

# HUMAN RESOURCES

April 2023

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## HR Key Events Calendar



**April 6**  
Employee Engagement Survey  
Brown Bag Workshop

**April 14**  
Faculty Focus Day

**May 7**  
36-hour work week begins

**May 11**  
Commencement

**May 29**  
Memorial Day Holiday

**Employee Engagement Survey**

Last fall, HR partnered once again with North Carolina State University (NC State University) to initiate an Employee Engagement Survey. NC State University utilizes the Personal Assessment of the College Environment (PACE) online survey tool. 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 22, an overview of the results of both employee engagement surveys was presented during OnPoint. Additionally, the survey results have been posted on the HR website to further ensure employees have access to the survey.

To access the page, visit [fscj.edu/discover/humanresources](https://fscj.edu/discover/humanresources), then click "Menu," select the "Resources" tab, then select "Employee Engagement Survey". You will need to log in with your FSCJ credentials. Next, select the 2022 folder under the PACE Surveys, there you will find an executive summary, an overview presentation of the survey results, and the PACE survey reports. As noted within the executive summary, the College's overall mean rating was 3.916. This decreased from 4.078 in 2020.

HR has heard you, and we are currently taking steps to address many of the concerns expressed by employees. We have shifted resources within the department to place a greater focus on improving employee engagement and retention and we are working through the goals outlined in the [VIP 2.0 strategic priority of Excellence \(4.0\)](#). These efforts include enhancing our employee recognition program, creating a succession planning program, and developing a culture of operational excellence.

We look forward to partnering with our faculty and staff to further enhance employee engagement beyond the efforts that are currently underway. To that end, all employees are welcome to join us for our **Employee Engagement Survey Brown Bag Workshop on Thursday, April 6 at noon**. This discussion aims to dive deeper into the survey results and provide an opportunity for an open exchange of employee ideas on ways to further improve the climate at FSCJ. [Register now](#).

Please contact [humanresources@fscj.edu](mailto:humanresources@fscj.edu) with any questions.

## myIMPACT Check-ins

The Check-in step is now available in myIMPACT for all Administrative, Professional, and Career employees in myIMPACT. Check-in meetings are designed to increase communication and engagement between supervisors and employees. These meetings involve a series of question prompts regarding support that the employee may need, progress on SMART goals, individual development plans, upcoming projects, and any other topics they may wish to discuss. The conversation is not limited to these prompts. Employees are encouraged to share any concerns or questions they may have with their supervisors and provide updates on their performance and goals.

## Florida Blue Services

Florida Blue members can continue to access valuable health information and resources, including care decision support, as well as 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.

## Wellness Chatter

## Employee Wellness Fair Recap

On March 30, HR and the Wellness Club hosted the 2023 Employee Wellness Fair. Over 200 employees attended this event featuring more than 30 vendors, a variety of health screenings, workshops, door prizes, and live entertainment!

The FSCJ Cosmetology and Massage Therapy programs enhanced the event experience by offering manicure and chair massage services to employees.

The fair concluded with live entertainment provided by FSCJ's very own Steven Gunter, Senior Faculty Development Specialist at North Campus, followed by additional door prize drawings.

[Congratulations to the door prize winners!](#)

Emma Adams (URC)	Carla Jenkins (ATC)	Steve Stanford (AO)
Ashley Augustyniak (AO)	Vicki Lowe Kelsey (AO)	Pramod Thontadarya (DWC)
Lino Ballagas (AO)	Dora Kress (South)	Jerry Thor (STH)
Francisco Borrallo (AO)	Douglas Moore (DWC)	Glenna Veiga (DNT)
Gary George (KNT)	Felicia Palmer (AO)	Michael Whitlock (DNT)
Shannon Groff (NTH)	Laura Pitois (DNT)	Christie Wilson (STH)
Naita Guine (STH)	Yvette Primus (ATC)	Shelly Young (AO)
Lynna Im (AO)	Anita Scotlis (KNT)	

## Florida Blue Better You Newsletter

View the Florida Blue [April Newsletter](#) for wellness highlights.

### Earn \$140 in Gift Cards for Wellness Activities

Full-time employees with Florida Blue, health insurance are eligible to earn up to \$140 in gift card rewards. [Log into](#) Florida Blue then select Better You Strides under Health and Wellness to complete the online health assessment and start earning NOW!

### Moments of Tranquility: A Series of Meditation Workshops

Join certified Shamatha Meditation instructor Billy Thomas online for weekly sessions of Tranquility Meditation, an ancient meditation method designed to bring awareness into the present moment, assisting with stress relief and mental focus without requiring the practitioners to accept or reject any specific philosophical belief. Workshops will take place on Tuesday mornings now through May 2 from 8 a.m. – 9 a.m. [Click here](#) for details on how to participate.

### Move More Live Webinar

Regular physical activity is one of the most important things that can be done for overall health and well-being. For many people, doing it consistently over time is a challenge.

[Register now](#) to join a live webinar on Tuesday, April 11 at 1 p.m. and learn how to get started.

*Employees are encouraged to submit wellness event ideas to [humanresources@fscj.edu](mailto:humanresources@fscj.edu).*

## Training & Organizational Development

### Faculty Focus Day- April 14

Hosted by The Academy for Teaching and Learning, Faculty Focus Day is an opportunity for faculty to connect with their colleagues while also hearing from local speakers on issues and discussing their impact on us as faculty, a college, and a community. In addition, recipients of FSCJ's Distinguished Faculty Award will be honored and recognized. This year will feature Lisa Grubba, the Executive Director of Greenscape of Jacksonville, Inc., and Cynthia Barnett, Environmental Journalist in Residence at the University of Florida College of Journalism and Communications.

Breakfast starts at 8:20 a.m. Lunch and Distinguished Faculty Awards presentation will begin at noon. Register in [myLearning](#) and complete the [lunch preference form](#).

### Compliance Refresher Training Reminder

Current employees who completed compliance training more than two years ago were notified in February to complete refresher compliance training. This training is available at the top of your myLearning page and must be completed by April 14, 2023. To access myLearning, log into [myFSCJ](#), click the Employee tab, and select myLearning from the Quick Links box on the right-hand side. Contact [hrtraining@fscj.edu](mailto:hrtraining@fscj.edu) for help or questions.

[Click here](#) to view current course offerings.