

June 21, 2013

HR News

- Welcome two DHR leaders to FIU
- OEA *Insights* Newsletter

Campus Community Updates

- The new issue of *FIU Magazine* is out!

HR News

Welcome two DHR leaders to FIU

The Division of Human Resources welcomed two new directors to our division's Management Team during this fiscal year. Allow us to formally introduce these new thought leaders of Human Resources who have hit the ground running and have exemplified *Worlds Ahead* leadership in their brief time at FIU!

Kim Greenfest joined the Division of Human Resources as the Director of Compensation Administration in November 2012. Kim brings over 12 years in leadership roles, 15 years of progressive experience in total compensation, and over 17 years in higher education.

In her most recent role prior to joining FIU, Kim provided oversight to the development, delivery, and administration of the compensation programs at a large urban research university. As Kim assumes the reigns of Compensation Administration at FIU, she does so with extensive experience developing collaborative client relationships to support effective compensation service-delivery while working with department heads, deans, and vice presidents to provide innovative solutions specific to their respective units. To our benefit, she is well versed in leading initiatives similar to FIU's current Classification & Compensation Redesign Project, having led such a project at another research institution earlier in her career. Kim also brings expertise in researching strategic and tactical compensation issues to assist leaders, managers and executives in making important decisions regarding new as well as discipline-specific initiatives. These are just some of the things Kim has already begun to provide the FIU community.

Kim completed her undergraduate coursework at the Virginia Commonwealth University and is also a Certified Compensation Professional (CCP).

Gail Hansen joined the division in March 2013 and brings over 23 years of progressively responsible experience in talent management, organizational development, and strategic planning. Having ascended through fortune 500 private sector organizations, Gail is an energetic and visionary learning and development leader with deep experience in learning strategies, e-learning, execution of large-scale curriculum design, on-line performance support, HR and talent management systems, and the development and implementation of human capital learning strategies. This foundation has been exceptionally helpful to the on-boarding of our *ePerformance* program. Additionally, Gail brings expertise in 'end-to-end' talent management, including but not limited to job competencies, on-boarding, leadership development, performance management, retention and engagement, and building a learning "brand." Since Gail has consistently transformed learning, built high-performance teams, optimized resources, and aligned learning and development with business strategies, she transitioned very well into our dynamic and innovative institution.

We are proud that Gail earned both her undergraduate and graduate degrees from FIU and possesses the SHRM Global Professional in Human Resources (GPHR) certification and is also certified in PDI 360 Profiler, PDI Executive Coach, DiSC, Myers-Briggs, and the FIRO-B.

Please take a moment to formally welcome Kim and Gail to the FIU family!

OEA Insights Newsletter, July/August 2013

The Office of Employee Assistance (OEA) is happy to present the next installment of [Insights](#). The newsletter details strategies for increasing happiness and specific mental habits which can get in the way. Also, the World of Wellness course offerings now include “Assertiveness.” This new online course describes the different styles of communication including assertive, passive, and passive-aggressive communication. It gives an overview of the barriers that get in the way of assertive communication. Lastly, it provides great strategies for increasing assertive communication.

In case you missed the webinars hosted by OEA over the past year, this *Insights* issue will connect you to the recorded webinars! “Overcoming Procrastination” received lots of positive feedback as did “Generational Diversity in the Workplace.”

Did you know that the immediate family members of all faculty and staff are eligible for confidential consultation services at the Office of Employee Assistance? For more information or for more information about the services that the OEA provides, please call 305-348-2469 or go to oea.fiu.edu.

Campus Updates

The new issue of *FIU Magazine* is out!

Visit magazine.fiu.edu to read the summer issue of *FIU Magazine*. Meet a few of the first-ever FIU doctors, learn more about our move to Conference USA and hear clips of our students' radio broadcasting work.

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