

2009 Service Awards

Plans are underway for the 37th Annual Employee Service Awards Program to be held at 11:00 a.m., April 1 in the Festival Conference and Student Center ballroom. Invitations will be mailed in early March. If you or someone you supervise is expecting an invitation for 5, 10, 15, 20, 25, 30, 35, or 40 years of service and do not receive one, please call 83973 or email workforcemgmt@jmu.edu.

The Faculty Service Awards Banquet will be held at 12:15 p.m., March 27 in the Festival Conference and Student Center ballroom. Questions regarding faculty invitations can be directed to Brenda Kidd at 83429 or kiddbj@jmu.edu.

Group Services from the Employee Assistance Program

The first minutes and hours of a tragedy or disaster can create a fog of confusion and uncertainty. With just one phone call, our Employee Assistance Program through ValueOptions can provide crisis response services. When tragedy happens that affects a department, StaySafe® provides 20 hours of behavioral health crisis management and support to help facilitate communication, provide on-site grief counseling and more.

Your StaySafe® behavioral health experts are immediately dispatched on-site to assess the situation and provide:

- **Critical Incident Debriefings** – Debriefings are usually conducted within 24 to 72 hours of the incident to reduce trauma-related symptoms.
- **On-Site Defusing** – Immediate counseling and support is provided to those directly exposed to the incident – usually within 8 hours.
- **Teledefusing** – When face-to-face counseling is not warranted, support and debriefing is provided via telephone within 8 hours.
- **On-Site Counseling** – Bereavement specialists offer on-site grief and loss counseling for groups and individuals.

Help is available 24/7 and is just one call away at 1-866-251-6413, or call your [HR Service Center Representative](#).

Care to Share?

What annoying behavior have you experienced at work lately? If you care to share, we would love to incorporate it into an upcoming training session. Join Cathy Thomas, [Employee Ombudsperson](#), for some good-hearted fun in ["10 Ways to Annoy Your Co-Workers"](#) in March.

Write your suggestion on piece of paper (no signature needed) and send it through campus mail to Cathy's attention at MSC 7009 or email thomasce@jmu.edu. Just a couple of words will do... "takes my food", "laughs too loud" – you get the gist.

Question of the Month

Question: Dr. Cain schedules an exam on Yom Kippur and when asked, he refuses to allow a Jewish student in the class to reschedule or make up the exam. Has he violated policy?

- A. Yes
- B. No

Answer: A. Yes. In the Section III.A.2b.(14) of the Faculty Handbook it states, “A faculty member will cooperate with the university’s efforts to give reasonable and appropriate accommodation to students relating to religious observances.”

Upcoming Training Sessions

Please take advantage of free staff/faculty training sessions available through the Training & Development Department. Please visit www.jmu.edu/training/development for session descriptions and registration. If your department would like customized sessions, please contact Suzanne Vance in the Training & Development Department at 84101.