

# HR UPDATES

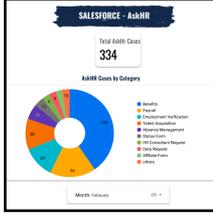
BUTLER UNIVERSITY  
HUMAN RESOURCES

A monthly newsletter brought to you by Butler University Human Resources - March 2022

## Top stories in this newsletter



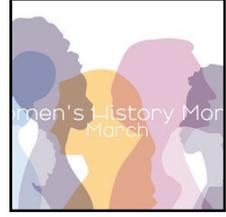
Talent Acquisition



AskHR Salesforce



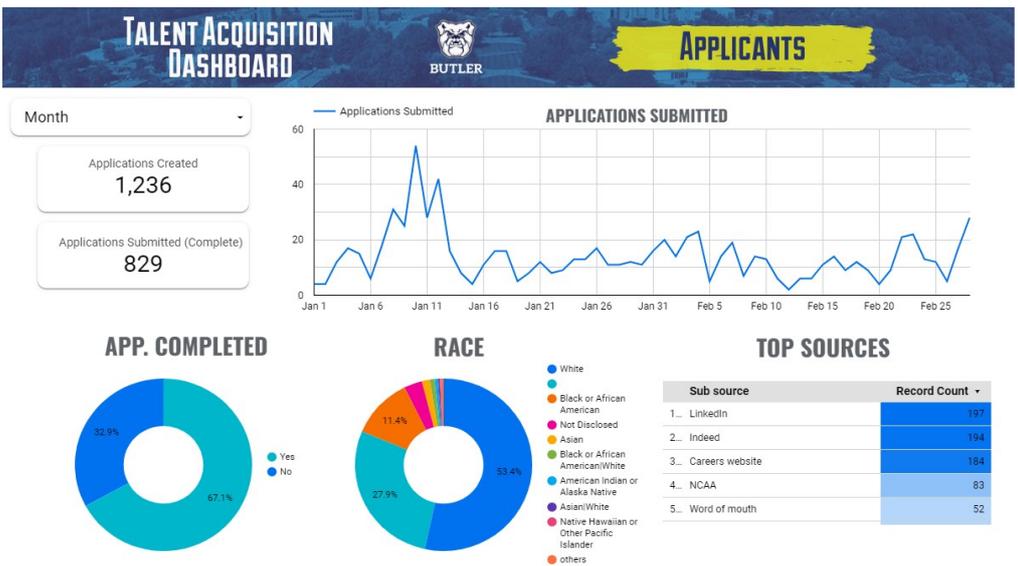
Effectiveness



Women's History Month

## Talent Acquisition and Employer Brand

Ensuring a world-class employee experience with every interaction



Over the past few weeks, the Talent Acquisition team has been able to assist multiple staff hiring leaders close out their searches with quality hires. Sixteen actively sourced staff positions were filled in the month of February. In our next newsletter, we will have more data available that pertains to staff positions posted, positions filled, and the time it takes to fill those positions.

A new chart to this month's dashboard shows us our top five applicant sources, in which the applicant indicates where they first became aware of the position opening. This chart shows a high-level view, and identifies the websites or avenues from which most of our applicants are coming. The next step would be to drill into this data and find which sources are leading to actual offers and hires, about which we intend to have information next month.

In partnership with Dr. Su-Mei Ooi from Academic Affairs and Political Science, along with Mary Hinds and Nick Wilson from the Center of Academic Technology, we're excited to be working on adding content to the already successful Search and Welcome Committee Online DEI Training program. Talent Acquisition will be creating content around "Upstream Recruitment," providing resources and information as it pertains to recruitment strategies that could be implemented before there is an active search. We'll be researching how both faculty and staff hiring leaders could take advantage of their networks in order to connect with potential candidates from underrepresented backgrounds and identities.

### TA TIP OF THE MONTH:

*As employees, we are all Butler University's best recruiters. More than 88% of employers report that employee referrals are the number one source in finding quality candidates. Utilize personal networks to help your team and department grow.*



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

- Bianca Pagano Administrative Specialist, English
- Callie Wright Project Manager - Butler Beyond Transformation Lab
- Carla Borjas Building Services Assistant
- Elizabeth Garcia Financial Aid Counselor and Student Service Coordinator
- Flora Jones Adjunct - College of Education
- Kelley Merritt Athletic Insurance Coordinator
- Michael Bensi Adjunct Professor, Lacy School of Business
- Sarah Smith Talent Acquisition Specialist, Human Resources

## HR Strategic Operations and Continuous Improvement

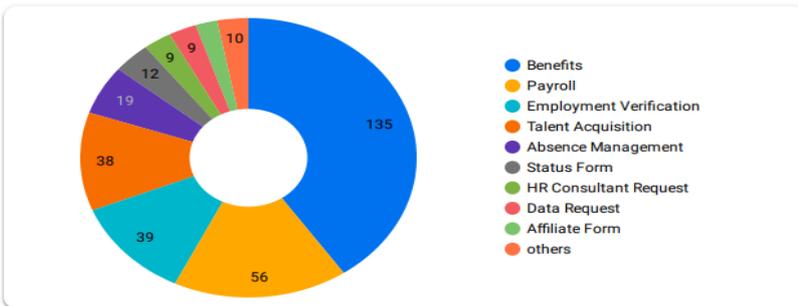
**Boldly innovating through continuous improvement and alignment of people-practices to the community's strategic objectives**

### SALESFORCE - AskHR

Total AskHr Cases

334

AskHR Cases by Category



Month: February

(1) ▾

HR Ave Time to Close by Month



Over the past several months our HR team has been working hard on our response rate to our [askhr@butler.edu](mailto:askhr@butler.edu) salesforce questions. Our average time to respond and close a case for the month of February was an average of 12 days compared to 19 days in December. Over the next few months you will continue to see this trend improve as we work to close out older, resolved cases.

## Organizational Development & Effectiveness

**Expansively educating through empowering faculty and staff to achieve our potential**

Looking to learn how to be more effective? Maybe you are interested in a little inspiration for your work day.

Here are a few of our favorites to get you started. They are free, quality, and on demand.

[OneNote Tips](#)



[How to use Zoom](#)



[How to use Microsoft Teams](#)



[Angela Lee Duckworth: Grit: The power of passion and perseverance](#)

[Rita Pierson: Every kid needs a champion](#)



## Total Rewards

*A wellness culture to support the whole person*

### IMPROVING INTERACTION WITH BENEFITS TEAM

*We heard you and we know the current process in which Butler team members interact with the Benefits team can be cumbersome, confusing and cause unnecessary delays. Effective May 1st, please use [benefits@butler.edu](mailto:benefits@butler.edu) for all benefit related needs. This email is confidential and only visible to the Benefits team. Sending to one email will help make it easier to connect with the Benefits team, improve response time, remove the need to remember where to send what and keep things confidential.*



Attend [TIAA live webinars](#) to help boost your financial know-how. Visit [TIAA.org/webinars](https://www.tiaa.org/webinars) to register or watch past presentations on demand. Topics for March 2022 include:

- Halfway There: A retirement checkup, March 9 at noon (ET)
- Beneficiary designation considerations, March 10 at 2:00 PM (ET)
- Money at work 1: Foundations of investing, March 17 at 4:00 PM (ET)
- Help protect you, your family and your money, March 22 at 1:00 PM (ET)
- Tax planning considerations, March 24 at noon (ET)
- Charting Your Course: A financial guide for women, March 24 at 3:00 PM (ET)
- Financial housekeeping for now and later, March 29 at 3:00 PM (ET)

## Intentionally Inclusive and Appreciative Culture

*Elevating ourselves through intentional inclusion and authentic appreciation*

March is Women's History Month, Irish-American Heritage Month, and Greek-American Heritage Month

Women's History Month began as a smaller "Women's History Week" on March 7, 1982, and was later petitioned by the National Women's History Project to become a month-long celebration. March officially became Women's History Month in 1987, and gives us the opportunity to acknowledge the historical contributions of women in the United States.

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

*Faculty member:*



**Theresa Meyer**  
Senior Lecturer  
College of Education

**How many years have you been at Butler, and what originally brought you to join the community?**

I started as an adjunct professor in the College of Education in 1998. I was teaching full-time in a public school and Dr. Marty Meyer, who has since retired, met me at a conference and asked if I would teach a new class for them at Butler University. I had always thought "when I retired from teaching" I would do more work at the university-level with student teachers. Nope. I FELL IN LOVE that next semester with teaching at Butler and have not stopped since... and the funny thing is that I am now teaching that same class all over again with so many amazing changes and memories! Dr. Ena Shelley continued to let me work more as the years went on and I got to help build our teacher prep program in special education to a national level. Always grateful for how that Butler world got started early in my life and those amazing people who found a place for me to grow and become full-time faculty.

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

I think I am most surprised and proud of the relationship we have as faculty with so many students and how those connections last through many seasons of the students' lives. I am proud each year at graduation of having knowledge of growth we see in Butler students walking across that stage and knowing I, as one member of the Butler team, played a part in their lives. I am so proud of the College of Education's leading work in the field of education and how I get to work here to continue that vision everyday. I am just grateful for the accomplishments of the University as a whole and the leadership that supports the work we do for our Butler students.

**What advice would you give a new person joining Butler?**

ENJOY... this is going to be a great place to work. Dream, ask for help, and take a moment to realize that you get to work here! Walk around the campus often, go to the HRC to get exercise opportunities, make lunch dates with your peers, buy something at the bookstore, make time to enjoy a free concert or discounted seats at Clowes, do the Hinkle walking tour, and attend the games of our great Butler athletes. Include your family in the Butler community and all it offers. They will be richer for the opportunity, and it will make you happy too. Participate in a service project with students and get to know the ones we serve. Please take advantage of the richness this University provides and continue to grow in your own professional/personal goals. I hope you get to know as many people as you can across the campus and remember to celebrate it all! WE get to do this work together. CONGRATULATIONS on joining us at Butler University.

**In thinking about Women’s Heritage month, what is one thing you would like your colleagues to know about this month?**

Women together can do just about anything. I want my colleagues to not stop being all they were meant to be on this earth and dream big. I Love the history of women in my own life and celebrating it in the students we teach. I do not want to stop celebrating that gift of where we have been and where we get to go next. Our gratefulness is a gift we give away to others. Men and women have come together to make Butler University great. I want my colleagues to continue in that greatness and contribute in their own individual way for the next generation.

**Fun Fact:** People say I do not know a stranger now, but I was very very shy until I went to preschool.

*Staff member:*



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

4 years this April

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

As one of the police department’s two certified emergency vehicle operation (EVOC) instructors, I’m proud that my fellow instructor and I maintain a course of training that provides our officers the best (EVOC) driving instruction available. Our safe driving record for our officers indicates that they are well trained, professional and proficient law enforcement drivers.

I am also honored to be requested by the Indiana Law Enforcement Academy to be a guest instructor to train new police officers in emergency vehicle operation.

**What advice would you give a new person joining Butler?**

Avoid getting food or drinks on campus on the top or bottom of the hour because the lines are so long. It’s best to get your coffee when the students are in class!

All joking aside, I would advise a new person to be kind and remember that we are here for the students! It’s a great place to be!

**In thinking about Women’s Heritage month, what is one thing you would like your colleagues to know about this month?**

I have been in law enforcement for roughly 13 years. As a female law enforcement officer, I feel that I have great insight in working in a historically male-dominated profession. Contrary to popular belief, women have been an integral part of law enforcement for many years and we are treated as equals with our male counterparts. I have never felt less than a male, nor been treated as such.

Women and men police officers in Indiana are held to the same standard, both physically and intellectually; however, there are things that women often have the advantage in many situations, as we are often better at de-escalation of situations through talking, rather than force, as well as talking with female victims of crimes who might feel embarrassed or intimidated by a male.

**Fun fact:** I love cars. Especially cars with V8 engines and manual transmissions. I don’t have children, so I spend my time caring for my two Mustangs.

## **Irish-American Heritage Month**

[Irish-American Heritage Month](#) is celebrated by proclamation of the President of the United States to honor the achievements and contributions of Irish Americans who crossed the Atlantic in search of liberty and opportunity. It was first celebrated in 1991. The heritage month is in March to coincide with [St. Patrick's Day](#) which is celebrated annually on March 17<sup>th</sup>.

## **Greek-American Heritage Month**

Greek American Heritage Month, also known as Hellenic Heritage Month coincides with the celebration of Greece's National [Greek Independence Day on March 25](#). On Greek Independence Day, we celebrate the history and values that unite the United States of America and the Hellenic Republic. Today, Greece is a crucial NATO ally and friend of the United States, and a leader for peace and prosperity. We congratulate the estimated three million Americans of Greek descent, and the Greek people on the national independence day.

### **Want to Learn more?**

We encourage all in our community to learn more about [Women's History Month](#), [Irish-American Heritage Month](#), and [Greek-American Heritage Month](#) by watching a documentary, or consider adding one of the following books to your reading list.

- [Hidden figures: the American dream and the untold story of the Black women mathematicians who helped win the space race](#)
- [The Diary of a Young Girl](#)
- [Little Women](#)

### **Irish American authors:**

Frank McCourt [Angela's Ashes](#)

F. Scott Fitzgerald [The Great Gatsby](#) ; [The Collected Works \(45 short stories and novels\)](#)

Lucy Grealy [Autobiography of a Face](#)

Flannery O'Connor [Collected Works](#) ; [The Complete Stories](#)

["Irish in America"](#) -- This two hour special, produced by Greystone

Communications for the A&E Network, is the story of the epic struggle of the Irish in America, the story of five million impoverished people leaving a destitute homeland for "The Promised Land." For America.

["No Irish Need Apply"](#) from Finding Your Roots with Henry Louis Gates, Jr.

Season 7, Episode 3 -- Henry Louis Gates, Jr. reveals the roots of actor Jane Lynch and comedian Jim Gaffigan, exploring the experience of their Irish ancestors on America's shores—an experience characterized by sacrifice and religious persecution.

### **Greek American authors:**

Jeffrey Eugenides – Pulitzer Prize winning author of [Middlesex](#)

Harry Mark Petrakis – [Song of my life: a memoir](#)

George Pelecanos – [D.C. Noir](#)

[Maria by Callas](#) -- Tom Volf's MARIA BY CALLAS is the first film to tell the life story of the legendary Greek/American opera singer completely in her own words. Told through performances, TV interviews, home movies, family photographs, private letters and unpublished memoirs—nearly all of which have never been shown to the public—the film reveals the essence of an extraordinary woman who rose from humble beginnings in New York City to become a glamorous international superstar and one of the greatest artists of all time.

[My big fat Greek wedding](#) (by Nia Vardalos)

### **Additional Diversity and Inclusion dates of reflection and celebration: March 2022**

March 1 – Mardi Gras

March 1 – Maha Shivarati (Hindu)

March 2 – Ash Wednesday, Christian first day of Lent

March 4 – Employee Appreciation Day

March 8 – International Women's Day

March 11 – Maha Shivarati (Hindu)

March 14 – Pi Day

March 16-17 – Purim (Jewish)

March 17 – St. Patrick's Day

March 18-19 – Holi (Hindu) festival of colors

March 21 – World Down Syndrome Day

March 21-22 – Naw-Ruz (Baha'i New Year)

March 25 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

March 31 – International Transgender Day of Visibility

## HR Employee Spotlight



**Angie Smith**  
**HR Systems**  
**Administrator**

Angie Smith is our HR Systems Administrator. She provides technical assistance to Human Resources and Benefits including reports, processes, and procedures to meet business requirements. Angie serves as a subject matter expert for HR business projects involving the development, implementation and testing of systems modifications. She is also responsible for analyzing, troubleshooting, and resolving issues that impact data quality and integrity. Prior to joining the Butler community, Angie worked in similar roles for ATA Airlines and AES Indiana. Angie has her bachelor's degree in aerospace administration from Indiana State University. Angie enjoys the outdoor spaces on campus and likes the vast amounts of events available. Angie is married to Justin and has three children ages 21, 18, and 8 months.

Fun Fact: Angie loves the outdoors, CrossFit, and just being active.

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**Laura Otten**  
**HR Consultant**

Laura Otten is an HR Consultant in Human Resources. She serves as a main point of contact and advisor for Athletics, BAEC, COE, and Finance and Administration. Prior to coming to Butler, Laura worked for 28 years in Human Resources for Indiana University Health. Laura has her M.S. in Industrial/Organizational Psychology from the University of Tennessee. The space Laura enjoys most on campus is her regular visits to the fishpond through the seasons to watch all the wildlife there. Laura also likes walking by Lilly Hall and never knowing what she will hear—opera singing, jazz ensemble, tuba, or other single instruments—it's always different!

Fun Fact: Laura sold her first piece of art at age 9 and used to be the crew chief for a local hot air balloon business.

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

- ◆ Monica Boskovich, Director of Organizational Development & Effectiveness
- ◆ 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