

January 9, 2014

HR News

- Leadership Education Advancement Program
- OEA Insights Newsletter, January 2014
- Florida Minimum Wage Increase

Campus Updates

- Lunch & Learn Lecture: Are You at Risk for Heart Disease?
- FIU Health offers new Cardiovascular Wellness Program

HR News

Leadership Education Advancement Program

Are you a manager or supervisor at FIU? Are you ready to take on challenges facing leaders throughout the University? Start 2014 with a commitment to improve your leadership skills by joining more than 270 leaders who have graduated from FIU's Leadership Education Advancement Program (LEAP).

We invite you to join this growing group of managers and supervisors who have invested in themselves to learn leadership skills and gain practical tools to guide their teams and improve performance. The program offers managers a unique opportunity to:

- Learn from experts and collaborate with other leaders in the university community
- Understand the values that drive their behavior
- Practice methods of listening to others and managing conflict
- Learn about the Human Resources practices and legal guidelines all supervisors must know
- Prepare for and lead employees through change
- Discover ways of delegating effectively while ensuring accountability
- Manage the performance of their teams
- Work on a team to tackle real challenges at FIU

The application process for the spring cohort of LEAP will close shortly; classes begin January 28 and conclude April 2, with participants meeting one day, every other week. If you manage others who have not participated in this exceptional leadership program, encourage their participation today! To enroll in LEAP, please [click here](#).

For more information, please [click here](#) or contact Talent Management & Development at 305-348-3206 or tmd@fiu.edu.

OEA Insights Newsletter, January 2014

The Office of Employee Assistance (OEA) is happy to present the January 2014 issue of [Insights](#). With the start of the new year, this issue focuses on creating and, most importantly, maintaining those New Year resolutions. It includes helpful tips on ways to make realistic yet reachable goals along with ways to defeat common obstacles when maintaining your resolutions. Looking to boost your happiness for the new year? This issue describes how to do just that! For the common "losing weight" resolution, this *Insights* issue describes the Weight Watchers At Work program, a great resource in our own backyard!

To provide feedback or if you have questions about the services that the OEA provides, please call 305-348-2469.

Florida Minimum Wage Increase

Effective January 1, 2014, the Florida minimum wage increased to \$7.93 per hour. Florida law requires the Florida Department of Economic Opportunity to calculate a minimum wage rate each year based on the percentage increase in the federal Consumer Price Index for Urban Wage Earners and Clerical Workers in the South Region for the 12-month period prior to September 1, 2013. Florida International University complies with state and federal employment laws. For more information on Florida's Minimum Wage and the Florida Department of Economic Opportunity, [click here](#) or contact the Compensation Administration at 305-348-4996.

Campus Updates

Lunch & Learn Lecture: Are You at Risk for Heart Disease?

Cardiovascular disease is the number one killer of men and women in the U.S. and claims more lives each year than the next five leading causes of death combined. The new year is a good time to think about whether you may be at-risk for heart disease and what you can do to prevent it. Bring your bag lunch and join us as Dr. Jeffrey Simmons, a cardiologist at the FIU Health Faculty Group Practice, discusses the three major risk factors of heart disease – smoking, high blood pressure, and high cholesterol – and treatment options that are now available through FIU Health.

Join the FIU Health Care Network for this month's [Lunch & Learn Lecture](#) on Wednesday, January 22 at 12:30 p.m. in AHC2-170. Admission is free! RSVP to fiuhealth@fiu.edu.

FIU Health offers new Cardiovascular Wellness Program

While genetic factors can contribute to whether an individual will develop heart disease, lifestyle choices can also have a significant impact on the heart's health. Having one or more of the following risk factors results in a greater chance of having a heart attack or stroke:

- High blood pressure
- High cholesterol
- Smoking/tobacco use
- Diabetes
- Overweight/obese
- Family history of heart attack, stroke or of any of the above

Through a comprehensive approach, our team of healthcare professionals (cardiologists, nurses, psychologists, dietitians and exercise/fitness experts) at the Cardiovascular Wellness Program will provide services and resources to help prevent and reduce cardiovascular risk while improving quality of life:

- Office consultation with board-certified cardiologist
- Cholesterol and blood glucose testing
- Electrocardiograms (EKGs)
- Echocardiograms
- Stress testing
- Carotid artery ultrasound screening
- Peripheral arterial and venous disease screening
- Dietary and nutrition counseling
- Exercise counseling
- Stress Reduction/Management

The Cardiovascular Wellness Program is open to all FIU faculty, staff, students and their families. Call 305-348-3627 to make your appointment today! For more information, visit health.fiu.edu.

To provide feedback on this newsletter, please contact us at hadmin@fiu.edu.