



HR Spotlight



Sheila Hardee

As the HR consultant for Employee Relations, my primary objective is to build positive relationships with and between all employees, which helps to improve employee satisfaction, employee retention and productivity. I focus on employee relations at the university. I discuss workplace issues with supervisors and employees as they relate to compliance with policies, regulations and laws. My many years of HR experience allow me to better understand what employees need to succeed. I listen to them to gain valuable feedback to enhance employee engagement.

My responsibilities encompass sharing a wide range of information with employees regarding the services and programs available through the Employee Assistance Program vendor, ComPsych and Headspace Care; designing and implementing training that provides an understanding of policies for both supervisors and employees; assisting with policy interpretation and assisting employees and supervisors review available options for addressing situations and approaching work-related conversations; and reviewing drafts of written communications between supervisors and employees. I facilitate the state-mandated Equal Employment Opportunity and Diversity Fundamentals (EEODF) management training workshop comprised of harassment and discrimination, employment law, ADA, performance reviews, discipline, terminations, ethics and personnel policies and regulations. I assist with the performance management process which is a tool that facilitates communication between supervisors and their employees regarding their job performance.

One of the highlights of my job is serving as the program manager of the annual retirement celebration. As our employees come together to celebrate such a special milestone with colleagues, family and friends, this event brings a sense of pride that I contribute to such a joyous event. I am honored to be a member of the UNCP Human Resources team.

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In Memory



Karen Miller

August 5, 1967 - May 1, 2024

We are sad to report the death of our colleague and friend, Karen Miller. Karen served as a student accounts representative in the Student Accounts Department. She served 19 years as a North Carolina State Employee and will be truly missed.

Please keep Karen's family and friends in your thoughts and prayers.

[Obituary](#) | [Karen Miller of Lumberton, North Carolina](#) | [Floyd Mortuary and Crematory Inc.](#)



ComPsych GuidanceResources

Anytime Access to Employee Assistance Program (EAP) Services

Please visit ComPsych GuidanceResources new webpage. You can now find a therapist online and there is a new chat feature. If you haven't already, please log into ComPsych [here](#) and register. The organization's Web ID is UNCP.

Please [click here](#) to see the new updated flyer.

State Health Plan

Did you know your health plan has this benefit?



Could you use a little help on your path to a healthy weight? We want to provide a new tool to help you get there. The Wellframe® app, covered at no cost under your State Health Plan benefits, offers support and resources with your wellness in mind.

With the Wellframe app you get:

Direct access to a nurse through secure messaging

Helpful tips on eating well, exercising and healthy recipes

Five-minute daily activities

This limited-time offer includes Wellframe's 90-day weight management program. Enroll today so you don't miss out on support for your weight management goals.

[Click Here for APP](#)

Enter the following access code when prompted: **ncshphealthyme**

Not interested in weight loss? Wellframe offers a variety of no-cost programs, from stress management to condition-specific support. [Click Here](#) and follow the steps to get started and their Health Care Support Team will help you find the right fit.



Benefit Reminder

State Health Plan Third-Party Administrator (TPA) Switch to Aetna in 2025

Should I do anything now?

Stay updated on the TPA transition and all plan benefit news on the plan's website, in the plan's monthly e-newsletter and on Facebook. It's easy! To ensure you receive announcements and messages about this change, please see the handy checklist!

- **Make sure your employer has your correct mailing address, email address and phone number.**
- **Be on the lookout for home mailings from the State Health Plan.**
- **[Sign up for Plan's monthly e-newsletter, Member Focus.](#)**
- **Follow the State Health Plan on Facebook! [Visit Facebook.com/SHPNC](https://www.facebook.com/SHPNC).**
- **Visit the [FAQ page](#) on the [State Health Plan's website](#).**

Confirm the in-network status of your providers

Check with your providers to verify that they're in the Aetna network. A validation was done to confirm the network is comparable to the previous TPA. Starting in August, you can search for providers online with the Aetna provider search tool. If your doctor or specialist isn't in the Aetna Network, they can request to join at [Go.Aetna.com/joinournetwork](https://www.aetna.com/joinournetwork).



Annual SHRA Performance Appraisals

March 31 marked the ending of the 23-24 Annual Performance Cycle

As a reminder, all employees should have completed the mandatory training sessions and all supervisors will confirm attendance.

As you complete the SHRA annual review cycle, please ensure you confirm the mandatory training attendance of each of your employees.

Mandatory training for the 2023-2024 evaluation cycle comprised:

- Emergency Health and Safety presentation presented by Michael Bullard in GPAC during Braves Kickoff or via our learning management system, Percipio.
- EEO: Equal Employment Opportunities in Recruitment presented by Rhonda Locklear and Unlawful Workplace Harassment Prevention & Prevention of Workplace Violence presented by Nicolette Campos in GPAC during Braves Kickoff or via our learning management system, Percipio.
- Title IX presented by Ronette Gerber, Dani Evans and Ana Rivers in GPAC during Braves Kickoff or via our learning management system, Percipio.
- Cybersecurity Awareness training presented via the KnowBe4 platform located in your list of links once logged into BraveWeb.
- The 2023 Kevin Mitnick Security Awareness Training and Using the Phish Alert Button - Report Suspicious Emails using Microsoft 365, present by the KnowBe4 platform located in your BraveWeb links.

Please note: Employees who attended the Braves Kickoff afternoon sessions in the Givens Performing Arts Center (GPAC) completed the EEO, Title IX and Clery Compliance and the Emergency Health and Safety requirements.

Additionally, please ensure completion of any professional development opportunities assigned by supervisors.

- Employees who have not completed Cybersecurity Awareness training via the KnowBe4 platform: 2023 Kevin Mitnick Security Awareness Training and Using the Phish Alert Button - Report Suspicious Emails using Microsoft 365 and/or the Environmental Health and Safety session **must receive a "does not meet" rating in the area of Accountability within the Institutional Goals section of this year's evaluation.**
 - Employees who have not completed the Equal Employment Opportunity and Prevention of Workplace Harassment & Workplace Violence 2023 session and/or Title IX 2023 session **must receive a "does not meet" rating in the area of Compliance and Integrity within the Institutional Goals section of this year's evaluation.**
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EVENTS

Mark Your Calendar

Upcoming Holidays

The following Holidays will be observed by the university and normal business operations will be closed.

Memorial Day - Monday, May 27

Independence Day - Thursday, July 4



Are you interested in a Professional Development Opportunity?



UNC BRIDGES Professional Development Opportunity

Applications are accepted now and must be submitted by 05/15/2024.

[Click Here for More Information](#)



2024 UNC Employee Engagement Survey

Thanks to each faculty & staff member who recently completed the UNC System Employee Engagement Survey. UNCP had an impressive participation rate of 63%! Stay tuned...ModernThink will compile data over the next several months. This data will be useful for the UNC System gauge how faculty & staff feel about their workplace while identifying areas of strength and areas that warrant attention finding best practices and innovative ideas for applying what we have learned from the survey.

**NOMINATIONS NOW BEING ACCEPTED FOR
THE 2024 ERSKINE B. BOWLES STAFF SERVICE AWARD**

ABOUT THE AWARD

UNC Staff Assembly seeks to improve communications, understanding, and morale throughout the UNC System and to assist in increasing efficiency and productivity in campus operations.

The Erskine B. Bowles Staff Service Award was established in 2010 by the UNC System Staff Assembly to recognize staff employees whose accomplishments are consistent with the goals of the University and the University's public service mission.

The recipient of the award will receive a memento, a \$1,000 award, and recognition from the Staff Assembly and UNC System leadership.

SELECTION CRITERIA

The recipient of the Erskine B. Bowles Staff Service Award:

- Must be a permanent staff member (SHRA or EPS) of any of the 17 UNC constituent institutions, the UNC System Office, or a recognized University affiliate
- Exemplifies excellence in their professional interactions and customer service within their university employment
- Provides extraordinary service to their campus and UNC system outside their job description
- Provides exemplary service to their surrounding community

NOMINATION PROCESS

Any university employee, student or community member can nominate a deserving UNC staff member for this award.

- The nomination form is available at <http://bit.ly/sncbowles>
- All nominations must provide a statement that highlights the candidate's accomplishments and describes how the candidate contributes to the overall welfare of their university organization and their surrounding community.
- Nominations must answer three questions directly related to the selection criteria.
- You may also provide additional letters or documents of support from peers, supervisors, students, administrators, local media or community members, and/or representatives from local business/organizations.

DEADLINE TO NOMINATE: FRIDAY, MAY 17, 2024

[Read
More
Here](#)

[Nomination Form](#)



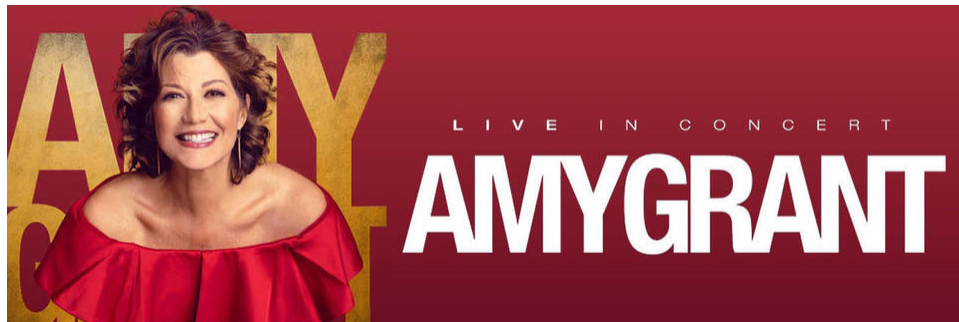
Honoring all Administrative Professionals



Museum of the Southeast American Indian releases Life by the River canoe song

UNC Pembroke's [Museum of the Southeast American Indian](#) released a song described as being by and for Native communities.

[Read more here](#)



September 21, 2024

Tickets on sale: April 19 at 10 a.m.

With a career that spans over four remarkable decades, Amy Grant has evolved from her gospel roots into an iconic figure in the realms of pop music, songwriting, television, and philanthropy. With a remarkable repertoire that includes three multi-platinum albums, six platinum albums, and four gold albums, her total career album sales have exceeded 30 million with over 1 billion global streams.

Grant's chart-topping success has been consistent throughout her career, boasting six No. 1 hits, 10 Top 40 singles, and an impressive 17 Adult Contemporary tracks. Her success extends beyond traditional charts with multiple Contemporary Christian chart-toppers under her belt.

Grant set a milestone when she became the first Contemporary Christian Artist to achieve a platinum record, the first to hit No. 1 on the Pop charts, and the first to perform at the Grammy Awards.

[Buy Tickets](#)



New Employees

March, April, May 2024

Academic Affairs

Alexis Lopiccolo - Graduate Recruiter/Enrollment Coordinator - The Graduate School

Andrew Johnson - Academic Advisor - Center for Student Success

Amanda Holland - Lecturer/Assistant Field Coordinator - Department of Social Work

Athletics

Kendra Eaton - Head Women's Basketball Coach - Office of Athletics

Enrollment Management

Rayford Gilbert - Student Services Specialist - Office of Financial Aid

Sameer Jackson - Administrative Support Specialist - Office of Academic and Military Outreach

Sarah Jacobs - Student Services Specialist - Office of Financial Aid

Finance & Administration

Cole Harris - Police Officer I - Police & Public Safety

Hannah Childers - Police Officer I - Police & Public Safety

Maryiana Scott - Administrative Support Specialist - Student Accounts

Darbie Strickland - Administrative Support Specialist - Accounting Services

James Ball - Building Environmental Services Technician - Facilities Operations & Maintenance

Aaron Meares - Facility Maintenance Technician - Facilities Operations & Maintenance

Jared Harris - Technology Support Technician - Division of Information Technology

Student Affairs

Bruce Morton - Assistant Director for Fraternity and Sorority Life - Office of Student Engagement

Danielle Jacobs - Administrative Support Associate - Community & Civic Engagement



Class of 2024

Congratulations Spring 2024 Graduates and their Families!

From the Office of Human Resources team, we express our congratulations to each graduate and their families for reaching this milestone and we wish you continued success on your journey...Go BRAVES!





School of Education Spotlight...

Welcome to the School of Education

The mission of the School of Education (SOE) is to prepare competent education professionals to serve in school and community settings as effective practitioners, leaders and advocates in their respective fields. As an inclusive and collaborative community of learners, the SOE will support student success and well-being through the use of innovative teaching practices, scholarship development, technology and partnerships with local schools, families and community resources and organizations.

[School of Education](#)

Meet the faculty and staff of the School of Education [Here](#).



Dr. Tracy Mulvaney
Dean of the School of Education

Dr. Tracy Mulvaney is scheduled to have a book published in May 2024 along with co-authors William O. George, Jason Fitzgerald and Wendy Morales titled *Transformative*

[Click Here for More Information](#)

Dr. Laura Staal
Educational Leadership & Specialties

Dr. Staal was awarded the Boys and Girls Club of the Sandhills Volunteer of the Year 2024.



Dr. Leslie Locklear
Director Educator Engagement and Student Success - Inclusive Education

Dr. Locklear was awarded the All Greek Council Outstanding Advisor of the Year 2024.



Dr. Stephanie Robinson
Clinical Mental Health & Counseling

Dr. Robinson was awarded the International Association of Addictions and Offenders Counselors Educators of Excellence Award 2023.



HONORS
2024



UNCP among 'Most Promising Places to Work in Student Affairs'

UNC Pembroke has been recognized as one of 2024's Most Promising Places to Work in Student Affairs, according to *Diverse: Issues in Higher Education*, the leading publication focusing on news and issues of diversity, equity and inclusion in higher education.

[Read More Here](#)



Dr. Ryan Anderson wins 2024 Board of Governors Award for Excellence in Teaching

When Avery Locklear enrolled in a course titled “History of Rock N’ Roll” in the fall of 2017 she had no idea it would become her favorite class. She also couldn’t imagine the impact The University of North Carolina at Pembroke Professor of History Ryan Anderson would have on the rest of her time as a student and life afterward.

[Read More Here](#)



Faculty Recognition



Adolph L. Dial Faculty Awards for FY2024

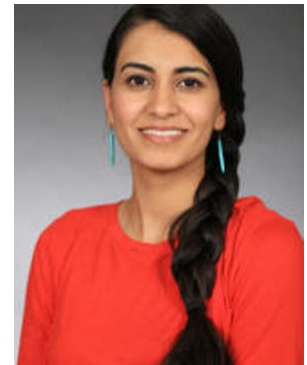
Dr. Mordechai Inbari - Philosophy and Religion - *Dial Award for Scholarship/Creative Work*

Dr. Matthew Hassett - Sociology and Criminal Justice - *Dial Award for Community Service*



James F. Hubbard Award - FY2024

Dr. Ben Bahr - Biology/Chemistry and Physics



Outstanding Teaching Awards - FY2024

Hannah Baggott - English, Theatre and World Languages

Dr. Joshua Busman - Department of Music

Dr. Camille Goins - Educational Leadership & Specialities

Dr. Victoria Kurdyla - Sociology and Criminal Justice

Dr. Rachel Morrison - Psychology

Dr. Crystal Walline - Department of Biology

Abir Mohsen - Department of Art



February and March Employees of the Month

SHRA EMPLOYEE OF THE MONTH



Francine Cummings

Brave Scholars Coordinator
School of Education

*"Francine's remarkable
motivation and hard work are
evident in everything she does."*

FEBRUARY

EHRA EMPLOYEE OF THE MONTH



Krystin Woodell

Associate Director

Undergraduate Admissions

"She actively seeks out opportunities contributing to the university's success."

FEBRUARY

SHRA EMPLOYEE OF THE MONTH

Shana Lowery

Building Environmental Supervisor

Facilities Operations/Housekeeping

"Shana has a strong work ethic and is an invaluable asset to the university."



MARCH

EHRA EMPLOYEE OF THE MONTH

Hampton Locklear

Assistant Director

Office of Financial Aid

"Hampton demonstrates exceptional dedication and professionalism..."



MARCH

Facilities Operations Announces their Employees of the Month

Jimmy Cummings - January 2024



Travis Chavis - February 2024



Sherry Boney - March 2024



New Employee Onboarding

Monday, May 20 and Tuesday, May 21

Monday, June 4 and Tuesday, June 5

Monday, June 17 and Tuesday, June 18

Monday, July 1 and Tuesday, July 2

Bi-weekly Leave Reports Due by 12 Noon

- Monday, May 20
- Monday, June 3
- Monday, June 17
- Monday, July 1
- Monday, July 15

Monthly Leave Reports Due by 11:59 p.m.

- Friday, May 31
- Friday, June 28
- Wednesday, July 31

[Red Curry Beef with Cauliflower Rice](#)

[One-pan Roasted Prawns with Parmesan Asparagus](#)

[Vegetable Nuggets](#)

[Healthy Snacks](#)

[Healthy Lunches](#)



The Tools You Need Today

Stress is an inevitable part of life, but it doesn't have to take over. Taking care of yourself can go a long way in managing stress and preventing burnout. In the resources below, you can explore various self-care techniques to help you relax, recharge and boost your overall well-being. From simple practices like breathing and meditation to more indulgent activities like stretching, getting a massage or even taking a vacation, there are a variety of ways to incorporate self-care into your daily routine.

[Self-Care for Stress Relief](#)

[Building Exercise Into a Busy Schedule](#)

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