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Human Resources Advisor

February 2019



Milissa's Minute

1 Peter 4:10 teaches us that, “Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.” Service is at the heart of all we do at Concordia. To this end, we are excited to kick off a new service initiative based on the Disney Institute model of **“Be Our Guest,”** focused on exceeding expectations through every action we take.



We are currently forming committees and collaborating with University leaders to enhance our customer service strategy to best serve our students. In the spring we will host a one-day seminar where all employees will be invited to build their individual and department strategies, as well as to contribute to the strategy of the University, as a whole.

Our first opportunity to illustrate a rejuvenated service strategy will come to us on **July 10 through 15** during the **National LCMS Youth Gathering (NYG)** where the CSP Community is excited to welcome the largest number of guests ever hosted on campus – **10,000!**

This will be an amazing opportunity to introduce LCMS youth to Concordia and to show our servant. With multiple opportunities to volunteer, **all** departments and colleges are encouraged to have a presence and contribute to the success of this important event.

Please watch for future communication about upcoming events and mark your calendar to sign up for the many opportunities available to exceed our guests’ expectations in the days to come!

After all, in the words of Disney himself, “If you can dream it, you can do it!” The

NEW! Tuition Exchange

Tuition Exchange has added Concordia University, St. Paul to their list of growing membership! Tuition Exchange was founded to advance higher education and to make careers in higher education more attractive. The underlying concept originated in the tradition of remitting or reducing tuition costs for faculty children attending their home institution.

Tuition Exchange (TE) is a nonprofit consortium of more than 660 colleges and universities. It has participating institutions in 47 states, the District of Columbia and abroad. One of TE's strengths is the diversity of its membership: major universities and liberal arts colleges, highly competitive and moderately competitive institutions, public and private, and members that have specialized curricula and comprehensive institutions.

Membership in TE is open to all regionally accredited public and nonprofit institutions of higher education. Members of this consortium provide to their eligible employees the right for them and their family members to apply for a TE scholarship to study at any other TE member schools. More than 7,000 students receive TE scholarships annually. Each institution commits to granting three scholarships per year to members of the TE program.

Contact Milissa Becker at becker@csp.edu with any questions regarding the Tuition Exchange program.

February HR Trainings

Avoiding Harassment (Required Training)

Feb. 13 - 10 am

HR Handbook Updates (Required Training)

Feb. 6 - 10 am/10:30 am/2 pm/2:30 pm

Feb. 7 - 11 am/11:30 am/12 pm/12:30 pm

Feb. 8 - 10 am/10:30 am/11 am/11:30 am/2 pm/2:30 pm/3 pm/3:30pm/4 pm/4:30 pm

Feb. 11 - 9 am/9:30 am/12 pm/12:30 pm

Feb. 12 - 8 am/8:30 am/1 pm/1:30 pm

Golden Bear of the Month

Nominate a Golden Bear

We are currently accepting nominations for the Golden Bear of the Month award for January! Peer recognition is defined as the genuine expression of appreciation exchanged between co-workers. Nominate a colleague for recognition of service above the call of duty and in the spirit of the Concordia mission and promise statement. To do so, simply click [here](#) and submit a short description of why your colleague deserves to be named Golden Bear of the Month for February.



**Please congratulate our December Golden Bear Winners!
Kate Larson (pictured), Michael Foster, Jonathan Breitbarth**

A Golden Bear exemplifies quality customer service, noteworthy extra efforts or has demonstrated trust and respect in the workplace. Three nominees are selected monthly to recognize exceptional efforts in making the university an extraordinary place to come to every day. Employees that are eligible are the Executive Team, Faculty, Adjunct Faculty, Full, and Part-Time Staff. An eligible employee being nominated must be employed with the institution 90 days or more.

WELLNESS

- Biometric Screening – March 26, Contact Bethany for details: bchan@csp.edu
- New! Wellness Committee & initiatives coming soon

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Intern, Megann Kivi!

Megann Kivi is in her senior year pursuing a designed degree in Applied Human Resource Management. After graduating from high school in 2010, she took five years off to travel and explore different career opportunities. Deciding it was time to go back to school, and wanting a change of scenery, she took a chance and moved from Duluth to Saint Paul on a whim. While attending Minneapolis Community and Technical College, she developed a new-found appreciation for academics and earned her associate degree before transferring to Concordia. In her free time, she enjoys being outside in any weather. She's passionate about health and wellness and loves biking, kayaking, walking her dog Loki, trying new restaurants, and spending time with her friends and family. Megann is excited to begin working with our Human Resources Department and is looking forward to traveling Europe this summer and applying to graduate schools this fall.

Wellness Spotlight – Apple Watch through Vitality

Join the Vitality Active Rewards + Apple Watch programs (one program or both) - your physical activity will earn you weekly rewards and a terrific opportunity to purchase the No. 1 selling watch in the world – Apple



Watch Series 4 or Apple Watch Series 3 – at a substantially reduced price. These are two great programs that are even stronger when used together.

Get Active Rewards

You will start out every Monday with a new, personalized Vitality Points target on the Vitality Today mobile app. When you reach your target by completing Standard or Advanced Workouts, you spin the Vitality Wheel to win more points or a gift card.

Get an Apple Watch

You can purchase an Apple Watch Series 4 or Apple Watch Series 3 through Vitality at a substantially reduced price based on your monthly physical activity. If you earn enough Vitality Points by meeting monthly workout targets, you can lower your monthly payment on Apple Watch after an initial activation fee.

Concordia Wellness Facebook group!

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Office Hours

HR Hours of Operation

8:30 a.m – 4:30 p.m.

AD 111

Questions or comments regarding the Human Resources Advisor can be directed to Bethany Chan: bchan@csp.edu or 651-641-8224

Important Dates

- February 21 | COFFEE Break Session, 9:30 a.m.



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