



## Spring 2011

In this issue of the newsletter:

- [UHESA DAY at the Capitol](#)
- [Annual PEA Luncheon](#)
- [2011-2012 PEA Scholarships](#)
- [PEA/CEA Brown Bag Luncheon](#)
- [PEA Employee of the Quarter](#)
- [Be Well News](#)
- [Retirement and Savings Seminar](#)

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### UHESA DAY at the Capitol

UHESA DAY at the Capitol is Feb 3rd, 2011. Please come and join us as we meet with our Legislature & Representatives!

Professional Employees, with record enrollment numbers at nearly all of Utah's State Institutions, we're potentially facing more financial cuts around the corner. As I have met with our colleagues from various Utah colleges the effects of these cuts have been very similar to ours, challenging for most departments and devastating for others. It appears that the Faculty / Staff Associations have taken the brunt of the cuts and there is very little left in these areas to cut.

Please join us as we meet with our Legislature & Representatives at UHESA Day at the Capitol! This will be a great time to discuss these issues in a relaxed format with other representatives of UHESA (Utah Higher Education Staff Associations). Our concerns will only be addressed and resolved with your assistance!

Please contact Matt Lovell directly if you would like to attend at 435-770-0064 or [matt.lovell@usu.edu](mailto:matt.lovell@usu.edu)  
*Matt Lovell – Legislative*

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### Annual PEA Luncheon

SAVE THE DATE!

Annual Professional Employees Association Luncheon

Please plan to join us Tuesday, March 15, from noon to 1:30 in the TSC Ballroom to thank all the professional employees at USU for their hard work. More details will be coming soon!

*Melissa Scheaffer – Professional Development*

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### 2011-2012 PEA Scholarships

Apply for the 2011-2012 PEA Scholarship today!

Deadline: Friday, March 18, 2011

Click [here](#) to open the PEA scholarship application and instructions or visit the PEA website: [www.usu.edu/pea](http://www.usu.edu/pea)

If you have questions, please contact Tonya Davis at 435-797-0967 or [tonya.davis@usu.edu](mailto:tonya.davis@usu.edu).  
*Tonya Davis – Scholarships*

## PEA/CEA Brown Bag Luncheon

Wednesday, February 9, 2011  
Center Colony Room, TSC  
Noon to 1:00pm

Two recent studies were performed by MSHR graduate students regarding the USU Wellness Program and USU Benefits. Their findings will be presented and there will be an opportunity to ask questions:

### *USU Be Well Study*

The purpose of this study was to assess the Utah State University (USU) Employee Wellness Program. Special areas of focus included employee awareness, attitudes and perceptions of the program, as well as participation rates and satisfaction levels. The study was conducted by the HR Research Group in the Jon M. Huntsman School of Business, under the direction of Dr. Steven Hanks, and in coordination with Caroline Shugart, USU Employee Wellness Coordinator. This study found that overall, employees care about their health and believe that USU has an organizational culture that is generally supportive of their health and wellness. However, some improvements could be made to ensure support for participation in the Be Well program is uniform across all levels of the organization.

### *USU Benefits Study*

In August 2010, the Office of Human Resources at Utah State University contracted with the HR Research Group to conduct an assessment of the Employee Benefits at USU. The rationale underlying the study was to gather some foundational data that might serve to show how employees at Utah State University view the benefits they receive. The study assessed the extent to which employees are aware of, the degree to which they value and are satisfied with their benefits as offered by Utah State University.

*Melissa Scheaffer – Professional Development*

## PEA Employee of the Quarter

Congratulations to Myra Cook, Computer Science Advisor and Professional Employee of the Quarter recipient, 4<sup>th</sup> Quarter 2010.

A quick excerpt from one of the nomination letters: “Myra is an excellent resource for our department, both the students and for the professors.” “...I can send [students] to Myra with confidence that they will receive the best possible advice.”

Myra will be recognized at the Annual PEA Luncheon along with the recipient for 1<sup>st</sup> Quarter 2011.

Know someone deserving recognition? Consider nominating them for Professional Employee of the Quarter. You can find the nomination form and details at the PEA website: [www.usu.edu/pea/](http://www.usu.edu/pea/)

*Carl Ellsworth – University Relations*

## Be Well News

Want to sign up for a spring wellness class? [View the schedule online](#). Classes start week of Jan 17

Can't get away from your desk? The [Fitness Passport](#) is your best option for flexible scheduling. Free classes start week of Jan 17.

Need help from your own personal wellness coach? [Health Advocate is there for you](#).

Want to know what USU employees said about the Be Well Program? 337 employees took the non-random survey. [View the report](#).

Curious about how many USU employees use the wellness center? [Click here to view](#) the 4th Quarter Wellness Dashboard.

Want to [see our employee wellness score](#)? We're doing great! 603 participating employees are summarized in this online report.

USU Wellness needs YOU! [Become a Wellness Ambassador](#).

*Caroline Shugart - Be Well*

## Retirement and Savings Seminar

Once again the popular *Retirement and Savings Seminar* will be offered to USU employees. At a time when the financial markets are volatile, it is easy to get caught up in the headline news. Instead, a better option is to learn firsthand how to manage your retirement accounts by attending this excellent (and FREE) seminar, taught by USU's Dr. Phil Swensen.

Location: HPER Room 116

Date: February 2, 2011 – March 9, 2011

Time: 4:30 – 5:30 p.m.

Over the course of six weeks, you will learn about such things as:

- The importance of not making financial decisions based on short-term trends or emotions
- How to do a long-term, disciplined investment approach with your portfolio goals in mind

- The difference between stocks and bonds, and why it matters to your retirement
- How returns are generated by stock or bond investments
- How to analyze risk
- The different funds available through payroll deduction at USU
- What part an Estate Plan or a Will plays in retirement
- Laddering strategies in retirement planning for the short-term and long-term
- Presentation on Social Security benefits by a representative from the Salt Lake City Social Security Office

The program is free but registration is required as space is limited. This seminar is very well received, quickly fills up, and has a waiting list each time it is offered.

If you are interested in attending, please go to the sign-up page located at <https://www.usu.edu/hr/htm/workshops/resource=210/reservation=12396>. The deadline to register is Wednesday, January 26, 2011. Come join us for this unique educational opportunity.  
*Human Resources*

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For questions and/or comments concerning this newsletter, please contact [carl.ellsworth@usu.edu](mailto:carl.ellsworth@usu.edu).