



A NOTE FROM THE INTERIM VICE CHANCELLOR FOR ADMINISTRATIVE AFFAIRS...

I wanted to take this opportunity to share with the UW-Whitewater community that Janelle Crowley, Chief Human Resources Officer, will be retiring from the University effective July 18, 2022. Janelle began with the UW System in July of 2015 and has been with UW-Whitewater for the past four years. During her tenure, there have been several changes, including but not limited to: Change of Status enhancements; various department restructures; the pandemic and the pivoting that took place with the support of so many; staff re-assignments; the TTC project with implementation, the transition to single pay; the multi-factor implementation; changes to payroll and benefits; the FLSA audit where UWW was the only campus with 100% success, and many, many more. Most importantly, we want to thank Janelle for her many contributions to the University and wish her well in her future endeavors.

I also want to share that effective July 18, 2022, Connie Putland will assume the interim role of Chief Human Resources Officer. Connie has served for more than twenty years in human resources and employee relations. Connie is a certified investigator, a specialist in universal design, and currently President of the Midwest College and University Professional Association for Human Resources (CUPA-HR) board. Please share with me in thanking Connie for taking on this role.

- Jeff Arnold, Interim Vice Chancellor for
Administrative Affairs



A NOTE FROM JANELLE CROWLEY...

It is with mixed emotions I say good-bye to friends and colleagues as I retire from UW-Whitewater and embark on a new journey with an opportunity to spend more time with family. I want to thank so many of you with whom I've worked on this campus, for your support, your professionalism, and your friendship; there are just too many of you to name individually. UW-Whitewater is, by far, a great higher educational institution and one of the best in the UW System. I am proud of the numerous accomplishments this University has attained and proud to have called this place home for the last four years. Wishing you all the best in the future.

My kindest regards,

Janelle A. Crowley, Ph.D.
Janelle A. Crowley, Ph.D.

Chief Human Resources Officer



JULY 2022 (V.5.1)

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"I've learned
that people will
forget what you
said, people will
forget what you
did, but people
will never forget
how you made
them feel."

-Maya Angelou

JULY EVENTS

Quote/Thought of the Month

- July 4 - Independence Day
July 7 - Global Forgiveness Day
July 10 - Eid-UI-Adha (Muslim holiday beginning the 10th day of the Islamic month. Time for prayer and sacrificing.)
July 13 - Embrace Your Geek-ness Day
July 14 - Bastille Day
July 20 - Moon Day (Commemorates the day man first walked on the moon in 1969)
July 30 - International Day of Friendship



You will face many defeats in life, but never let yourself be defeated.

Te enfrentarás a muchas derrotas en la vida, pero nunca te dejes vencer.

FROM THE FRONT DESK

Janelle-

As you soar off to a new challenge of opportunities, know that we will always value your leadership and the opportunities you provided to us over the last four years. We send well wishes to you in your retirement. Thank you for all you have done for this office, the division, and UW-Whitewater!

*If you are not willing to learn, no one can help you.
If you are determined to learn, no one can stop you.*

- Zig Ziglar

-HR & D Staff



FAREWELL TO ABBY DUNKLEBERGER, HUMAN RESOURCES BUSINESS PARTNER

We want to take this time to acknowledge Abby for her hard work and dedication to UW-Whitewater and the Human Resources and Diversity department. If you have hired a new employee on campus in the last four years, you have probably worked with Abby during that time. Her skills and talent will be greatly missed throughout campus. Thank you, Abby, for all you have done for us and we wish you well on your future endeavors!

Human Resources & Diversity Office is open regular hours but due to some staff continuing to work remotely, we request that visitors please call ahead to schedule an appointment.

262.472.1024

BENEFITS

TIAA Counseling Session

7/21 from 9am-4pm by appointment only, please see flyer to follow.

State ICI Premium Rates Reduced for 2023

The Group Insurance Board has approved lowering the state income continuation insurance (ICI) premium rates 20% for the 2023 calendar year. This is the second year in a row that the Board has approved a premium reduction due to the continued strong financial position of the plan.

See our webpage for details about the ICI program, including how to participate and administer the program.

[Learn more about the program](#)

SAVE THE DATE: Biometric Screening

Wednesday, September 21, 2022

For more information about the Biometric Screening: <https://www.uww.edu/worksitewellness/hra>

2022 Employee Benefits Fair

Wednesday, October 12, 2022

10am-2pm; Old Main Ballroom UC 275

This is your opportunity to meet with representatives from the various benefits including but not limited to; health, life, supplemental dental and vision, long term care in addition to different departments from campus.

\$150 Wellness Incentive

Link to flyer: [150 Wellness Incentive Flyer 2022](#)

Earn your \$150 Wellness Incentive Now - check out our information on our Worksite Wellness page: [here](#)

DON'T FORGET to use your Accident Insurance!

If you enrolled in the Accident Insurance, don't forget to use it!

Accident Insurance offers coverage in the case of an accident for you, your spouse and/or eligible child(ren). The plan provides a cash payment to help pay out-of-pocket expenses in the event of an accident. The plan also includes an accidental death & dismemberment benefit.

In addition to benefits payable for accidents, this plan provides the following components:

- Benefits for accidental death and dismemberment.
- Benefits for covered injuries including support care.
- More than one benefit payment may be payable for a single covered accident.
- Continuation of group policy coverage at the end of employment.

Identity theft services from Generali Global Assistance are available to employees who enroll in Accident Insurance. Services include identity theft education and personalized resolution resources.

For complete details including how to file a claim visit: <https://www.wisconsin.edu/ohrwd/benefits/accident/accident/>

Employee Assistance Program



The Employee Assistance Program by Kepro is a **free, confidential** program available to you and the family members living in your household. You can contact Kepro for assistance with:

- **Emotional Situations:** relationships, parenting, grieving
- **Work/Life Challenges:** child care, elder care, adoption
- **Legal and Financial Circumstances:** managing expenses or debt, preparation of simple wills, child custody or child support

You may contact Kepro by calling **833-539-7285** or online at sowi.mylifeexpert.com.

IMMIGRATION

USCIS Continues Commitment to Naturalization

U.S. Citizenship and Immigration Services (USCIS) celebrated Independence Day this year by welcoming more than 6,600 new citizens in more than 140 naturalization ceremonies between July 1 and July 8. These ceremonies demonstrate our commitment to welcoming immigrants and promoting the benefits of U.S. citizenship for all who are eligible.

In Fiscal Year 2021, USCIS welcomed 855,000 new U.S. citizens. In Fiscal Year 2022, USCIS has welcomed 661,500 new U.S. citizens as of June 15.

Each July 4, the US celebrates the day the Second Continental Congress adopted the Declaration of Independence in 1776. USCIS commemorates this momentous occasion by hosting special Independence Day-themed naturalization ceremonies across the country. Throughout these ceremonies, USCIS honors and recognizes the commitment and contributions of our newest U.S. citizens.

This year's Independence Day activities included a naturalization ceremony for military servicemembers at the USS Midway Museum in San Diego on July 1. Closer to our nation's capital, on July 2, Director of National Intelligence Avril Haines participated in a ceremony at the Vienna Town Green and Treasury Secretary Janet Yellen participated in a ceremony at George Washington's Mount Vernon on July 4.

USCIS reaffirms its commitment to making the naturalization process accessible to all who are eligible. USCIS continues to promote and improve access to naturalization pursuant to EO 14012 and the [Interagency Strategy for Promoting Naturalization](#), which was released publicly on July 2, 2021.

For more information on USCIS and its programs, please visit uscis.gov or follow us on [Twitter](#), [Instagram](#), [YouTube](#), [Facebook](#), and [LinkedIn](#).



TITLE IX

Proposed Title IX Regulations Released

The Department of Education released on June 23, 2022, the 50th Anniversary of Title IX, the proposed changes to the Title IX Regulations. These proposed Title IX regulations will be open for public comment for 60 days from the date of publication in the Federal Register.

Here is a link to the [press release](#)

Additional information on the proposed regulations, including summary with background information and fact sheet is available [here](#).

The link to the [unofficial version of the proposed regulations can be found here](#).

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.



Warhawks in Motion – Walk and Roll Event

July 21, 2022; 12:00 - 12:45 pm
 University Center Room 68
 Yoga in the UC with CynDee Sentieri! All skill levels welcome. Bring your own mat.

Warhawks in Motion – Flyer Link

Leaderboard for June is posted [here](#). For additional information, check out the flyer [here](#).

KEPRO Workshops

Effective Performance Appraisals – Presented by KEPRO

Delivering a performance appraisal can be as intimidating for a manager as it is for the employee. The goal should be to not only document and evaluate the employee's performance, but also set goals for growth and allow for an open and honest dialogue about expectations.



Date: 7/22/2022

Time: 12:00 PM, America/Chicago

[Click Here to Register & Attend](#)

Workday Workouts – Presented by KEPRO

PLAY RECORDING (1 hr 5 min)
<https://bli-meetings.webex.com/bli-meetings/lsr.php?RCID=d5501fba988a92e537908ae9ab7bb718>

Recording Password: (This recording does not require a password.)

Upcoming Wellness Workshops- Presented by KEPRO

The link below contains a list of all upcoming wellness workshops, presented by KEPRO. If you are unable to attend the workshops, there will be a complete list of recordings provided on the UWW Worksite Wellness page located under "Additional Health Resources" after the event.

[Click here to view a list of both upcoming and past KEPRO wellness workshops](#)

Employee Well-being Webinars

To live well, it is important to take care of yourself—physically, emotionally, and financially. One of the ways you can do that is by increasing your knowledge about various aspects of your well-being. Below is a selection of upcoming webinars that are available to help keep your well-being on track! Most of the webinars require registration, last approximately 60 minutes, and all are listed in Central Standard Time (CST).

[Click here to view a list of webinars](#)

Share the Good News!



Share YOUR Good News!

Getting married? Having a baby?

✧ Let us know! ✧

We'd love to share it in News & Notes!

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HUMAN RESOURCES & DIVERSITY SUBJECT MATTER EXPERTS

This section is to highlight areas of expertise of the staff in our office. Many of our staff have expertise in areas outside their current job responsibilities based on previous experience and certifications and may be available to conduct trainings upon request.

Subject Matter Expert	Specialty	
<p>Connie Putland <i>Interim Chief Human Resources Officer</i> <i>putlandc@uww.edu</i> <i>262.472.1024</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • Primary contact for ADA and employee relation matters • Training and Development • Title IX Deputy Coordinator for Employees • Chair of CUPA-HR Midwest Region Board of Directors
<p>Tanja Anderson <i>HR Rock County Admin Specialist</i> <i>andersot@uww.edu</i> <i>608.898.5039</i> <i>HS 105A</i></p>		<ul style="list-style-type: none"> • Contact for Rock County employee questions
<p>Elizabeth Carreon <i>Human Resources Assistant</i> <i>carreonm@uww.edu</i> <i>262.472.1024</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • Works with the Information Systems Business Automation Analyst in data entry and running reports. • Zumba Instructor • Bilingual - Speaks English and Spanish
<p>Gina Elmore <i>Training and Org Dev Manager</i> <i>elmoreg@uww.edu</i> <i>262.472.1024</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • Training and Development • <i>Workday</i> Implementation
<p>Stephanie Hartmann <i>HR Manager - Benefits/Wellness/FMLA</i> <i>hartmans@uww.edu</i> <i>benefits@uww.edu</i> <i>262.472.1024</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • Benefits & FMLA • Wellness Coordinator • Resignations and retirements
<p>Kai Instefjord <i>HR Manager</i> <i>instefjoke08@uww.edu</i> <i>262.472.1024</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • Student Employment & Camps Contracting • Processing of Unemployment requests

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Subject Matter Expert	Specialty	
<p>Damon Judah (DJ) <i>HR Generalist</i> <i>judahdf04@uww.edu</i> <i>262.472.1024</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • OBIEE (Business Intelligence) to provide data across institution • Ingeniux (web content software - HR & D website administrator) • Excel for reporting & organizing data • Riskconnect to input Worker's Compensation claims • MFA Tool (for DUO access) & ShopUW
<p>Steve Marshall <i>Director of HR - Payroll, Benefits & Shared Service Liaison</i> <i>marshals@uww.edu</i> <i>262.472.1005</i></p>		<ul style="list-style-type: none"> • Payroll & Benefits • Board of Directors/Certification Director - Northland HR Association • Society for HR Mngmt (SHRM)- Instructor of certification preparation group
<p>Ramon Rocha <i>HR Coordinator</i> <i>rochar@uww.edu</i> <i>262.472.1024</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • Fluent in English and Spanish - provides translation for HR & D Office • Supervises Human Resources & Diversity Student Employees • MFA Tool (for DUO access) • Coordinate the process involving new employee paperwork (i.e. I-9s, direct deposit, etc.) • Campus Notary
<p>Vicki Schreiber, Ph.D. <i>Title IX Coordinator</i> <i>schreibv@uww.edu</i> <i>titleix@uww.edu</i> <i>262.472.2143</i> <i>HY 330</i></p>		<ul style="list-style-type: none"> • Title IX Compliance • Certified Trauma Informed Investigator • Restorative Justice Circle Keeper Facilitator
<p>Margaret Wheeler, Esq. (MA, JD, LLM) <i>Int'l Empl & Immigration Specialist</i> <i>wheelerm@uww.edu</i> <i>262.472.1024</i> <i>CE 123</i></p>		<ul style="list-style-type: none"> • Immigration Specialist • Affirmative Action Program Coordinator