

HUMAN RESOURCES

April 2021

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HR Key Events Calendar

Employee Engagement Survey Review Workshops	April 1, April 16
Faculty Colloquium	April 9
Memorial Day	May 31

Employee Engagement Survey

Last fall, HR partnered once again with North Carolina State University's College of Education National Initiative for Leadership and Institutional Effectiveness (or NILIE) to initiate an Employee Engagement Survey. NILIE utilizes the Personal Assessment of the College Environment (PACE) online survey tool. For the first time we also conducted a separate part-time and adjunct survey. Both surveys provided an opportunity to understand faculty and staff perspectives while continuing a comprehensive view towards student success.

On March 3, an overview of the results of both employee engagement surveys were presented during OnPoint. Additionally, a web page has been developed to further ensure employees have access to the survey. To access the page, visit fscj.edu/hr then click "Employee Engagement Survey" under the Quick Links section. The direct navigation is fscj.edu/hr/employeeengagementsurvey.

The web page provides information on the background of the surveys, an overview of the survey results, summary, and the NILIE survey reports. The presentation slides from the OnPoint are included on the website and also via this [link](#). As noted on the web page and within the survey reports, the College's overall mean rating was 4.078. This increased from 3.709 in 2018.

HR will offer workshops to dive deeper into the data and discuss the survey results. This will be an opportunity to review the findings and have an open exchange of ideas on ways to further improve the climate at FSCJ. To register for one of the Employee Engagement Survey Review Workshops (PD 7112), select a registration link below. *Eligible for 1 non-credit hour towards the 1% incentive.

Date	Time	Registration
*Thursday, April 1	2 p.m. – 3 p.m.	Register Now
*Friday, April 16	9 a.m. – 10 a.m.	Register Now

Please contact humanresources@fscj.edu with any questions.

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[Employee Contact Tracing Process Update](#)

The College has recently partnered with CMD Outsourcing Solutions (CMD) to assist with updating the Contact Tracing process for faculty, staff and students who have been on campus and tested positive for COVID-19. The procedure for providing notification of positive COVID-19 test results remains the same. However, communications will come from email address: fscj_cases@cmdosi.com. Employees are encouraged to continue to report any COVID-19 positive tests or symptoms through this [form](#).

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[myIMPACT Reminder](#)

The Check-In process for Career and Professional employees is now available. Check-ins are meetings between supervisor and employee regarding the employee’s performance progress, individual development plan and goals. Career, Professional and Administrative employees will have a Performance Review during the May 1 to June 15 period.

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[NEW – My Life at FSCJ Podcast](#)

The HR team continually strives to highlight employees and how they positively impact our workforce. To do this, the HR Talent Acquisition team has created an episodic Podcast called “My Life at FSCJ”. These Podcast segments will provide perspective employees with a more enriched understanding of the inclusive, engaging, and rewarding culture here at FSCJ. In these episodes, a member of the HR Talent Acquisition team will speak with an employee to learn more about who they are and the great things they do to make our College what it is today!

In this first [episode](#), we speak with Ashli Archer, Department Chair of Humanities. Employees interested in sharing how their story positively impacts the success of the College can contact employment@fscj.edu to learn more.

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[Workplace Posters](#)

As mentioned in the December newsletter, the Florida minimum wage increased to \$8.65 effective January 1, 2021. Please be aware that information regarding minimum wage along with other federal and state labor laws can be found on compliance posters at designated FSCJ campus [locations](#) as well as on the HR website under the Quick Links section, titled “[Workplace Posters](#)”.

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[Wellness Chatter](#)

Florida Blue Better You Newsletter

Check out the Florida Blue [April Newsletter](#) for helpful wellness tips.

Managing Cholesterol Webinar

Join a Florida Blue Physician, Registered Nurse Educator and a Pharmacist in a three-part webinar to learn about taking steps to manage cholesterol levels and maintain heart health. In session one, learn about the two types of cholesterol, what the numbers mean and the risk factors. Session two will focus on the benefits of healthy habits and lifestyle changes. Session 3 reviews the role medications, supplements and herbs have in cholesterol management. Register now to attend an upcoming session.

Sessions	Date	Time	Registration
1	Wednesday, April 7	11:30 a.m. – 12:30 p.m.	Register Now
2	Wednesday, April 14	11:30 a.m. – 12:30 p.m.	Register Now
3	Wednesday, April 21	11:30 a.m. – 12:30 p.m.	Register Now

2021 FSCJ Employee Wellness Program Reminder

Reminder, full-time employees with Florida Blue health insurance are eligible to earn up to \$100 in rewards. Log into Floridablue.com then select Better You Strides under Health and Wellness to complete the on-line health assessment to start earning rewards. [Click here](#) to view more details about this years' wellness incentive plan.

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[Florida Blue Services](#)

Florida Blue members can continue to access valuable health information and resources, including care decision support, an online provider directory to find doctors, hospitals, and pharmacies worldwide. Find these and additional interactive web-based support tools [here](#). [Additional resources](#) are also available to help keep employees and their families safe and healthy.

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[Health Advocate Employee Assistance \(EAP\) Reminder](#)

The Employee Assistance Program (EAP) through Health Advocate is a short-term, confidential counseling as well as crisis intervention service provided for employees. College employees and their families can access needed support at no cost on the following:

- *Work/life Services*
- *Resources*
- *Webinars*
- *Emotional Wellbeing*
- *Personal Growth*
- *Relationships*
- *Financial*
- *Legal*
- *Health*
- *Summer Camp Locators*

The Health Advocate staff follows careful protocols and complies with all government privacy standards. All medical and personal information is strictly confidential, and privacy protected. Visit [Health Advocate](#)

to find useful information on a wide range of topics. Contact the 24-Hour CARELINE at 877-240-6863 or send an email to answers@HealthAdvocate.com with questions.

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Training and Organizational Development

Professional Development

To view a current list of synchronous and asynchronous course offerings, please log into [myLearning](#).

Faculty Colloquium

The 5th annual Faculty Colloquium will take place on Friday, April 9, 2021. Hosted by The Academy for Teaching and Learning, this virtual gathering is a way to celebrate excellence in teaching and learning and to promote a college-wide culture of collaboration. This year's event will include four tracks of faculty presentations offering examples of high impact strategies for the classroom, along with, updates on various new technologies available for the classroom. In addition, recipients of FSCJ's Distinguished Faculty Award will be honored and recognized during a virtual streaming event at 12:30 p.m. Click [here](#) to view the program and register for sessions.

Please use Chrome or Firefox browsers to avoid issues in viewing the event program link above

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