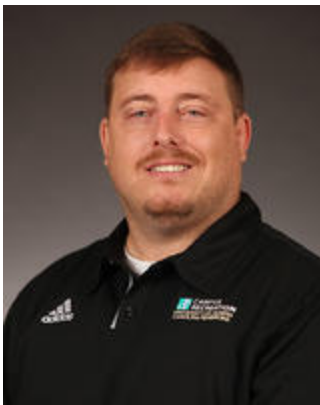




Enhance Your Wellness!



HR Spotlight

Justin Winans

Hello BraveNation! My name is Justin Winans and I am the director of Campus Recreation. The UNCP Campus Recreation Department is dedicated to enhancing the health, wellness and overall quality of life for students, faculty and staff through diverse recreational and wellness opportunities. Our purpose is to foster a supportive and inclusive environment where individuals of all fitness levels can find engaging ways to stay active, de-stress and build community connections. We aim to promote a holistic approach to wellness that recognizes the interconnectedness of

physical, mental and social well-being, supporting the university community in developing lifelong healthy habits.

Our department offers a range of services, including intramural sports, group fitness classes, outdoor adventure programs and access to state-of-the-art fitness facilities. Intramural leagues provide friendly competition in various sports, encouraging teamwork and camaraderie. Additionally, we provide health advocacy and wellness opportunities tailored to individual goals, enhancing both fitness and knowledge around healthy lifestyles. By catering to diverse interests, we strive to make wellness accessible, enjoyable and an integral part of the UNCP experience.

For more information, please [click here](#).

Please feel free to contact me at any time. I look forward to serving you and our campus community each day!

justin.winans@uncp.edu or 910.521.6586

LET'S TALK ABOUT: **FINANCIAL WELLNESS**

State Employees Credit Union on Campus

November 22, 2024

Noon-1 p.m.

Join the SECU, Staff Senate and the Office of Human Resources for Fried Chicken Friday in the cafeteria's faculty and staff dining room. SECU representatives will discuss the financial wellness resources available to state employees and you will have the opportunity to schedule one-on-one consultations.

[Click here](#) for additional information and to register for the event.



Thanksgiving Holiday

Thursday, November 28 and Friday, November 29

Winter Break

Christmas Holiday - Tuesday, December 24,
Wednesday, December 25, Thursday, December 26
and Friday, December 27

Monday, December 30 and Tuesday, December 31
- (Use of special leave, compensatory, vacation or
bonus leave is encouraged)



New Years Day - Wednesday, January 1

Reminder! - December paychecks will be deposited on December 20, 2024



UNCP Exceptional BRAVES Leadership Certificate Program



The NC system office HR partners on campus joining our UNCP Exceptional BRAVES leadership cohort. The cohort enjoyed the opportunity to engage the system experts and gain valuable insight to continue to enhance leadership skills. The guests include:

Dr. Thomas Walker, Senior Advisor for University Workforce Policy

Sean Womack, Sr. Associate Vice President, Equity, Engagement & Employee Relations

Chris Chiron, Associate V.P. Employee Engagement/University EO Officer

Also, the UNC System Office guests met with some of the members of UNCP's Staff Senate for an opportunity to foster staff relations.



Trick or Treat on the Quad

Thanks to all university departments for sharing their Halloween excitement with future Braves!





Holiday Events



Rudolph the Red-Nosed Reindeer

The Musical

November 18, 2024

[Tickets & More Info](#)



UNCP Department of Music Holiday Extravaganza

December 5, 2024

[Tickets & More Info](#)

Givens Performing Arts Center



Join the Braves Team!

Here are just a few of the wonderful employment opportunities available at UNCP. Tell your family, friends and co-workers to become a **BraveNation member!**

Director of Title IX and Clery Compliance

Administrative Support Associate

Police Officer

To view all open positions, please click [*Careers at UNCP.*](#)

Congratulations



Dr. Xin Liu
 Assistant Professor
 Management Information Technology Systems

[Read More Here](#)

UNCP's Thomas Entrepreneurship Hub Spurs Regional Economic Growth

Read more [here](#).



UNCP Signs Guaranteed Admission Partnership with Sandhills Community College

The path to completing a four-year degree just got easier for Sandhills Community College (SCC) students thanks to the launch of the BraveNation Advantage, a guaranteed direct-admission transfer program at The University of North Carolina at Pembroke.

Read more [here](#).

Jasmine Coleman named among Veteran Champions of the Year in Higher Education

Academic and Military Outreach at UNC Pembroke, has been named among the 2024 Veteran Champions of the Year in Higher Education by the Military Friendly program.

Read more [here](#).





New Employees

October 2024

Academic Affairs

Ryan Spangler - Program Coordinator - RISE Grant

Alicia Thomas - SAIS Community Engagement Specialist - Museum of Southeast American Indian

Amanda Mussman - Braves Scholar Coordinator - School of Education

Enrollment Management

Erika Ross - Student Services Specialist - Office of Financial Aid

Christopher Sweat - Assistant Director of Admissions - Office of Admissions

Finance & Administration

Keaton Lowery - Support Services Associate - Facilities Operations & Maintenance

Maria Craven - Building Environmental Services Technician - Facilities Operations & Maintenance

Ciera Hammonds - Building Environmental Services Technician - Facilities Operations & Maintenance

Benjamin Brinkmeyer - Facilities Superintendent I - Facilities Operations & Maintenance



RETIREES

Vicky Dial-Jacobs - 30 Years

Mary Livermore Library

Well done!

August Employees of the Month

SHRA EMPLOYEE OF THE MONTH

Jessica G. Locklear
Associate Director
Student Health Services




"Her compassion and commitment to the wellbeing of our students have earned her the respect of both colleagues and the students she serves."

AUGUST

EHRA EMPLOYEE OF THE MONTH

Tamer Oxendine
Academic Support Coordinator
Interdisciplinary Studies



"Her work showcases the highest level of professionalism and care for our students wellbeing."

AUGUST

**Facilities Operations
Announces their Employees of the Month
September and October**

CONGRATULATIONS



Michael Dimery

FACILITIES

Employee of the Month

CONGRATULATIONS



Jessie Locklear

FACILITIES

Employee of the Month



Mid-Year Evaluations

Supervisors, please take some time to review employee work plans and meet with employees to discuss their progress thus far. Identify any gaps and/or challenges and create an actionable and measurable action plan to address them, if needed. You may still make changes to the performance plan prior to completing the mid-year evaluation (steps 4 and 5).

Please ensure all mandatory training is completed.



Annual Compliance Training

[Braves Kickoff Annual Compliance Training](#)

Reminder: Faculty and staff are required to complete mandatory compliance training each year. All annual evaluations will include a field for supervisors to indicate the successful completion of mandatory training.

The annual compliance training is completed via the Percipio and KnowBe4 online training portals.

Percipio Online Training Portal

To access trainings via Percipio [click here](#). The following mandatory compliance trainings will be listed under the "Assignments" tab for completion:

Environmental Health and Safety

Active Shooter

Equal Employment Opportunity (EEO) and Prevention of Workplace Harassment & Workplace Violence

Title IX & Clery Compliance

KnowBe4 Cybersecurity Awareness Training

To access trainings via KnowBe4 [click here](#). The following mandatory compliance trainings will be listed under your training account:

2024 Kevin Mitnick Security Awareness Training

If you have questions regarding mandatory training, please contact Dr. Nicolette Campos at nicolette.campos@uncp.edu or 910.775.4341.

Annual Conflict of Interest Disclosure

The [UNCP POL 05.45.01 Policy on Conflicts of Commitment and Interest Affecting University Employment](#) requires all UNCP EHRA Faculty and Non-Teaching Employees and designated SHRA employees who are paid with sponsored research funds to complete an annual Conflict of Interest (COI) disclosure.



The Annual disclosure must be completed **no later than November 30, 2024**, via <https://uncp.app.cayuse.com/> (tutorial PowerPoint presentation is linked below) and **completion of the form is required, even if you feel you do not have a conflict to disclose. You would simply reply “no” to each question on the form.**

[Play recording](#) (1 min)

Recording password: COIa1February2023

Additional information may be found on the following webpage of the Office of Sponsored Research and Programs: <https://www.uncp.edu/resources/sponsored-research-and-programs/compliance>

Contact Dr. Nicolette Campos at 910.775.4341 or via nicolette.campos@uncp.edu; or contact Sheila Hardee at 910.521.6587 or via sheila.hardee@uncp.edu at your earliest convenience if you have any difficulties with your disclosure and/or have any questions regarding your annual disclosure.



New Employee Onboarding

- Monday, November 18 and Tuesday, November 19
- Monday, January 6 and Tuesday, January 7

Bi-Weekly Leave Reports Due by 12 Noon

- Monday, November 18
- Monday, December 2
- Monday, December 16
- Monday, December 23

Monthly Leave Reports Due by 11:59 p.m.

- Wednesday, November 27
- Monday, December 23

[Italian Hot Dish](#)

[Pressure-Cooker Chicken Tortilla Soup](#)

[Creamy White Chicken Chili with Cream Cheese](#)

[Healthy Snacks](#)

[Healthy Lunches](#)

The Tools You Need Today

Stress is an inevitable part of life, but it doesn't have to take over. Taking care of yourself can go a long way in managing stress and preventing burnout. In the resources below, you can explore various self-care techniques to help you relax, recharge and boost your overall well-being. From simple practices like breathing and meditation to more indulgent activities like stretching, getting a massage or even taking a vacation, there are a variety of ways to incorporate self-care into your daily routine.

[Self-Care for Stress Relief](#)

[Building Exercise Into a Busy Schedule](#)



Contact Us:

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