Hello Spring!
The Human Resources Department is excited to welcome spring. Not only does the new season bring warmer weather and longer days, it also brings opportunities for employees to participate in great activities, including our Arthritis Walk Team and Parking Lot Recess. There is something for everyone this quarter, so take a few moments to read through our second newsletter. If you have any questions, please contact an HR team member.

Books Are Fun
COMING IN MAY

For the first time the Books Are Fun event comes to Wilmington University! This event offers employees a nice respite during the hectic work day with an opportunity to take a break, shop and have fun searching for the perfect book. Books Are Fun brings the best books, innovative products, and thoughtful gifts, all at a great value, right to the workplace. Through their combined efforts, they also donate over $6 million worth in books and charity funds to schools, corporations, and employee programs throughout the United States, while also putting books into the hands of thousands of children and adults.

Join us on May 30, 2008, in the DAC Auditorium from 10:00 AM to 2:00 PM for an exciting, innovative event right here on the New Castle Campus. A portion of the proceeds from the book sale will benefit Wilmington University students.

Living Posture
COMING IN JUNE - “PLEASE DON’T SIT LIKE A BANANA”

You met her at the Health & Benefits Fair earlier this year! In June take the opportunity to spend more time with Carol K. Sheats, Physical Therapist and Orthopaedic Certified Specialist. Learn how posture has more to do with overall health and well-being than the average person realizes. Find out about desk ergonomics, how poor posture happens and how good posture can help relieve and prevent pain.

Join us June 4th at the Dover Site and June 25th at the New Castle Site!
Benefits Update

Dependent Care Benefits

Have you changed daycare/nursing home providers, stopped using daycare/nursing home services or have children 13 years of age or older or in high school? If you answer yes to any of these questions, you need to complete a new Dependent Care Benefit Request Form to ensure payments are paid correctly on your behalf!

Forms are available online. Send your updated form to Karen Sheats at karen.a.sheats@wilmu.edu or fax it to 302-328-7918.

WILM-NESS PROGRAM

Healthy employees are happy and productive employees. Check out the latest programs coming to the Wilm-ness Program this spring.

Personal Trainer

Interested in jumping back in shape with the help of a Personal Trainer? Contact Nicole Romano at nicole.romano@wilmu.edu or 302-356-6845 for more info or to get signed up.

Lunch Time Yoga

The next 12-week session will begin in April - May 2008. For more info, please contact Mary Ann Atkinson at 302-356-6861 or mary.a.atkinson@wilmu.edu.

Weight Watchers

The next 17-week session will begin in June 2008! For more information please contact Karen Sheats at 302-356-6867 or karen.a.sheats@wilmu.edu.

AROUND CAMPUS

Check here for events happening in other Departments/Sites!

National Library Week

The Wilmington University Library presents “Inspired by Books: How Books and Visual Arts Make a Difference in the Lives of Troubled Youth” on Thursday, April 17, 2008 from 5:30 - 7:30 PM in the Doberstein Admission Center.

FEATURING:

Guest Speaker Billie Travalini
Author of “Teaching Troubled Youth: A Pedagogical Approach”

Art Exhibit
Teens Express Themselves Through Visual Storytelling

Panelists Respond
To the Role of Libraries, Art, Literature and Teaching Troubled Youth

EMPLOYEE TRAINING

April 9th  Employee Handbook Training
New Castle · 11 AM - 12 PM

April 15th  Balancing Work & Family
New Castle · 10 AM - 11 AM

April 17th  Balancing Work & Family
New Castle · 12 PM - 1 PM

May 15th  Time Management
New Castle · 11 AM - 12 PM

May 21st  Conflict Resolution
Dover Site · 11 AM - 12 PM

May 22nd  S.E.R.V.E. Communication Training
New Castle · 11 AM - 12 PM

June 5th  Social Security Seminar
New Castle · 11 AM - 12 PM

June 17th  Humor in the Workplace
New Castle · 12 PM - 1 PM

June 27th  S.E.R.V.E. Communication Training
Dover Site · 11 AM - 12 PM

MANAGER / SUPERVISOR TRAINING

April 11th  Sexual Harassment Training
New Castle · 12 PM - 1 PM

April 30th  FMLA - STD - LTD Training
New Castle · 11 AM - 12 PM
Welcome New Employees

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

Full-Time Employees

- Claire Czekaj, Registrar Office | New Castle
- Nataliya Dorno, Information Technology | New Castle
- Rosa Gumm, Rehoboth | Rehoboth Site
- Christopher Rubacky, Education Technology | New Castle
- Sheryl Scanlon, Business Division | WGC
- Karyn Washington, Bookstore | New Castle

Part-Time Employees

- Laura Green, University Relations | WGC
- Ronald (David) Large, Education Technology | New Castle
- Sean Morris, Education Technology | New Castle
- Margaret Musumeci, Registrar Office | New Castle
- Erin O’Connor, University Relations | WGC
- Yamileth Ortiz, Administrative Affairs | NJ CCC
- Stanley Strusowski, ITAC | New Castle

HR Legal Updates

Googling Applicants

Can you legally make employment decisions based on information you find on the Internet?

Discrimination laws present the biggest risk to employers. Searching the Internet for information about only certain types of candidates — for example, Hispanics or African Americans — may be evidence of discriminatory hiring practices. But if you search the Internet for all candidates, what do you do with the information you gather? Do you reject female candidates with provocative pictures on their pages but hire male candidates whose pages display equally explicit images? Those decisions could certainly be seen as discriminatory because they treat candidates differently depending on their status inside or outside a protected class.

Bottom line...

In reality, using social networking sites, or any internet sites, as hiring tools poses relatively low legal risks for employers. What presents a higher risk is inconsistent decision making and the inferences the Equal Employment Opportunity Commission might draw from your decisions. Whether you’re Googling candidates, checking up on applicants via MySpace, or just running an ad in the local newspaper, the rules are the same: Consistently make your hiring decisions based only on information that’s job-related. And remember, there’s still such a thing as too much information.

Wilmington Blue Rocks Tickets

COMING SOON!!

Did you win Blue Rocks Tickets at the Benefit & Health Fair this year? If so, your tickets will arrive in April. The remaining tickets will be given to each Site/Department for random distribution this year. Check out www.bluerocks.com for team information!
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Human Resources
Pratt Student Center
Wilmington University
320 N. DuPont Highway
New Castle, DE. 19720
(302) 356-6861
(302) 328-7918 FAX
humanresources@wilmu.edu

Don Hagermann
AVP/Chief Human Resources Officer
p.donald.hagerman@wilmu.edu
302-356-6844

Nicole Romano
Director, Human Resources
nicole.romano@wilmu.edu
302-356-6846

Karen Sheats
HR Manager
karen.a.sheats@wilmu.edu
302-356-6867

Mary Atkinson
HR Assistant
mary.a.atkinson@wilmu.edu
302-356-6861

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