registration information, please contact **Alexa Wanchick** at awanchic@kent.edu.



The **20-Year Club Service Awards Program** is an annual event established in 1966 to honor classified and unclassified employees who have dedicated 20 years of continuous service to Kent State University. The 20-Year Club dinner will be held **Tues., May 24**, in the Kent Student Center.

Family, friends and co-workers join in honoring inductees at the awards dinner. Upon reaching this milestone, employees may select a chair for home or office, a bench or tree to be placed on campus in their honor. This year, **43 staff members** will log 20 years of continuous service at Kent State.

For 20-Year Club registration and information, please contact Hector Sanchez at hsanchez@kent.edu.

The list of inductees and dinner information is available on the [20-Year Club website](#). For registration information, please contact **Hector Sanchez** at hsanchez@kent.edu.

Human Resources Leadership

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