

Winter 2008 Staff Newsletter

A Message from President Kyle

Dear colleagues,

What an inspiring year we have enjoyed here at Radford University!

Amidst this joyous holiday season, I want to thank you for your energy and enthusiasm that have made this such a wonderful learning community. Despite the challenges faced by the University and the Commonwealth, by working together we have achieved much of what we hoped to accomplish.

This holiday season brings a much-deserved respite to reenergize ourselves, and it offers us the occasion to reunite with family and friends and celebrate our traditions. As we look forward to the New Year, let us be grateful for our many blessings, mindful of those in need, and eager to embrace the opportunities that lie ahead.

Warmest wishes to you all!

President Kyle

Compensation Report

By Ms. Joey Sword, Director of Human Resources

The results of the Classified Salary Survey were placed on Human Resources' website for review. Human Resources is currently evaluating the positions that were identified as those which are below 80% of the salary average. This process takes time, and a proposal will be sent to President Kyle in the near future. The current economic situation and reductions to RU's budget will obviously have a impact on what can be done at this time to address any recommended adjustments. After the proposal is finalized and approved, individual department heads will be notified of the findings.

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A Message from our Staff Senate President

Season's Greetings from the Staff Senate!

It is hard to believe that it is almost Christmas time once again. This has been a very busy year for all of us and it will be nice to be able to take advantage of the time off to spend getting caught up at home and spending time with our families. I hope all of you are able to relax and enjoy your time off. It will not be long before Spring Semester begins and we are back at it full steam ahead.

This has also been a very productive year in that the Staff Senate has been able to work on a number of issues and see some positive results. The biggest news of the year was the announcement of the findings from the Classified Staff Salary Compensation Study. With President Kyle's support the first study of its kind at RU was completed and the initial findings shared with the Staff. President Kyle made sure that she was there to share the findings with the Staff, making it clear that she is supportive of this effort. This was such a great positive note to begin the academic year on and is much appreciated. Please make sure you let her know how much we appreciate what she has done for us in this regard.

The year has not gone without its share of unpleasant-

ness either. The nosedive taken by the economy has hit all of us both at work and at home. While none of us know how long this will last or how hard things might get, I am grateful to work with such a caring group of people who always try to help one another in times of need. That reminds me, please remember the Fill A Stocking drive and donate if you can.

Well, 2008 has come and is almost gone. 2009 will be here in just a few weeks and while we do not know what the New Year holds in store for us, we know that there is plenty to be done and the Staff of Radford University are the ones that can make it all happen. From the grounds workers to the housekeepers, to the secretaries, and on and on, there is not a better, more dedicated group of people on any other college campus out there. I am honored to serve you as the President of the Staff Senate and I count it a privilege to work with all of you. I encourage you to attend the Staff Senate meetings if at all possible and get involved in making a positive change at RU.

I wish you all a Merry Christmas and very blessed New Year.

Sincerely,
James Perkins
Staff Senate President

Spring 2009 Staff Senate Meeting Schedule

Date	Location
January 15, 2009	Hurlburt Hall Combo Room
February 19, 2009	Hurlburt Hall Combo Room
March 19, 2009	Library Conference Room
April 16, 2009	Hurlburt Hall Combo Room
May 21, 2009	Hurlburt Combo Room
June 18, 2009	TBA
July 16, 2009	TBA





Drill Report



On October 22, 2008, Radford University (RU), in partnership with the City of Radford, participated in a Region 4 City of Radford Full-Scale Regional Exercise called *RU Ready*. The exercise plan was produced under the direction of the Virginia Department of Emergency Management (VDEM) to examine the policies, procedures and response efforts during a simulated Hazmat incident in the City of Radford and areas of the city adjacent to the Radford University campus. The exercise was one of the largest ever conducted in the region involving a city and university working together in an emergency response exercise.

The exercise, which was evaluated by an independent contractor (CRA, Inc.), involved the participation of regional partners, including the following: administrators, police, fire, and EMS personnel from Montgomery, Pulaski and Giles Counties, and the Cities of Radford and Blacksburg; Well over 100 ER personnel from RU and partner municipalities were involved in the exercise. Within several minutes of that notification, the RU police department activated the campus siren system alerting the campus of a potentially hazardous condition. Within minutes the ConnectEd messaging system was activated sending out thousands of text and voice message calls to students, faculty, and staff. These notifications were immediately followed by alert messages posted on the campus signage boards and cable television broadcast system. Additional alert information went to the RU Web Page, campus email, and WVRU campus radio station.

Once it was determined that the rail car (the focus of the simulated accident) was leaking a hazardous gas that was drifting toward buildings on campus that are adjacent to the rail system, evacuation orders were sent through multiple notification channels for four RU buildings including: Muse Hall, a high rise residence and dining hall; Reed-Curie, Lucas Hall, and McConnell Library. Members of the RU Office

of Emergency Preparedness, RU Police Department and assigned City of Radford personnel directed students, faculty and staff from the evacuation sites to the far side of campus. A newly instituted RU Building Monitor program that included identified RU staff from selected buildings assisted in both the sheltering in place and subsequent evacuation of the RU students and staff.

The exercise lasted over three hours and, as specific RU objectives were completed, RU students and staff were able to stand down from the exercise. In all, over 1000 students and staff were evacuated from multiple buildings and moved to other campus locations. Thousands of others were sheltered in place.

It is also noted that it would not have been possible to conduct an exercise of this scale without the full support of the Radford University staff and staff senate. From initial planning sessions and subsequent drill on Oct 22nd, many staff members participated, evaluated, and assisted the various drill participants in the comprehensive drill scenario. Several times it was pointed out by external evaluators that RU staff, specifically the building monitor staff members, were exemplary in completing their assignments and reacting to changing elements of the drill. The Office of Emergency Preparedness wishes to thank you for all of your efforts in meeting the needs of all RU students and staff during the exercise and will continue to work with James Perkins and the staff senate to provide forthcoming information from drill reports and future training plan announcements.

Dr. Dennie Templeton, Director

Mr. Todd Branscome, Emergency Coordinator

RU Circle of Giving: Staff Senate Scholarship

Submitted by *Connie Phillips*

The RU Foundation has a Faculty/Staff Campaign going on entitled: *RU Circle of Giving*. This campaign encourages faculty and staff to make contributions to the RU Foundation in support of scholarships, programs and university colleges.

The Staff Senate has an endowed scholarship through the foundation in which a student is awarded scholarship. In order to be eligible for the **Staff Senate Scholarship** the following criteria must be met:

- Student must be a full-time undergraduate or graduate student.
- Incoming freshmen, transfer student and currently enrolled students are eligible
- Student must maintain a 2.5 GPA

Note: Priority consideration is given to a dependent of or a relative of a Radford University classified or wage employee.

The Foundation makes the scholarship applications available to students in the early part of spring semester. Deadlines for applications and letters of reference are normally in February/March. Keep a watch for information concerning the scholarship program if you have a dependent or relative that may be eligible for the Staff Senate Scholarship.

This year's recipient was **Emily McCardle-Wong**. She was a special guest at our October 2008 senate meeting.

Emily is a graduate student in the MBA program. She received the **Staff Senate Scholarship** and the Suntrust MBA Scholarship. Emily was in the Peace Corps for two years. She worked in Guatemala as a volunteer in the Small Business Youth Development Program. Her father is Steve

McCardle. Mr. McCardle serves as the Board/Retail Manager in Dalton Hall.

Below is a quote from Ms. McCardle-Wong's acceptance letter sent to the Staff Senate:

"I would like to take this opportunity to show my gratitude for the scholarship you have granted me. It is an honor and a privilege to be chosen as the recipient of the Staff Senate Scholarship. I am very excited to begin my education at Radford University. The scholarship will assist me tremendously in my goal of completing the MBA program."

Join the Circle! Celebrate what makes Radford University special to you through the **Circle of Giving Faculty/Staff Campaign**. You can give to various scholarships or programs. Support the 7-17 initiative(s) that matter most to you through your gift to the Foundation (*i.e. Scholarships, Highlander Athletics, Library, Arts Society, the new Covington Fine Arts Center, etc.*). Every dollar that is donated goes to work at the University in various ways to improve the lives of students and the university community. Contributions are tax-deductible and can be made through payroll deductions.

For more information concerning the RU Circle of Giving go to: <http://www.giveto.radford.edu/circleofgiving.html>.

Information provided by Ms. Cassandra Dove, Office of University Advancement (RU Foundation)

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2008 Holiday Schedule
The University will observe the following holiday schedule:
WINTER BREAK
December 24—close all day (additional 8 hours)
December 25—holiday
December 26—alternate holiday
December 29—alternate holiday
December 30—alternate holiday
December 31—alternate holiday
January 1—holiday
January 2—close all day (additional 8 hours)

All offices will return to normal operations at 8 am on Monday, January 5,

Congratulations—Weight Watchers At Work

Submitted by Ms. Alicia Dials

Since the start of the Weight Watchers at-Work programs in February 2008, Radford University employees have lost a total of 1,248.6 pounds! There have been 15 members that have lost 10% of their body weight, 2 members who have met their goal weight and 2 members who have achieved Lifetime status. These are remarkable results. Due to the success of the partnership between Weight Watchers and the Commonwealth of Virginia, the incentive for employees to receive 50% reimbursement of the cost after meeting eligibility requirements will be continued into 2009.

Radford University currently holds two Weight Watchers at-Work meetings in the Human Resources train-

ing room, one at 12:30 p.m. and one at 5:15 p.m. The current at-work series runs through January 14th and a new 13-week series will begin on January 21st. Employees who decide to join now will be charged a pro-rated amount based on the number of meetings left but will not be eligible to receive the 50% reimbursement from the Commonwealth of Virginia. Employees interested in joining the next series may do so by emailing ccarter29@radford.edu by January 21, 2009.



Join Pilates beginning January 21, 2009, meeting on Monday and Wednesday in Peters C019, 12:05-12:50, for more information contact Human Resources.

The Radford University Staff Senate was created in 1995 to give the support staff a voice in the governance of the University.

Staff Senate meetings are open to the University Community. We invite and encourage all University staff to attend. Most meetings begin at 9:00 a.m.

Fill A Stocking Campaign

It's time to start working on our annual "Fill-A Stocking" campaign, which is focused on helping our fellow Radford University employees who are experiencing hardships. The "Fill-A Stocking" campaign is accepting names through December 10th at 12 noon. Individuals submitting names must submit a written statement as to why they feel this individual should be considered by the Committee. The Committee will do their best to serve as many families as possible (depending on donations). Also monetary donations are being accepted until December 10th at 12 noon. If writing a check please make payable to Cheryl Myers and in the note line: "Fill-A Stocking" If you have any questions or need further information, please feel free to contact Carolyn Sutphin at csutphin@radford.edu.

Senators

Officers for 2008-2009

President	James Perkins
Vice President	Kathy Nester
Recorder/Secretary	Connie Phillips
Parliamentarian	Sandra Steele
Advisor/Past President	Benny Skeens

REPRESENTATIVE AREA

NAME

Clerical/Fiscal Technicians

Nester, Kathy
Betty Smith
Cheryl Myers
Sandra Steele
Rhonda McCroskey (ALT)

Facilities Management- Housekeeping

Sandra Long
Potts, Michael
Trina Wall (ALT)

Facilities Management Maintenance & Operations

Roland Beland
Pam Caldwell
Thomas Cochran (ALT)

Dining Services

(Less than 50 employees)

N/A

Other Classified

Bobby Bell
Perkins, James
Phillips, Connie
Thomas, Jo
Underwood, Bob (ALT)

1500 Hour Wage

(Less than 50 employees)

N/A

Liaison Administrators

TBA
Larry Ashby

HOLIDAY READING...AND BAKING...AND CRAFTS...AND CAROLS...AND MUSIC

Polly Archer, McConnell Library

The holidays are fast approaching and McConnell Library can help you, cheer you, entertain you, and perhaps even save your skin as you get ready for the weeks and days of our Christmas, Hanukkah and Kwanza holidays.

We have delightful Christmas stories for adults and children too: Pat McKissack's classic *THE ALL-I'LL-EVER-WANT CHRISTMAS DOLL* or Gregory Kincaid's *A DOG NAMED CHRISTMAS* or Debbie Macomber's *CEDAR COVE CHRISTMAS*.

We have the usual cookbooks and magazines (yes, we have "Southern Living") but I've tried out and come to rely on *COOKING LIGHT'S ANNUAL RECIPES* from the magazine of the same name. Each year has holiday recipes of an, ah, lighter vein in terms of fat and calories that taste just as wonderful as the rich variety we all know - and some have wonderful new ideas for healthy celebrations.

Would you ever think that something like the *STANDARD CHRISTMAS PROGRAM BOOK* could add to your ideas? This has both Thanksgiving and Christmas ideas for plays and poetry that may add something new to your traditions.

THE CHRISTMAS MENORAHS: HOW A TOWN FOUGHT HATE by Janice Cohn is not something you might think about when looking at holiday books but this one is a challenging look at prejudice from Billings, Montana and gives us a new look at what our various religious traditions mean to us all.

There are so many books about the holidays that it is hard to limit my list. But, I can't forget the carols and the music: McConnell Library has CDs, DVDs, and collections of music to play for sing-alongs. Here are just a few to tempt you: *HOW THE GRINCH STOLE CHRISTMAS* (DVD), *A TUNA CHRISTMAS* (VHS), *IT'S A WONDERFUL LIFE* (DVD), *MIRACLE ON 34TH STREET* (VHS), *THE TREASURY OF CHRISTMAS MUSIC* (music score), *THE ULTIMATE CLASSICAL CHRISTMAS ALBUM OF ALL TIME* (CD), *BLUE RIDGE MOUNTAIN HOLIDAY* (CD). The only one I'm missing is *Alvin & the Chipmunks' Christmas* CD - guess we'll have to add that one for next year's holidays!

As you can see, there are a whole bunch of good things here at McConnell Library to help you celebrate the holidays. Come on in - we'll be open even while the students are on break (see our website for hours over the breaks). And, a Merry and Happy holiday to each and every one of you.



