

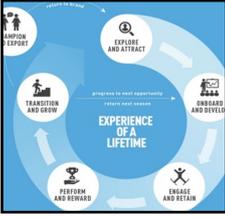
HR UPDATES

BUTLER UNIVERSITY
HUMAN RESOURCES

A monthly newsletter brought to you by Butler University Human Resources

2.18.2022

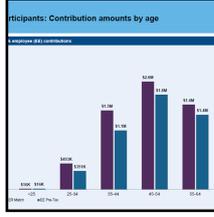
Top stories in this newsletter



A message from Lorrie



HR Dashboard



TIAA Data



Black History Month

A message from Lorrie Ortiz, Vice President & CHRO



Welcome to our updated version of Butler HR's newsletter. I joined in summer of 2021, and have worked in partnership with you to resource and align HR to address opportunities, and reimagine, reinvent, and equip HR to deliver now and in the future.



The first step was building up the HR team. Thank you to President Danko and the departments across campus who helped build the team through their service on search committees.

A truly effective HR department is grounded in who we are (mission, vision, values), informed by our strategic objectives and delivers on our promise to support and enable the work and culture through Butler's most valuable asset—our faculty and staff.

We have an amazing team of curious, purpose-driven professional leaders with nearly 100 years of experience in HR, who have prioritized the work to meet both our immediate and long-term needs:

- ⇒ **Culture including DEIB, led by Lorrie Ortiz (carried through the work in each area below)**
- ⇒ **Strategic Operations and Continuous Improvement, led by Rebecca Jimenez**
- ⇒ **Total Rewards including wellbeing, led by Lois Templin**
- ⇒ **Organizational Development and Effectiveness, led by Monica Boskovich**
- ⇒ **Talent Acquisition and Employer Brand, led by Kyle Smith**

One of the unique collective strengths this team brings is a highly collaborative skillset. This means you will be invited to participate in things that matter most to you. This is our culture, our Butler, and our legacy, and we want to ensure we walk this journey together.

A few notes around communication:

- Each newsletter will begin with a dashboard sharing how we are addressing immediate concerns through things like askhr, etc. We know it has been a tough road and as we make progress, we want you all to have access to seeing the improvement. Following the dashboard, each area listed above will have a dedicated section to update, inform, educate, celebrate and provide resources for you.
- We will also attend regularly scheduled meetings to share, celebrate and continue to prioritize our work. All priorities will be phased-in and evolve as needed to meet the needs of our people, culture and strategy.

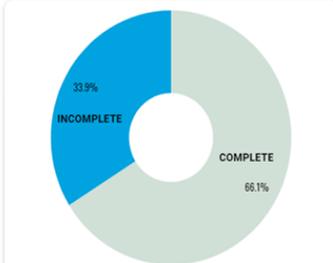
Thank you for your grace, patience, expertise and partnership as we make improvements. We appreciate your support and, on behalf of the entire HR team, we look forward to the great things to come.

BUTLER UNIVERSITY

HR DASHBOARD JANUARY 2022

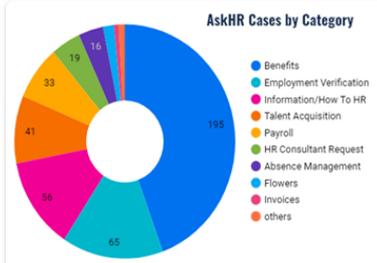
TALENT ACQUISITION - PageUp

Total Applications
687



SALESFORCE - AskHR

Total AskHr Cases
439





The HR Team has been working closely with our partners in IT to optimize communication and decrease response time through the ASK HR ticketing system. We look forward to their partnership as we continue to improve the process.

We are also adding additional content to the online knowledge base to allow you to access frequently asked questions or requested information without having to put in a ticket. To access the HR knowledge base, go to [ask.Butler](#) and enter your question in the search bar.

Butler University Organization Charts

Have you ever wondered how you can view the Butler organization chart (reporting structure of faculty/staff)? This information is available in Teams. In the Search Box at the top of the Teams app, type the name of a faculty or staff member. When the desired name appears below, click on it. Then, locate the tab that says Organization (to the right of the person's name). Here, you will see a portion of the organization chart and hierarchy. This information is interactive and, as such, you can click around in the structure to see the information from different viewpoints. For more information on viewing the organization chart in Teams, click [here](#).

If a team member is no longer working at Butler but still showing up on your org chart, please submit a case for Information Technology via [ask.butler.edu](#).

Talent Acquisition and Employer Brand

Ensuring a world-class employee experience with every interaction

The Talent Acquisition Team has been focusing on our staff hiring process and how that process intertwines with PageUp, our Applicant Tracking System. With the overarching goal of an improved candidate experience and employer brand, we are looking into changes that will lead to increased application submissions and eventually a larger, more diverse applicant pool. As shown in the HR Dashboard, 687 applications for staff positions were created in January. Only 66.1 percent of those applications were completed and submitted. We intend to improve upon this completion percentage by eliminating unnecessary required steps in the application and reducing barriers to entry for applicants.

We are also excited to welcome our new team member, Sarah Smith. Sarah is a Talent Acquisition Specialist that will focus on partnering with hiring managers across the University in order to build more diverse and qualified applicant pools. She is also a Butler alumna. Welcome Sarah!

Join us in welcoming the following new faculty and staff to Butler!

- Abigail Kroke, Psychology
- Abigail Tauber, CMH Admin
- Adam Siwicki, Football-Men
- Alan Slightom, Music
- Alexander Barr, Football-Men
- Allison Gehl, Development
- Amanda Thurston, Communications Instructional
- Brian Dinkins, COE Instructional
- Brittany Smiley, JCA Arts Administration
- Brittany Sutton, JCA Arts Administration
- Caden Murphy, Football-Men
- Cody Sasek, MPAS Bridge to DMS Program
- Colette Abel, Music
- Corey McPherrin, Communications Instructional
- Courtney Cox, Pharmacy Practice
- Dennis Robleski, Undergraduate Programs
- Emily Frische, Undergraduate Programs
- Eva Marquez, Undergraduate Programs
- Gregory Stanley, Undergraduate Programs
- Hayley Kahle, CMH Admin
- Jameal Ghaznawi, Communications Instructional
- Janet Clifton-Gaw, Health Sciences
- Jeffrey Knowles, Football-Men
- Jennifer Bauchner, Undergraduate Programs
- Jennifer Dodson, COE Instructional
- Jocelyn Garcia, Volleyball-Women
- Joseph Stoldt, Pharmacy Practice
- Katiera Winfrey, College of Communication
- Kelsi Morrison-Atkins, Philosophy & Religious Studies
- Kevin Lin, Music
- Kiera Miller, Football-Men
- Kristin Hall, Athletics Development
- Lael Sweeney, Strategy and Innovation
- Laurel Foley, Dance
- Lauren Reed, Stu Health Ctr
- Les Morris, Communications Instructional
- Lindsay Montei, Stu Health Ctr
- Madelyn Cole, Volleyball-Women
- Maxie Gardner, Stu Health Ctr
- Nathan Clement, Print Shop and Copy Center
- Oseye Boyd, Communications Instructional
- Raymond Holmes, Football-Men
- Sarah Simon, Mathematics
- Shirley Triller, Undergraduate Programs
- Thomas Foltz, Mathematics

HR Strategic Operations and Continuous Improvement

Boldly innovating through continuous improvement and alignment of people-practices to the community's strategic objectives.

In the event that Ask HR or the knowledge base does not currently contain the information you need, please reach out to your HR Consultant aligned with your college or division.

<i>Tammy Pressler</i>	<i>Michelle Lewis</i>	<i>Laura Otten</i>
<ul style="list-style-type: none"> College of Pharmacy and Health Sciences College of Liberal Arts and Sciences Provost's Office Associate Provost Strategy and Innovation Student Affairs 	<ul style="list-style-type: none"> Marketing and Communications Enrollment Management Advancement Libraries Student Academic Affairs College of Communication Jordan College of Arts Lacy School of Business 	<ul style="list-style-type: none"> Finance and Administration BAEC Athletics College of Education

Total Rewards

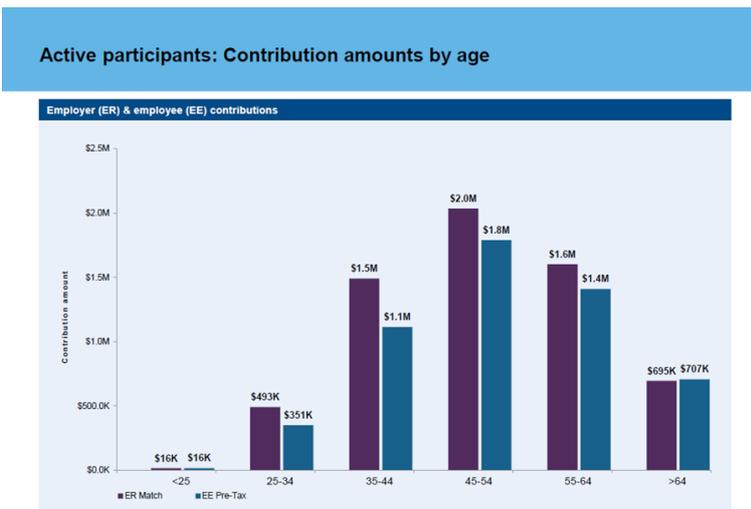
A wellness culture to support the whole person

Attend [TIAA live webinars](#) to help boost your financial know-how. Visit [TIAA.org/webinars](#) to register or watch past presentations on demand.

Topics for February 2022 include:

- Market-proof your retirement, Feb. 16 at 12 P.M. (ET)
- Understanding Health Savings Accounts, Feb. 17 at 12 P.M. (ET)
- Strategies for staying on track, Feb. 17 at 5 P.M. (ET)
- Estate Planning Considerations, Feb. 22 at 3 P.M. (ET)
- At Your Fingertips: Manage your money from wherever you are, Feb. 23 at 12 P.M. (ET)
- Discover the power of financial well-being, Feb. 24 at 2 P.M. (ET)
- Dinero en funcionamiento 1: Las bases de la inversión (Money at work 1), Feb. 24 at 4 P.M. (ET)

Butler TIAA Data



Join us in Congratulating the following Butler retirees!

Gary Weaver, Building Services Assistant

Intentionally Inclusive and Appreciative Culture

Elevating ourselves through intentional inclusion and authentic appreciation

February is Black History Month

Black History Month began as a way to teach people about the history of Black Americans and their contributions to society, seeking to ensure that these perspectives were included in the national narrative.

Today, Black History Month is a call to inclusion year-round and celebrates more than Black history, but also the ongoing achievements of African Americans in all realms of society.

Additional Diversity and Inclusion dates of reflection and celebration:

February 2022

February 1–National Freedom Day
February 1–Chinese New Year (Year of the Tiger)
February 4–Rosa Parks Day
February 8–Safer Internet Day
February 14–Valentine’s Day
February 15–Nirvana Day (Buddhist)
February 15–International Childhood Cancer Day
February 20–World Day of Social Justice

In celebration of Black History Month, we would like to highlight the following Butler employees:



Derek Reid
Professor of Dance
Jordan College of the Arts

Number of years at Butler and what originally brought you to join the community?

I graduated from Butler in 1987 and following a wonderful dance career, I returned to Butler to teach in 2004. I am coming to the end of my 18th year at Butler.

What accomplishment are you most proud of while at Butler University?

I am most proud of developing coursework that informs students (and sometimes peers) on the contributions of the African American community to the greater culture through dance. Of note is a Perspectives in the Creative Arts class (PCA 220 - American Dance, Black Tradition) that connects dance and arts traditions from Africa and the Diaspora to cultural embracings in American culture. I have also been in a period of revamping our majors' history coursework that includes traditionally underrepresented communities.

What advice would you give a new person joining Butler?

My advice would be to experience and embrace as many activities in the Butler and Indianapolis communities as possible. Butler and the greater Indianapolis community has a plethora of diverse, enlightening and uplifting opportunities. High quality arts organizations, professional sports teams, world class cuisine, community/volunteer groups, etc. There are innumerable opportunities for self growth and civic contributions.

In thinking about Black Heritage month, what is one thing you would like your colleagues to know about this month?

Black Heritage Month is a celebration of the consistent and immeasurable contributions to our contemporary culture from people of color. For hundreds of years, black heritage was suppressed and even denied. This isn't just Black history. It is American history; to be embraced and celebrated by everyone.

How do you celebrate Black Heritage Month?

Well this year I created about ballet to the music of Mary Lou Williams, an important Black jazz pianist, composer, and music arranger. It was performed this weekend in Butler's Midwinter Dance Festival. And although my embracing of Black Heritage is not limited to the month of February, I also amp up my reading on Black history since information seems to be more freely flowing during this month.

Fun Fact: I'm an avid golfer and I do almost all the cooking for my family.



Michael Lofton
*Director of
Development
University
Advancement*

Number of years at Butler and what originally brought you to join the community?

I'm in my fifth year at Butler University. In my past work life experiences, I worked at my alma mater, The University of Dayton, in the Advancement Office and at the Fitz Center for Leadership as a Director of Community Relations for the Fairgrounds Community. Jill Thompson, one of my former managers at UD, followed my work in education startups and higher education experience and encouraged me upon moving to Indianapolis to look into working at Butler University. After my first phone interview with Betsy Weatherly and my first in-person interview with other future colleagues of mine, I knew that I could be happy at Butler and be a part of a team to help conclude its largest comprehensive campaign in the institution's history. It's one of the best decisions that I've ever made and I thank God for giving me the opportunity.

What accomplishment are you most proud of while at Butler University?

From a development perspective, I love being a part of teams. The team that helped secure the naming of the home of the Lacy School of Business, now known as Dugan Hall... Being a part of the official signing and weeks later the ceremonial day of Bill and Joanne Dugan Hall was a career accomplishment for me.

On a personal note, I was pretty proud of the vulnerability, the honesty, and the humility that President Danko showed in his Juneteenth message in 2020. His commitment to establish the Hub for Black Affairs and Community Engagement while elevating Dr. Jett as a Senior Advisor to the President was not only a win for Butler University as a whole, but as a Black man in the Butler University community... His letter and charge to the community made me proud to work at Butler and even more so to be a part of his team. It wasn't a personal accomplishment, but it felt like a turning point for the University so I would call that a Team accomplishment.

What advice would you give a new person joining Butler?

This is one of my favorite quotes as it's about teams and achievement. "Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has." We may not change the world by working at Butler, but we can absolutely change someone's world who attends, teaches, or works at Butler every single day. We are far from our goals and the challenges ahead will be tough. However, there are some extremely talented faculty and staff that will be a part of ensuring Butler University remains and continues to grow as a leading liberal arts education institution.

In thinking about Black Heritage month, what is one thing you would like your colleagues to know about this month?

Do not be afraid or willing to just have conversations about Black heritage, history, and specifically the story of Butler's evolving relationship with Black faculty, staff, and students only during the month of February. Continuous conversation and dialogue about Black heritage and specifically the Black experience is essential at a PWI, especially a PWI which has the founding mission ideal that Butler shares.

How do you celebrate Black Heritage Month?

As an elementary student, I adored the lives of Thurgood Marshall and Malcolm X. On a daily basis, I try to read a quote from them every single day for my own self-improvement. If you are wondering if I did book reports in elementary school on both of these icons, I absolutely did.

Fun Fact: I have watched the full seasons of *The Wire* five times over, *The Sopranos* four times, *West Wing* three times, *Game of Thrones* twice, but I have yet to do so with Season 8 because I was sad about the quality of the last season. The aforementioned series are my favorites and I can quote episodes on demand.

Want to Learn more?

We encourage all in our community to learn more about [Black History Month](#) by watching a [documentary](#) or consider adding one of the following books by Black writers to your reading list.

["Their Eyes Were Watching God" – Zora Neale Hurston](#)

["Barracoon: The Story of the Last Black Cargo" - Zora Neale Hurston](#)

["Native Son" – Richard Wright](#)

["The Souls of Black Folk" – W.E.B. DuBois](#)

["Up From Slavery" – Booker T. Washington](#)

["The Bluest Eye" – Toni Morrison](#)

["The Street" – Ann Petry](#)

["The Fire Next Time" - James Baldwin](#)

["If Beale Street Could Talk" – James Baldwin](#)

HR Employee Spotlight



Michelle Diane Lewis
HR Consultant

As an HR Consultant, Michelle serves four divisions and three colleges. In addition to supporting the day-to-day human resources needs of her constituents, Michelle's responsibilities also include new employee orientation, exit interviews, AAP, and leadership training. Michelle is a seasoned HR professional. Prior to joining the Butler community, Michelle worked as a regional HR Advisor for FedEx Office, and an HR Manager for C&S Wholesale Grocers, Inc. Michelle holds a master's degree in ministry leadership from Indiana Wesleyan University and a bachelor's degree in communications from Indiana University. Michelle is currently pursuing a Doctor of Strategic Leadership from Regent University. Michelle's favorite space on the Butler campus is the new science library in Holcomb. Some of the things Michelle likes most about Butler University are its rich history and founding principles. Michelle also appreciates Butler University's commitment to growing while remaining true to the tradition that is Butler University.

Fun Fact: To the surprise of many, Michelle loves camping. Michelle's most memorable camping experience was at Lake George, New York.



Carla Vance
HR Specialist

Carla Vance is our HR Specialist in Talent Acquisition and is the main point of contact for new hire data entry and status form processing. Carla handles all adjuncts, affiliates, promotions, terminations, and name changes. She also assists with data integrity. She has more than 12 years of HR experience including benefits administration, hiring, terminations, and full-cycle onboarding. Carla graduated from IU School of Business with her B.S. in Management and Human Resources, and from Vincennes University with her A.S. in Management. She enjoys the culture of Butler's campus and is excited about the changes that are happening. Carla is a single mother of three amazing kids: Isaiah (21), Eve (16), and Williams (10) are her pride and joy!

Fun Fact: Carla has played Softball since she was 8 years old. She can still play ALL positions, if needed. She plays four instruments (flute, saxophone, tuba, and a little of the clarinet). In high school, she was in the Marching Band, Orchestra and Symphonic Band.

For questions related to the content in this newsletter, reach out to our HR team by emailing askhr@butler.edu. A list of our team members are also listed below.

- ◆ Monica Boskovich, Director of Organizational Development & Effectiveness
- ◆ Rebecca Jimenez, Senior Director Human Resources
- ◆ Michelle Lewis, HR Consultant
- ◆ Lorrie Ortiz, Vice President and Chief Human Resources Officer
- ◆ Laura Otten, HR Consultant
- ◆ Kruti Patel, Project Manager, Organizational Development & Effectiveness
- ◆ Tammy Pressler, Manager Human Resources Operations
- ◆ Angie Smith, HR Systems Administrator
- ◆ Kyle Smith, Talent Acquisition Manager
- ◆ Sarah Smith, Talent Acquisition Specialist
- ◆ Lois Templin, Director, Total Rewards
- ◆ Carla Vance, HR Specialist
- ◆ Lorraine Vavul, Student Employment Coordinator
- ◆ Carmela Williams, Executive Administrative Assistant