

September 26, 2016

HR News

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HR News

FIU

**Performance Excellence Process
(PEP)**

PEP Reminder:

At this time managers should be finalizing their employees' PEP evaluations. The final document with second level approval is due by **September 30, 2016**. You may click [here](#) to review the June 23, 2016 memo which outlines the deadlines for the 2016 Performance Excellence Process (PEP) forms.

The PEP Webinar and detailed instructions are available in the PEP Toolkit located [here](#) (HR.fiu.edu > Quick Links > PEP Toolkit). If you have any questions or need assistance with the document, please feel free to contact the Division of Human Resources at [\(305\) 348-2181](tel:305-348-2181) or tmd@fiu.edu.

Professional Development – Upcoming Learning Opportunities



Fall Training Series

What you need to know: Sexual Misconduct Training for Supervisors

Thursday, October 20, 2016

11:30 am – 1:00 pm (1.5 professional development credits)

GL 220-MMC

Sexual Misconduct Training

Thursday, November 17, 2016

11:30 am – 1:00 pm (1.5 professional development credits)

GL 220-MMC

You may register for the sessions by visiting <http://professionaldevelopment.fiu.edu>. Select EOPD and the session you would like to attend. For additional information regarding these workshops, please contact the office of Equal Opportunity Programs & Diversity at eopd@fiu.edu

PAWS: Health Education, Lunch, and Learn

Join us at our upcoming Lunch and Learn series continues with Dr. Melissa Howard and Florence Greer, from the Robert Stempel College of Public Health and Social Work, on Tuesday October 18th at MMC and Wednesday, October 19th at BBC. This month's topic will focus on making changes that will be more conducive to improving your health. Some of the topics will touch on getting adequate rest, finding ways to exercise, ergonomics, lunch/snack habits, and how to keep calm during stressful situations.

- Tuesday, October 18, 2016
12:00 pm – 1:00 pm (1 professional development credits)
GL 243-MMC
- Wednesday, October 19, 2016
12:00 pm – 1:00 pm (1 professional development credits)
HL 319-BBC

To sign up please visit the [Professional Development](#) site and view the lunch and learn workshop under the Benefits Administration portion.

For more information on these events, please contact Nathan Burandt at nburandt@fiu.edu or 305-348-2530. To view our upcoming events visit our [PAWS Events](#) page.

By attending a session, you will receive:

- Professional development credits
- Invaluable information
- A certificate of completion
- Refreshments will be served

BENEFITS AND WELLNESS



This workplace has been recognized by the American Heart Association for meeting criteria for employee wellness.

National Breast Cancer Awareness Month

October is National Breast Cancer Awareness Month. According to the [Centers for Disease Control](#), Florida has an incidence rate of approximately 114 per 100,000 people. South Florida has over 6 million people alone and that equates to about 6,840 new incidences of breast cancer in South Florida. [The CDC](#) states that at this time, there are more than 2.8 million breast cancer survivors in the United States. For more information, please visit the [Florida Department of Health](#) website. For ways you can help make a difference in the fight against breast cancer visit the [American Cancer Society](#) and get more involved.

Podcast and Newsletter

October's PAWScast features special guest Alicia Pena, breast cancer survivor and fellow HR colleague, speaking on the trials and tribulations of breast cancer as well as the support needed to overcome health challenges. The PAWScast and Newsletter will be available October 4th. [Sign up for our newsletter here.](#)



FIU | Health Update

FIU | Health is the Herbert Wertheim College of Medicine (HWCOM) faculty group practice. Our physicians provide primary and specialized patient care anchored by the groundbreaking research and medical education at the HWCOM.

[For a list of physicians click here.](#)

To schedule an appointment call 305-348-3627

[For more information click here.](#)

FIU's Fall Perks

The Division of Human Resources is excited to present you FIU's fantastic new perks for 2016!

Housing, Mortgage & Real Estate Services

- [AMLI Doral](#) offers the FIU Community (Students, Faculty & Staff) an incentive of \$300 off the first (1st) full month rent dues. Contact Tamika Johnson at 305-436-5840 or t.johnson@amli.com
- [Paraiso at Fountain Square](#) offers the FIU Community (Students, Faculty & Staff) an incentive of 50% discount on both application and reservation fees. Contact Saily Sanchez at 305-221-8216 or paraisoatfountainsquaremgr@lincolnapts.com
- [City First Mortgage Services](#) is offering a \$500 lender credit* Exclusively for FIU Employees.

Car Buying

- Special savings from [Braman BMW Jupiter](#) for FIU Employees: \$1000 discount on any new vehicle, or \$750 off any certified pre-owned vehicle
- FIU Faculty and Staff and their immediate families can take advantage of [State Employee Contract Pricing at Duval Ford](#) for New Ford car, truck or SUV.

Shows & Entertainment

- Save on fees and admission tickets to your favorite shows at the [Adrienne Arsht Center](#)
- [FIU community saves up to 15% on Miami City Ballet 2016/2017 season performances - Take advantage of the discounts as early as possible to reserve prime seating](#)

Retail

- [Ferrari Store FIU Friends & Family Promotion: 20% discount on a wide selection of Ferrari Products, from Sept. 15 until Nov. 15 – ONLY at Aventura Mall location, Suite 2017, Nordstrom wing.](#)

Stay tuned by visiting [FIU's Employee Perks & Services Site](#) or contact the **Benefits Team** for more information calling us at **305-348-2181** or sending an email to benefits@fiu.edu

HR RELATIONS



Nomination deadline: Friday, September 30th

Time is running out! Be sure to submit your nominations for the Second Annual FIU Faculty/Staff Homecoming King & Queen Competition by **Friday, September 30th at 5:00 p.m.** [Click here](#) to cast your nominations for your favorite faculty or staff member.

Once nominations close, the top 10 finalists will be announced in *HR News & Campus Updates* with further instruction on how to cast your final vote. Campaigning and voting for the top 10 finalists will take place from Thursday, October 6th to Friday, October 14th.

The FIU Faculty/Staff Homecoming King & Queen will be announced at this year's Panthers Got Talent Show – make sure to secure your seat for the royal crowning moment.



Nomination deadline: Friday, October 7th

Support our esteemed retirees by nominating them for the FIU Ambassador Award! This new recognition will be awarded to a deserving FIU Retiree at the Homecoming Retiree Reunion on Saturday, October 22nd. We will honor and recognize the commitment of time and service to others by an FIU Retiree who offers outstanding dedication, effort and energy to the university and South Florida community on a volunteer basis.

Have someone in mind? [Click here](#) to learn more. Nominations will be accepted until **Friday, October 7th**. Should you have any questions, please contact Trudy Fernandez, Director of HR Relations, at (305)348-0101 or via email at Trudy.Fernandez@fiu.edu.



Submission deadline: Friday, October 7th | Judging: Tuesday, October 11th – Friday, October 14th

The university community is encouraged to “Unleash the Spirit” by decorating their work areas with Panther items and FIU Blue and Gold.

We will have three (3) categories that will be judged separately:

1. **Gold Spirit** - *Entries comprised of more than one department, such as an entire college or division (e.g. College of Education, Division of Human Resources)*
2. **Blue Spirit** – *Individual departments or offices (e.g. Payroll, GC Event Planning Office)*
3. **Door** – *This category will focus entirely on door decorations*

To register your area and receive more information, please [click here](#).

All participants must complete the online registration and submit their area’s pictures by **Friday, October 7th**. Judging will take place the following week, starting on Tuesday, October 11th, through Friday, October 14th.

Be sure to read and follow our safety guidelines. Departments who do not abide by the safety guidelines will be disqualified.

Show your spirit and get to decorating!

Campus Updates

Medical Students to Hold Annual Art show Fundraiser for Underserved Women

On behalf of the Mammography Art Initiative (MAI), the student-led committee for FIU's Herbert Wertheim College of Medicine (HWCOC) would like to invite all FIU faculty and staff to attend the **Fifth Annual Art Show and Auction: Spectrum**. This year's event will be held on October 22, 2016, from 6-9 PM at Art & Sol Studios (310 NW 25th St. Miami, FL 33127), and will feature professional and student art work in a variety of different mediums. Proceeds and donations will be donated to further the mission of early breast cancer detection, health education and disease prevention.

MAI began in 2011 as a project organized by medical students and faculty of HWCOC to serve communities of the Greater Miami area, enabling underserved women who otherwise would have no means of obtaining a screening mammogram to receive one. Since that time, MAI has expanded its mission to include diagnostic mammograms and biopsies, as well as women's health issues including cervical cancer screening and prevention. For more information, please visit medicine.fiu.edu/art.

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