

Connections

The University of Akron

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Improving Communication Among Diverse U of A Community Dr. Gottfried Oosterwal to conduct workshop for U of A community.

At the invite of Lee Gill, AVP for Inclusion and Equity, Dr. Gottfried Oosterwal will speak at The University of Akron on August 7th from 8:30 am to 12:30 pm in Leigh Hall 208. The session is open to the entire University of Akron community.

Dr. Oosterwal currently serves as Director at the Center for Intercultural Relations, as well as Professor of Medical Anthropology at Loma Linda University and Professor of Multi-cultural Education at Western Michigan University.

Dr. Oosterwal's workshop will focus on improving communication with people from diverse cultures through the focus of understanding cultural codes (see below).

The objectives of the course are to: bring

Cultural Code: a set of values and assumptions, notions and beliefs that shape the way people from diverse cultures act and think, relate and communicate; what they consider right or wrong, good or bad, sacred or profane, important or unimportant.

ACE Employee Recognition Winner

Elizabeth Voth is recognized as June's ACE Employee of the Month for June 2008

At the July 9th division picnic, the Finance and Administration Division awarded it's first monthly ACE Employee Recognition winner. University Treasury Manager, Elizabeth Voth, won the June ACE Employee of the Month after being nominated by Brian Davis. Elizabeth was recognized for going beyond the call of duty while assisting Brian and colleagues at the Ohio Association of Public Treasurer's presentation. Our thanks to Liz Voth for putting ACE in Action!

awareness and understanding of cultural codes and how they shape people's ways and forms of communication; acquaint participants with the role values play in communication and how diverse values can be learned and used for effective intercultural communication; and to develop the ability to communicate cross-culturally through a synergistic approach in communication.

The aim of the workshop is to develop greater competency in communicating across cultural boundaries throughout the campus community.

Seats are limited. Please R.S.V.P. with Kathy Batchelder at x2320 or by email at ksbatch@uakron.edu You can also direct any questions you may have regarding the workshop to Kathy Batchelder.

ACE Employee Recognition Winner for June 2008



Elizabeth Voth, University Treasury Manager

August 8, 8:30 am -12:00pm
Leigh Hall 208

“Communicating with People
from Diverse Cultures”

Gottfried Oosterwal; Ph.D.; Litt. D.

Current Positions

- Director, Center for Intercultural Relations
- Professor of Medical Anthropology, Loma Linda University
- Professor of Multi-cultural Education; Western Michigan University

Educational Achievements

- D. Litt Anthropology; Medical Anthropology
- D. Phill Philosophy, Religious Studies (Theology)
- M.SC International Health
- B.A. History, Geography

Reminder:

Pay increases will appear in the July 18th paycheck for employees who are paid bi-weekly.

For employees paid on a monthly basis, pay increases will appear in the July 31st paycheck..



Conflict Resolution Services

Consultation, Mediation, Training and Coaching for U of A Employees

Workplace disputes are not only stressful for the people directly involved in the conflict, but also for those around them. Early intervention by a neutral third party can help resolve conflicts quickly and foster mutual respect through understanding differences.

Conflict Resolution Services provide a variety of tools to address workplace disputes in collaborative and creative ways. These tools include informal resolution through consultation, mediation, and special trainings or coaching for individuals and units.

In addition to resolving the immediate issues present by parties in conflict, CRS seeks opportunities to help individuals and units strengthen their communication skills and enhance University workplaces by building collaborative and collegial working relationships.

All faculty, staff, contract professionals, and student employees are eligible for these services. Parties who are part of a collective bargaining unit must obtain permission from union officials to participate in mediation or other informal con-

flict resolution processes when disputes involve a member of supervision or an interpretation of the labor agreement.

If you need help with a workplace dispute, the first step is to schedule an initial consultation with Becky Hoover, Director of Employee Relations. All available options will be discussed in a safe and confidential setting. Contact Becky Hoover by phone at 330.972.6462 or by email at hoover@uakron.edu.

Changes in Position Audit Procedures

In an effort to improve turnaround time and efficiency in auditing a position, Classification Services has made changes to the review and signature routing process. The following paragraphs outline the changes that are effective immediately.

Please note differences in procedures for staff and positions at director level and above.

Staff Level

After a staff employee has completed a Position Description Audit Questionnaire (PDAQ) and both the immediate supervisor and next level supervisor have reviewed and signed it, the PDAQ should be submitted directly to Classification Services (+4730) for auditing. If a change is recommended as a result of the audit, Classification Services will forward

the recommendation to the Strategic Position Review Committee (SPRC) for approval. The SPRC will inform Classification Services of their decision to approve or deny the audit recommendation. Once an audit is approved, Classification Services will complete a Personnel Action Form (PAF) and forward the form to the employee's immediate supervisor for obtaining signatures up to the vice president level. An employee, who is not satisfied with the results of an audit may appeal the decision within ten (10) days.

Director Level and Above

Audits for director level positions must be forwarded to the employee's respective vice president for review. The vice president will be responsible for submitting the PDAQ along with any supporting documentation di-

rectly to SPRC for consideration. The SPRC will inform Classification Services of their decision to approve or deny the audit request. For SPRC approved audits, Classification Services will complete a Personnel Action Form and forward the form to the employee's vice president for signatures.

Employees will be notified of an approved audit when all necessary signatures have been obtained. In the event that an audit is denied by Classification Services or the SPRC, Classification Services will notify the employee, immediate supervisor, next level supervisor, and vice president via memo explaining why the audit was not approved.

Classification Services can be reached by phone at 330.972.6702.