



HR CONNECTION

DEDICATED TO ENRICHING THE LIVES OF OUR EMPLOYEES



HR NEWSLETTER • JANUARY – MARCH 2008 EDITION

Events

Benefits & Health Fair

February 7, 2008 | 10 AM - 2 PM
Dover Site, Building A, Auditorium

Annual Blood Drive

March 20, 2008
Pratt Building Gymnasium

Take Your Daughters & Sons to Work

April 24, 2008 in the DAC

Annual Back Pack Campaign

July 28 - August 11, 2008

Book Fair

May 30, 2008 in the DAC

Benefits Update

Open Enrollment

For medical, dental and life insurance plans will be held from January 7th through February 8th. Please contact Karen Sheats at 302-356-6867 or karen.a.sheats@wilmu.edu with any changes you may need.

Flexible Spending Account

Current flexible spending holders have until March 15, 2008 to use flex dollars from 2007.

If you elected flexible spending for 2008 and have not received your AmeriFlex card, please contact Karen Sheats at karen.a.sheats@wilmu.edu or 302-356-6867 for more information.



Welcome

The Human Resources Department begins the new year with an enthusiastic commitment to our employees. Our list of resolutions include ensuring that you feel valued and recognized, promoting teamwork and offering programs to help you succeed. We encourage and support a diverse atmosphere in order to foster a positive attitude and the creative spirit of our employees.

With these resolutions in mind, the HR Department launches *HR Connection*, a quarterly newsletter dedicated to keeping all of our employees connected and informed. In this issue you will find information on upcoming events and training programs. Be sure to check out our newly named *Wilm-ness Program*, created with the idea that healthy employees are happy and productive employees. More information on *Wilm-ness* opportunities can be found on the back of this newsletter.

In 2008, we will also introduce *Benefits University*, a campus-wide initiative created by HR to cultivate a deeper understanding of the benefits available to employees. Our goal is to provide continuous learning opportunities in order to help you make informed choices and decisions on your medical care, retirement benefits and more.

The entire HR Department is excited to bring you these new opportunities and programs in 2008. Please feel free to contact our staff with any questions you may have on our programs and the resources available to help you make it a great new year!



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HR Training 2008

The HR Training program will continue to strive to provide the skills and knowledge you need to remain successful and advance in your career, including new training programs for supervisors, managers and employees. A training schedule for upcoming 2008 programs will be sent to all employees via email. Stay tuned for more details!



WILM-NESS PROGRAM

The Wilmness Program was created with the idea that healthy employees are happy and productive employees. Throughout 2008, the HR Department will develop, coordinate and implement a variety of wellness and fitness opportunities for employees. Our goal is to create convenient programs dedicated to improving the health and wellness of all Wilmington University employees.

Personal Trainer Information Sessions

February 4, 2008 | 1 PM - 2 PM | Alumni 100
February 14, 2008 | 1 PM - 2 PM | Alumni 100

Fun Department "SUPERBOWL PARTY"

with special guest NFL Eagles Mascot "SWOOP"
January 30, 2008 | 11 AM - 1 PM
Attendees won this at the Benefits & Health Fair in New Castle.

Lunch Time Yoga

Next session will begin at the end of April
For more information please contact Mary Ann Atkinson at 302-356-6861 or mary.a.atkinson@wilmu.edu



Defensive Driving

Basic Course	Advanced Course
Feb. 2, 2008 9am-3:30pm	Feb. 9, 2008 9am-12pm
New Castle Site	New Castle Site
DAC 309	DAC 309

For more information please contact Mary Ann Atkinson at 302-356-6861 or mary.a.atkinson@wilmu.edu

Weight Watchers

It's back! The 17-week session began on January 24, 2008.
For more information please contact Karen Sheats at 302-356-6867 or karen.a.sheats@wilmu.edu



BENEFITS University

Benefits University is a new program created in response to the voices of our employees. This University-wide initiative is a commitment from the HR Department to cultivate a deeper understanding of the benefits available and provide continuous learning opportunities in order to help employees make informed choices and decisions.

Any benefit-eligible employee who is eager to learn more about the many benefits offered at Wilmington University may attend. Family members are enthusiastically encouraged to attend as well!

RETIREMENT PLANS

Retirement plans are one of the most important employee benefits and TIAA-CREF can help you make sense of it all. We'll provide an overview of how they work, the advantages of tax-deferred savings and investing for retirement. We'll also discuss investment strategies that can assist you in working towards achieving your goals.

➤ TIAA-CREF One-On-One Counseling Sessions

Tuesday, February 19, 2008 | 9 AM - 5 PM
Dover Site, Room A207

Wednesday, February 20, 2008 | 9 AM - 5 PM
Georgetown, Board Room

Thursday, February 21, 2008 | 9 AM - 5 PM
New Castle, HR

Friday, February 22, 2008 | 9 AM - 5 PM
WGC, Room 324

To schedule a counseling appointment, please sign up online at www.tiaa-cref.org or call 800-842-2010.

➤ Employee Pre-retirement Seminar

This Seminar, hosted by the Social Security Administration is designed for all employees no matter how close you are to retirement. It will explain the rules for all Social Security programs including retirement, disability, survivors benefits, medicare, social security statements and online resources.

New Castle Site
February 19, 2008
11 AM - 12 PM
DAC 220

Dover Site
February 21, 2008
12 PM - 1 PM
Building A, Room 202



BENEFITS University

HEALTH ADVOCACY SEMINAR

The increasing complexity of the health-care system can make it difficult for even informed patients to make the best decisions. Health advocacy programs can give you the expertise needed to promote a patients' best interest in a variety of settings and offer help with appeals and insurance billing questions and problems.

➤ Tuesday, February 19th

9 AM - 10 AM | New Castle Campus, Room PEO 229
10:30 AM - 11:30 AM | Wilson Grad Center, Room 113

➤ Tuesday, February 26th

10 AM - 11 AM | Dover Room 207
1 PM - 2 PM | Georgetown Room 535A

HR Legal Updates

President Bush signs service member family leave law

On January 29, 2008, President Bush signed into law amendments to the Family and Medical Leave Act (FMLA), which grant additional leave under the Act to employees who have family members in the military. The legislation creates two new categories of FMLA leave:

➤ Leave during family member's active duty

Employees who have a spouse, parent, or child who is on or has been called to active duty in the Armed Forces may take up to 12 weeks of FMLA leave in one 12-month period when they experience a "qualifying exigency."

➤ Injured service member family leave

Employees who are the spouse, parent, child, or next of kin of a service member who incurred a serious injury or illness on active duty in the Armed Forces may take up to 26 weeks of leave to care for the injured service member in one 12-month period (in combination with regular FMLA leave).

Employees may take injured service member leave intermittently, but must use it up within 12 months. There is no 12-month time limit on active duty family leave, which is more akin to traditional FMLA leave. The Department of Labor is expected to issue proposed regulations that will define "qualifying exigency" and interpret other aspects of the new leave requirements in the coming months. We will keep you informed of any updates or changes.

WELCOME NEW EMPLOYEES

Please join us in welcoming the following new employees to Wilmington University:



Full-Time Employees

- Theresa Romano.....Financial Affairs | New Castle Site
- Richard "Keith" Harris.....Public Safety | New Castle Site
- Richard Davaolos.....Public Safety | New Castle Site
- Danielle Watson.....Public Safety | New Castle Site
- Jeff Armstrong.....Maintenance | New Castle Site
- Gregory Warren.....Business Division | New Castle Site

Part-Time Employees

- Hugh Kettler.....Wilson Graduate Center | WGC
- Lewis Bennett.....Behavioral Science Division | New Castle Site

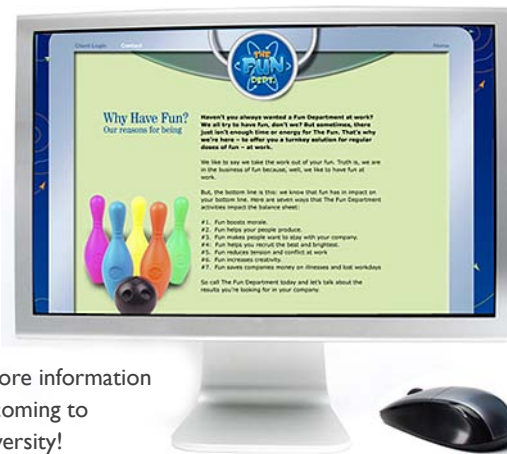


www.fundept.biz

The HR Department has teamed up with **The Fun Department** to bring levity and creativity to our workplace.

The super fun events created by **The Fun Department** help invigorate the work environment and encourage employees to release tension, resolve conflict and be more creative.

Check out **The Fun Department** web site at www.fundept.biz for details on fun, why it's so important and what's in store for us!



Stay tuned for more information on FUN events coming to Wilmington University!