

Fall 2005



HAVE YOU HEARD?

an update for the division of finance & administration

FACT & FICTION: ARE PAY RAISES IN THE FUTURE?

On January 12th, Governor Sonny Perdue announced in the State of the State Address that his FY07 budget plan will have a range of salary increases for all state employees. The increase begins with a four percent for those at the lowest end of their pay scale and goes to two percent for those at the highest range of their pay scale. This is the first step to improve the state's competitiveness in the overall job market.

The increase will not go into effect until January 1, 2007.

"State employees work very hard every day to meet the needs of the citizens of Georgia," said Governor Sonny Perdue. "They give of themselves and often work behind-the-scenes to make the state government function efficiently. I appreciate their dedication to public service."

Also included in the budget package is funding for enrollment growth, money for new square footage (buildings), money for fringes for new retirees, funding for electricity rate increases and includes money for premium increases for health insurance.

Friday, January 20th, 2006



Welcome Back!

NEWS NOW

Human Resources– Tuition Assistance Program and Employee Assistance Program

The **Tuition Assistance Program**, (TAP), is the University System of Georgia and Valdosta State University's commitment to "the recruitment, hiring, and retention of the best faculty, staff and administration." The objective of TAP is providing aide for the professional growth and development of all VSU employees. Who is eligible for TAP? When you have been employed by the University System of Georgia for six months, employees can work on their undergraduate degree or graduate degree. Deadlines for TAP are: Fall: July 15th, Spring: November 15th and Summer: April 15th. For more information, contact Brenda Kelly, TAP Coordinator, at 245-4366 or email brkelley@valdosta.edu.

The **Employee Assistance Program**, (EAP), was created to assist you while promoting and supporting a positive and productive workplace. The EAP offers a wide range of services including individual employee evaluation and referral, consultation services for supervisors, workshops, training sessions, and support groups. Whether you need assistance from a self-help group or the latest on healthy cooking ideas, the EAP is designed to serve you and your family. The EAP website contains information and links to: Valdosta State Counseling Center, Wellness Committee, Health Resource Support, Government/Legal Support and much more. Where do you go for help? Visit the EAP website at www.valdosta.edu, select Human Resources, Under topics, click Employee Information, under additional information, click on Employee Assistance Program and click the topic that interest you.

Training & Development– Professional Development Programs-February

New Employee Orientation- Offered the last Thursday of every month from 8:15 a.m.-12:00 p.m. The class provides a welcome to the University and to acknowledge an employee's value to the organization. Helps staff members connect with their new workplace by understanding the vision, mission, and goals of the University. Teach staff about the services provided by various departments on campus.

Preparing for College- An Orientation Session for Employees- Thursday, February 2nd, 1:30-3:00 p.m. (undergrad) 3:30-5:00 p.m. (Graduate), in the UC Rose Room. Learn how the TAP program works, getting enrolled, when Financial Aid can help, Tips on advising and getting registered and what to do when you owe fees. Free to VSU employees.

Who Moved My Cheese?- An amazing way to deal with change- Tuesday, February 7, 2:00-5:00 p.m., UC Rose Room. Learn how to reduce stress related to change, help you understand how you respond to change, accelerate everyone's ability to change.

Defensive Driving Course- Wednesday, February 8th and 9th from 8:30-11:30 a.m. (Must attend both days.) In the Plant Operations Training Room. Free to VSU Employees and \$10.00 for relatives of employees.

Advanced Who Moved My Cheese? - An amazing way to deal with change- Tuesday, February 21st, 2:00-5:00 p.m. in the UC Rose Room. Participants must have attended the initial " Who Moved My Cheese?" Participants will complete a Change Profile assessment that will assist them in understanding their individual approach to change. As well as understanding and accepting other's response to change.

Performance Coaching- Creating a more productive work environment for your employees- Tuesday, February 14th, 9:00 a.m.-4:00 p.m. UC Cypress Room. Learn to inspire a vision, set goals and communicate them to others, develop an effective communication style, Techniques for establishing a coaching relationship and how to use a 90 day performance review to further develop your employees.

For more information on any of these training courses or any other training course, please contact the office of Training and Development at 259-5105.

Please Acknowledge Our Outstanding Co-Workers

The following people were recognized with *I Caught You Caring Cards* for their exemplary service in the past month!



David Collins
Jimmy Fountain
Bobby Ray
Horace Soloman

Auxiliary Services
Printing Services
Printing Services
Printing Services

Please wish the following people a happy birthday as you see them this January.

happy birthday to you...

Arzayus, Juan Deigo
Bauer, Michael E.
Belanger, Brian R.
Bell, Robert C.
Bennett, Carl E.
Bount, Glenn
Boyett, Nancy A.
Bradley, Willie M.
Braswell, Amy E.
Bryant Addie L.
Cannon, Qiana T.
Cawthon, Emily N.
Claybrooks, Kim
Clements, Melinda J.
Cleveland, Benjamin T.
Cobb, Douglas C.
Crane, Jennifer
Crawford, Jeanette D.
Delaney, Ruby T.
Denson, Marida
Dunaway Jr. Clarence W.

Ebersberger, Jessica L.
Edwards, Jack C.
Erby, Crystal D.
Ethridge, Laura A.
Evans, Corey A.
Fed, Ja'Cinta M.
Fifield, Daniel R.
Foster, Stephanie R.
Foster, William
Georgiev, Iskren L.
Gilmore, Cowanna M.
Goethe, Bryan J.
Coethe, Candice L.
Grant, Keith A.
Griffin, Ryan D.
Grubbs, James W.
Hadley, Fredrick L.
Harmon, Monique Y.
Heard, Julie A.
Hezekiah, Shanika

Hill, Minnie M.
Howell, Carolyn S.
Huffman, Linda S.
Inman, Jr. Monroe
Jeffery, Christine M.
Lee, Charles W.
Lester, Rontavious D.
Lightsey, Richard D.
Liverpool, Heather O.
Luke, John K.
Manning, Stephen
Marshall, Phillip C.
Matthews, Joi C.
Maurer, Christopher L.
McDermitt, Hunter T.
McKinnon, James
Merritt, Tawanna L.
Moton, Jerrick L.
Murphy, Shaun D.
Naramore, Katie M.

Nesbitt, Cameron R.
Newberry, Natalie B.
Noutash, Shiva K.
Peeva, Boyana P.
Phillips Jr., Sammie
Phillips, Linda H.
Porzio, John D.
Reid, Samantha M.
Robinson, Keisha
Robinson, Marquitta
Roffe, David
Rogers III, Meldrim
Roseberry, Kortini N.
Rye, Barton L.
Sinclair, Derrick G.
Smith, Jami E.
Smith, Valencia T.
Spencer, Sonia S.
Staten Bobbie C.
Steward, Charles

Strickland, Ashley L.
Tatum Jr., Burdette
Teljuoso, Moses
Thomas, Vida J.
Thompson, Pitoon
Topham, Christopher A.
Tsekov, Sava M.
Vasquez, Amira J.
Vlittis, Andreas
Waller, Christi N.
Webster, Zulima S.
White, Martha C.
Williams, Kimberly
Williams, Larry C.
Wills, Angie T.
Wilson, Teresa L.
Winley II, Gregory N.
Yorkey, Timothy E.
Zanders, Winest