

February 27, 2017

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**Sign-up TODAY for PAWS to Move!**



Sign-ups for PAWS to Move begins **TODAY** and ends **Friday, March 3rd**. Teams of 2 - 10 FIU employees will compete in a web-based competition tracking the amount of minutes spent doing something active. Prizes will be awarded to the top five movers and top three teams of the challenge. For questions, please click [here](#). For more information,

please contact Nathan Burandt at [nburandt@fiu.edu](mailto:nburandt@fiu.edu) or (305) 348-2530.



Does your department have a stellar student employee? Now is your chance to nominate them for Student Employee of the Year! All supervisors are encouraged to nominate their student employees. The deadline to submit nominations has been extended to **Friday, March 3, 2017**. Click [here](#) to submit your nomination.

## Mindful Practices at Work Workshop



The Office of Employee Assistance is pleased to present the Mindful Practices at Work workshops. Please click [here](#) to sign-up for the workshops below. Additionally, read our February newsletter [here](#).

**Wednesday, March 1st, 12:00 p.m. - 1:00 p.m., GL-482 | MMC**

**Tuesday, March 14th, 12:00 p.m. - 1:00 p.m., GL-482 | MMC**

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## EOPD Spring Training Series



Join the Office of Equal Opportunity Programs and Diversity for their Spring Training Series. Click [here](#) for more information.

### **Sexual Misconduct Training**

Thursday, March 9th, 11:30 a.m. - 1:00 p.m., GL-220 | MMC

### **Cultural Diversity Training**

Thursday, April 13th, 11:30 a.m. - 1:00 p.m., GL-220 | MMC

### **Americans with Disabilities Act Training**

Thursday, May 4th, 12:00 p.m. - 1:30 p.m., GL-220 | MMC

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Join the Office of Equal Opportunity Programs and Diversity for this special keynote speaker presentation by journalist and founder of the #letnoorshine campaign, Noor Tagouri, at this year's Diversity Week on **Tuesday, April 4th from 11:30 a.m. - 1:00 p.m. in the GC Ballrooms**. Listen as Noor shares her experience as a woman breaking barriers and her story on staying true to her identity and embracing others. Attendees will also receive 1.5 hours of professional development through S.T.E.P.P. Please click [here](#) to RSVP.

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## Employee Benefits



**Gabor Group Whole Life Insurance** - Gabor is pleased to announce a special open enrollment for Group Whole Life Insurance issued by Massachusetts Mutual Life Insurance (MassMutual) from **February 13th - April 14th**. This limited enrollment period offers the unique opportunity for coverage on a simplified issue basis (no medical exam or tests required). Please click [here](#) for more information.

**Flexible Spending Accounts** - The Division of Human Resources is pleased to provide you with important deadlines for flexible spending accounts, also known as a medical and dependent care reimbursement accounts, for the 2016 plan year:

- **Deadline to Use Funds** - The grace period to use or incur services for medical, limited purpose medical, and dependent care reimbursement accounts is **March 15, 2017**.

- **Filing Deadline (use it or lose it!)** - The filing deadline for all claims is **April 15, 2017**. If services aren't used and claims aren't submitted by the deadline, the benefit of these accounts and the money ([see Section 125 of the IRS Tax Code](#)) will be lost.

### Employee Perks

**FSA Employee Perk Website** - The Division of Human Resources is pleased to provide you with this exciting employee perks [website](#). The FSA Store is an e-commerce site exclusively focused on Flexible Spending Account eligible products. In addition to products, the FSA Store offers educational resources to help customers better understand and manage their flexible spending accounts, including an eligibility list, a learning center, FSA Calculators, and much more.

**Spring Perks** - This spring, discover savings on housing, car rental, entertainment, and more. Click [here](#) for a complete list.



### Save the Date: Day by the Bay Faculty, Staff & Family Picnic

Save the date for the 2017 Faculty, Staff & Family Spring Picnic! On **Saturday, April 29th**, join us at the Biscayne Bay Campus as we celebrate our accomplishments for a fun and unforgettable "Day by the Bay!" Stay tuned for a list of activities and RSVP information. Have questions? Contact Trudy Fernandez, Director of HR Relations, at (305) 348-0101.

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**Lunch and Learn:** Our Lunch and Learn series continues with Mariela Gabaroni and Dona Walcott, both from the FIU Healthy Living program. Listen as they speak on how to develop good habits to practice throughout the year. To register for the following dates, please click [here](#).

**MMC: Monday, March 6<sup>th</sup> with Mariela Gabaroni**

**BBC: Wednesday, March 8<sup>th</sup> with Dona Walcott**

## PAWScast and Newsletter



February's PAWScast is with special guest, Sara Holtzman, the Fitness Coordinator from the Wellness and Recreation Center at MMC. Tune in as she discusses fitness, nutrition, and de-stressing through exercise. Listen to this and past PAWScasts for [iTunes here](#) and [Podcastgarden here](#). Additionally, please sign up for our [newsletter](#).

## PAWS Wellness Survey



Thank you to those who have participated in the survey! If you have not done so already, please take a brief 5 minutes to complete our anonymous [PAWS 2016-2017 Wellness and Culture Audit Survey](#). The results of this survey provide feedback on programs you would be interested in and time offerings that would be best for you.

## Living Wage Update



Recently, the university community received a communication regarding the Living Wage, which is a salary guideline set by the US Department of Health and Human Services. It provides guidance to address salaries that are at or below poverty levels. The 2017 guideline has been set at \$24,600. The university is adjusting the lowest pay-grades and associated salaries to comply with this federal ruling. More information regarding the history and establishment of living wage levels can be found [here](#).

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## University Policy Reminders



**Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy:** It is important for FIU to provide a safe, productive, and drug free educational and work environment for our faculty, staff, and students. Review the Drug-Free Campus/Workplace Policy [here](#). It is important that each faculty and staff member read and adhere to this policy and help make our campuses a safe learning environment.

**Employee Wellness Program:** This new Employee Wellness policy lays the foundation for FIU to develop activities and to offer wellness resources to better support the well-being of its faculty and staff and is in line with wellness best practices. It creates an infrastructure that will provide for the wellness needs of our faculty and staff. Review the Employee Wellness Program policy [here](#).

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## Beyond Bowties & Pearls: The History of FIU Greeks

Calling all faculty and staff Greek Alumni! Support the FIU Fraternity and Sorority Community Monday, March 6th in the GC Panther Suite as they host a Greek Alumni Social with drinks and hors d'oeuvres. Meet and greet fellow alumni Greeks at FIU and in the area, and enjoy the Beyond Bowties and Pearls event. RSVP for the events below [here](#).

*Greek Alumni Social - 6:00 p.m.*

*Bowties and Pearls: 7:00 p.m.*



## Register for FIU Online

FIU Online can help you fit school into your life.



This is your time to choose your path and forge a new tomorrow. With FIU Online, you CAN make it happen! Earning your fully online degree is more convenient and flexible than traditional degree programs. Many of our graduate programs can be completed in as little as a year. Take advantage of your tuition waiver and apply for scholarships offered by FIU Online. Explore our online programs [here](#). You may also contact us at [onlineprograms@fiu.edu](mailto:onlineprograms@fiu.edu) or (305) 348-3125.

## Sign up for CASE Summer Camp



Join FIU's College of Art, Sciences, & Education for this year's Summer Camp from June 12th - August 4th. Children from ages 4 - 13 will spend the summer exploring environmental science, playing sports and games, attending field trips, and more. For more information, click [here](#).

