Upcoming Events

APRIL 2008

MS Walk for “TEAM Nicole”
April 18th – Join Nicole Purcell-Rowe and the rest of TEAM Nicole for the 2009 MS Walk. Each step we take will bring us closer to a world without Multiple Sclerosis. Join the team or make a donation by contacting HR. For more information on fighting MS, please visit www.nationalmssociety.org.

Take Your Sons & Daughters to Work
Join us April 23rd in the DAC Auditorium from 8:30 AM - 2:30 PM. The Fun Department will be on hand with exciting activities for children ages 8 - 12.

T AKE YOur Sons & Daughters to Work

MAY 2008

40th Celebration & Time Capsule Burial
Save the date - May 7, 2009 at 1 PM - WU will have our final anniversary celebration and commemorate 40 years of history with a time capsule burial. Stay tuned for more information!

Arthritis Walk Team
May 10th @ Dover International Speedway
Check inside for more details!

Book Fair
May 27th / DAC Auditorium / 10 AM to 2 PM

JUNE 2008

Summer Camp Begins
June 16th – Laughter, learning and a lot of good clean fun is in store for campers this year!

Employee Recess
June 20th – Get ready to release your inner-child with the return of employee recess sponsored by The Fun Department.

Laughter transcends all cultures and religions because it is the medicine of the soul and the sound of healing. It is contagious. It impacts your physical health and well-being.

April – National Humor Month

Did you know that an average pre-school-aged child laughs up to 400 times per day, while an average adult laughs only 17 times per day? As adults, we should definitely all laugh more. Laughter activates the chemistry of the will to live and increases our capacity to fight disease. It relaxes the body and reduces problems associated with high blood pressure, strokes, arthritis, and ulcers. Some research suggests that laughter may also reduce the risk of heart disease.

A good hearty laugh can help:
- reduce stress
- lower blood pressure
- elevate mood
- boost immune system
- improve brain functioning
- protect the heart
- connect you to others
- foster instant relaxation
- make you feel good

Did you know that if you laugh for 15 minutes every day you could burn off 4 pounds a year!

LIGHTEN UP • DON’T TAKE YOURSELF SO SERIOUSLY • ACCEPT CHANGE • SMILE

GREEN TIP -- CHECK IT OUT!

When was the last time you were carded? If you’re looking to save some money in this tough economy while helping the environment, consider getting yourself a library card. It gives you free access to books, movies, and music - plus borrowing helps to lower the production of paper and plastic.

Movie rentals run $3 - $5 a pop, music costs $10-plus per CD, and a new hardcover can set you back $20. Most library memberships are free. More than 3.1 billion books are purchased in the US each year and most are made using non-recycled paper and petroleum-based inks. Let’s not even analyze CD and DVD production materials - lots of plastic and waste. Libraries (check out the WU library!) are constantly adding new media and many offer other free benefits, such as wireless Internet, author appearances, art exhibits and other community-based events.

Make it a point to check out your local library! You can also find a great book, CD and DVD swaps, absolutely free, on websites like www.titletrader.com.
BenefitsUniversity

Medical Aid Units

Did you know that a Medical Aid Unit (MAU) provides urgent care and may be a less expensive alternative to a hospital emergency department? You can save money by choosing a participating MAU instead of the ER. You could pay just a $15 copay instead of a $100 co-pay.

WHAT ARE MAUs?

Medical Aid Units (called Urgent Care Facilities) treat injuries or illnesses that are not life threatening but require care within a few hours or the same day. With an MAU you don’t need an appointment, and you may avoid the longer waits you might find at a busy ER.

ARE THEY COVERED?

MAU services are covered by your health benefits plan. The cost to you (co-pay) is lower if you seek care from a medical aid unit or urgent care center, instead of an ER.

WHEN SHOULD I GO TO AN ER?

Remember, an MAU may not always be your best option. MAUs are appropriate for common conditions and injuries. However, life threatening symptoms, such as chest pains, symptoms of stroke, severe headaches, excessive bleeding or vomiting are best handled by an ER or emergency department. Please be sure to use your best judgment in any medical situation. If you believe that you have a life-threatening emergency and do not have time to speak with your doctor, then proceed to the nearest emergency room for care. Please note, non-emergency visits to ERs are not covered under your health benefits. While not a trauma center, a freestanding ER is open 24/7, and is generally able to treat most emergencies. It is important to note that a freestanding ER falls under your health plan’s Emergency Facility definition, which means the cost may be higher to you if you choose to be treated there instead of at an MAU.

If you have any questions, please contact Customer Service at the number on your Blue Cross / Blue Shield of Delaware ID card.

Please visit the BCBSDE online Provider Directory at www.bcbsde.com to locate and find information on your nearest Medical Aid Unit.

HR Updates

Sixty percent of mature workers delay retirement

While the economic crisis is felt by nearly every segment of the working population, one group of workers is faced with particularly tough decisions regarding their futures. Sixty percent of workers over the age of 60 say they are putting off their retirement because of the impact of the financial crisis on their long-term savings, according to a survey by CareerBuilder.

The findings are in line with a survey by National Association for Variable Annuities, which found that over half of U.S. financial advisors indicate clients are changing or delaying their planned retirement age.

Depleted savings accounts attributable to the economic downshift are causing older workers to stay in the workforce longer to make up for losses. One in 10 workers (11%) over age 60 who are putting off retirement say that the decrease to their savings might cause them to never retire, while 73% think it will take them up to 6 years of extra work to recoup lost savings. Nearly a quarter (24%) feel they can make their money back by working an extra year or two.

Mature workers who are returning to the workforce to offset their retirement losses will likely encounter many of the same challenges that workers of any age are facing today. However, their level of knowledge and experience and network of professional contacts will work to their advantage in a competitive job market.

2009 HR Training

> Manager / Supervisor Training

May 21st  Forms Training  (New Hire / Budget Forms / FMLA / etc.)  New Castle  •  DAC 221  •  12 PM to 1 PM

June 17th  Valuing Diversity  New Castle  •  DAC 311  •  11 AM to 12:30 PM

> Employee Training

April 23rd  Developing a Customer Focused Attitude  Wilson Graduate Center  •  Room 109  •  11 AM to 12 PM

May 12th  Stress & Burnout Prevention  New Castle  •  DAC 221  •  11 AM to 12 PM

June 23rd  Developing a Customer Focused Attitude  New Castle  •  DAC 221  •  11 AM to 12 PM

320 N. DuPont Highway  •  New Castle, DE 19720  •  302-356-6861
Everyone is familiar with stress. We experience it in varying forms and degrees every day. In small doses, stress can be beneficial to us. It's only when the stress becomes too great, affecting our physical or mental functioning, that it becomes a problem. Coming up with simple ways to alleviate stress could help reduce your susceptibility to disease.

**Unplug** - To really alleviate stress, set healthy boundaries, especially with technology. Your cell phone, Blackberry and email are supposed to serve you. Remember that you are in control of the device -- it doesn't control you. Learn to unplug from technology and set limits.

**Simmer Down** - Learning to quiet the mind is easier said than done, but essential to relieving stress. Take time to sit and focus on your breathing every day. In this day and age of information overload, be sure to take your mental trash out daily to leave space for new ideas.

**Yoga** -- Classes held at the Wilson Graduate Center every Tuesday & Thursday from 12 PM to 1 PM and at the Dover Site every Tuesday from 12 PM to 1 PM. You can sign up at anytime since the sessions are on-going. If you're interested in participating at the New Castle Site or Dover Site, contact Mary Ann Atkinson at 302-356-6861.

**Tune Out** - Turn off the TV! There are great things on TV these days, no doubt about that, but too much of anything is going to zap your strength. Using television to unwind or forget your problems is substituting one problem for another.

**Give Back** - Spending time with family or volunteering for a community organization is a great way to relieve stress. Honoring your relationships with the people (and pets) in your life will help you unplug, clear your mind, avoid the TV and learn to connect in the moment with the people you love. Any volunteer will tell you that giving back is the perfect way to instantly feel good about yourself.

Managing your stress will take daily practice. Implement a few of these techniques now and reap the rewards of reduced stress in the years to come!

**Personal Training with Tony Quattro** -- Jump back into shape during Tony's flexible hours. Classes are held Monday through Friday from 7-8 AM, 12-1 PM and 3:15 – 4:15 PM. If you're interested, contact Nicole Romano at 302-356-6846.

**Weight Watchers @ Work** -- If you are interested in joining, please contact Karen Sheats at 302-356-6867 for more information.

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**WELCOME NEW EMPLOYEES**

**Full-Time Employees**
- Joseph Crossen......Doctoral Program | Dover
- Melissa Fasten.......Education Division | New Castle
- Monroe Gerhart...Education Division | WGC
- Nicole Karam.......General Studies Div. | New Castle
- Joseph Paesani.....Behavioral Science Div. | New Castle

**Part-Time Employees**
- George Corbin Jr......Student Success Center | New Castle
- Keitha Davis..............ITAC | New Castle
- Nancy Gankiewicz......New Jersey
- Temetris Hollis.........Faculty Dev. & Support | New Castle
- Dolores Marshall......Registrar’s Office | New Castle
- Krystal McCoy.........Behavioral Science Division | New Castle
- Thiago De Oliveira...ITAC | New Castle
- Nicholas Serio Jr......UIC | New Castle

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**Thank You to all of our heroes**

Every minute of every day, someone needs blood. That blood can only come from a volunteer donor, a person like you who makes the choice to donate.

Thank you to everyone who gave blood during the Blood Drive held March 26th at Wilmington University. It has been well reported in this newsletter that WU faculty and staff are incredibly generous individuals and the blood drive was no exception. Thirty-six donors braved the needle to donate 36 pints of blood. Our donors joined a very select group. Currently only 3 out of every 100 people in America donate blood.

You don't have to wait for a blood drive at WU to give the gift of life. To find out where you can donate today, visit www.givelife.org or call 1-800-GIVE-LIFE (1-800-448-3543).
Mission Statement
The Wilmington University Human Resources Department is committed to recruiting, hiring and retaining the highest qualified individuals to meet the educational goals of our diverse student population. We encourage and support a diverse atmosphere where employees feel valued and recognized for their efforts, along with the support to create an environment which fosters the positive attitude and creative spirit of our employees. Wilmington University offers a comprehensive benefit program that promotes wellness and supports healthy lifestyle choices. Human Resources affirms its commitment to ensuring that all employment and employment-related decisions are based on the principles of equal employment opportunity. Above all else, the Wilmington University Human Resources Department provides quality service, while maintaining confidentiality, integrity, respecting individuals, promoting teamwork and focusing on innovation and the future.

Community Outreach

Career Closet
Our staff and faculty members opened their closets to generously donate professional attire for the first-ever Community Career Closet held at WU in March.

Speed the Way to a Cure
Once again, Wilmington University is participating in the Arthritis Walk!
- Sunday, May 10, 2009 @ 2:00 PM
- Dover International Speedway

The “Speed the Way to a Cure” Arthritis Walk® is the Delaware Branch’s annual event to raise funds and awareness to fight arthritis. It is a tremendous opportunity to help improve the lives of the 46 million people diagnosed with arthritis nationally.

You can help Wilmington University join the movement by committing to donate to the 2009 Arthritis Walk. Together, we can help accomplish the Arthritis Foundation’s vision for a world free from arthritis pain.

Join the WU Team by contacting Karen Sheats at 302-356-6867.

Fun on Campus

Cup Stacking Event
Wilmington University participated in our first ever Cup Stacking Event sponsored by the always hip-and-happening Fun Department staff. Everyone had so much fun stacking, it’s sure to become an annual event.

The stacking tournament was held at the Wilmington Riverfront in the Chase Center’s Dravo Auditorium on March 13th. This was no willy-nilly event to just bring people together. It was a fierce competition of the cup-kind -- pairing corporate competitors in teams of two to see which organizations had the best cup stackers in the land!

The race to up-stack and down-stack cups as fast as possible ended with the WU team (including Karen Sheats, Nicole Romano, Aaron Stafford and Sherry Kirkland) not having a stellar finish, but enjoying the event and the chance to compete.

Stay Tuned for More Fun...
The super fun events created by The Fun Department help invigorate the work environment and encourage employees to release tension, be more creative and have fun!

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!

Community Outreach

Men and women from the community were invited to come in and browse the racks and pick free outfits to help make a great first impression during a job interview, land the job they want and improve their lives.

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HR Connection is a quarterly newsletter published by the Human Resources Department of Wilmington University. Wilmington University does not discriminate with regard to race, color, religion, sex, disability, national origin, veteran status, age, marital status or any other legally protected status. Wilmington University’s good faith efforts and policies are designed to ensure that this commitment is maintained.

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(302) 356-6861
Chief Human Resources Officer, Ext. 6844 • Training/Employee Relations, Ext. 6846 • Benefit Services, Ext. 6867 • Recruiting and Staffing Services, Ext. 6846