

Frostburg State University

EMPLOYEE NEWSLETTER

Volume 18 Issue 3

Published by the Office of Human Resources

Fall 2011

2011 FSU Staff Awards for Excellence Winners

The 2011 FSU Staff Awards for Excellence winners were recognized in conjunction with the President's Fall Convocation on September 15 in the Performing Arts Center's Pealer Recital Hall. President Jonathan Gibraltar presented three worthy staff members with awards in recognition of their contributions to FSU and the surrounding community. The Award winners each received a framed certificate of commendation and an engraved plaque, followed by a \$500 cash award funded by the FSU Foundation Annual Fund Campaign.



The 2011 FSU Staff Awards for Excellence winners are pictured with President Gibraltar following the Awards presentations. From left: **Stacy Wassell**, College of Business, nonexempt employee; **James Imes**, Lock Shop, nonexempt employee in facilities/maintenance; **April Baer**, Student and Educational Services, exempt employee. Photo by Liz Medcalf.

All exempt and nonexempt staff members at FSU are eligible to be nominated for a Staff Award for Excellence. The selection of Award winners is based on evidence of exemplary service to the University community, a high level of professionalism and job performance, and outstanding service to the external community as demonstrated in nomination packets.

Maryland Charity Campaign

The 2011 Maryland Charity Campaign pledge drive begins soon. This year's theme, *We Are All Connected*, reminds us that each of us can make a real difference in the lives of people in our communities. Watch for more details and please consider contributing to a local charity of your choice.



Support the Maryland Charity Campaign

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USM Board of Regents Honors FSU's Karen Treber

Karen Treber, General Counsel for Frostburg State University, has received the 2011 University System of Maryland Board of Regents' Staff Award, the highest honor bestowed on USM staff employees. Treber is being honored for extraordinary public service to the university or greater community.

In his nomination letter, Stephen Spahr, Chief of Staff and Vice President for Economic Development and Government Relations at FSU, said that Treber is "... an efficient and intelligent attorney able to cut quickly to the heart of an issue, proposing creative and effective solutions." As a member of the Allegany County Board of Education, she "... has made many significant contributions to the community, but also has always promoted collaborations between the K-12 system and the University, recognizing the importance of improving and increasing the education of the workforce in a county where most people do not have a college degree."



Treber, an FSU employee since 1997, recently helped develop and strongly supported a new collaboration between the University and the Board of Education that creates a means by which students can take and receive credit for FSU courses while still in high school. She continues to encourage the Board and the University to add courses to the roster so more high school students may be exposed to university-level work and earn credits.

Within the FSU Department of Educational Professions' curriculum, she also helped establish several class sessions where parents visited teacher candidates to talk about issues of importance to parents and role play parent and teacher conferences. These classes exposed teacher candidates to an aspect of education they do not normally receive in regular classroom training – how to work with parents.

Other present community activities include board member and chair, Family Support Committee for Allegany County Habitat for Humanity; board member, Allegany Law Foundation; board member, Foundation for Frostburg; board recording secretary, Soroptimist International-Frostburg Club; violist, Allegany Community Symphony Orchestra; treasurer and executive committee member, Friends Committee on National Legislation; and AFS-USA area chapter president.

The annual Regents' Staff Award recognizes the achievements of salaried and hourly employees of the University System of Maryland community. Award winners are selected from the institutions within the USM and are nominated based on letters and recommendations by colleagues. Each Award recipient receives a certificate presented during a ceremony at a Board of Regents meeting and a monetary prize.

Press release and photo courtesy of Liz Medcalf in News and Media Services.

Health Benefits FYI

Flu Shots Covered by Insurance

Are you considering getting a flu shot this year? As a result of healthcare reform, flu shots are now covered for employees and their insured dependents under all medical plans offered by the State of Maryland.



Be sure to note that flu shots must be provided by in-network providers. Flu shots that are administered by pharmacists may not be covered by all medical plans because some

providers may not be considered in-network. Employees should check with their plan **before** getting a flu shot from these type of providers.

There are some restrictions as to whether or not a copay applies. If the flu shot is administered alone or as part of a preventative care visit, there is **no copay**. If a flu shot is given during a sick visit, the patient will be responsible for the office visit copay.

Retirement Benefits FYI

Supplemental Retirement Plans

All faculty and staff – regular and contingent – are eligible to enroll in Supplemental Retirement/Tax Deferred Investment plans (SRAs) offered by the Maryland Supplemental Retirement Plans (MSRP) and the University System of Maryland (USM).



MSRP Introduces Roth Contribution Options

FSU employees have a new choice in their Maryland Supplemental Retirement Plans (MSRP) contribution – before taxes or after taxes – into a 457(b) and/or 401(k) plan. Roth plan options were introduced on April 11, 2011. Click [here](#) for a summary of plan highlights.

Contact Lee Ann Nightingale at lnightingale@frostburg.edu or x4398 to find out more about how supplemental retirement plans can help your financial future.

2011 Third Quarter Service Awards

40 Years:

- Dr. Nicholas H. Clulee
History
- Patrick J. Deasy
Counseling and
Psychological Services

- Dr. William J. Pegg
Biology



35 Years:

- Dr. Thomas L. Bowling
Student and
Educational Services
- Dr. Daniel M. Plucinski
Marketing and Finance



30 Years:

- Judith A. Dieruf
Visual Arts
- Dr. Joseph M. Hoffman
College of Liberal Arts
and Sciences
- Brenda L. McKenzie
Physical Plant



25 Years:

- Dr. Henry W. Bullamore
Geography
- Mary Ann G. Chapman
English
- Eva M. Greig
Administration and Finance
- Valerie S. Lashley
Administrative Computing
- Dr. John A. Neral
Economics
- Dr. Keramat Poorsoltan
Management



20 Years:

- Teresa A. DeVore
Physical Plant
- Arthur J. Hanlin
Physical Plant
- Anita H. McGregor
Academic Computing
- Dr. John J. O'Rorke
Political Science

- Dr. Hung Sik (Allen) Shin
Marketing and Finance
- Larry F. Thuss
Physical Plant
- Dennis Youngblood
Physical Plant



15 Years:

- Dr. Abdorrahim Ashkeboussi
Marketing and Finance
- Melvin E. Boore
Physical Plant
- Loretta M. Gomer
Physical Plant
- Michael L. Kamauff
Physical Plant
- Donald W. Maxwell
Student Support Services
- Dr. Randall A. Rhodes
Visual Arts
- Dr. Terry J. Russell
Social Work
- Dr. James C. Saku
Geography
- Beth A. Stallings
P.A.S.S.



10 Years:

- Dr. William L. Anderson
Economics
- Erica B. Breighner
Geography
- Dr. H. Skott Brill
Philosophy
- Dr. William P. Childs
Educational Professions
- Kelly K. Durst
Office of Human Resources
- Dr. Charles J. Ewers
English
- Barbara A. Filer
University Advancement
- Valerie K. Fritz
Biology

- Dr. Mark A. Gallagher
Music
- Dr. Farhad B. Idris
English
- Leslie E. Johnson
Payroll and Employee Services
- Dr. Kevin J. Kehrwald
English
- Melissa R. Martz
Student and Community
Involvement
- Nicole A. Mattis
Theatre and Dance
- John R. Ninesteel
Geography
- Jody L. Pifer
Office of the Provost
- Dr. Trina P. Redmond-Matz
Psychology
- Karla R. Schoenly
Athletics
- Dr. Thomas D. Sigerstad
Management
- Donna K. Sivic
Office of Career Services
- Barbara E. Stahl
General Accounting/
Conferences and Events
- Dr. Sally D. Stephenson
Educational Professions
- V. Andrew Wolodkin
Administrative Computing



5 Years:

- Stacy L. Arnold
I.D. Services Office
- Noah Z. Becker
Athletics
- Dr. Amy C. Branam
English
- William J. Clise
Physical Plant
- Dr. Sydney B. Duncan
English
- Rachel L. Farris
The University Store

- Kenneth R. Felker
Physical Plant
- Dr. Robert C. Forsythe
Mathematics
- Dr. Jonathan C. Gibraltar
Office of the President
- Shannon L. Gribble
University Advancement
- Kathleen M. Griemsmann
Educational Professions
- Dr. Steven L. Hartsock
Social Work
- Pete D. Herzfeld
Visual Arts
- Dr. Erica H. Kennedy
Psychology
- Dr. Minerva M. Ladores
Educational Professions
- Kathleen L. Leck
Physical Plant
- Jeffrey A. Maehre
Ort Library
- Susan L. Manger
Student and Community
Involvement
- Dr. Emily K. Milleson
Educational Professions
- William P. Minard III
Athletics
- Dr. Eric J. Moore
Physics and Engineering
- Amber B. Nolan
Academic Computing
- Evelyn E. "Gigi" O'Baker
Ort Library
- William R. Preston
Physical Plant
- Dr. Matthew E. Ramspott
Geography
- Rebecca E. Ramspott
News and Media Services
- Jeffrey B. Rosedale
Radio Station WFWM
- Jose Sanabria
University Police

- Dr. Doris A.
Santamaria-Makang
Educational Professions
- Stephen M. Spahr
Office of the President
- Brittini K. Teter
Special Academic Services

Please join the Office of Human Resources in thanking and congratulating all of these employees for their dedication to Frostburg State University.

OHR's Latest Service Awards Celebration

In celebration of Kelly Durst's 10-year service anniversary on July 1, 2011, the Office of Human Resources staff enjoyed lunch together at the Sand Springs Saloon & Steakhouse.



OHR treated Kelly Durst to lunch and a season subscription for the 2011-2012 season of University Theatre. Photo by Avalon Ledong.

How does *your* department/division recognize employee milestones of service? To share your Service Awards celebration, submit photos and captions to kdurst@frostburg.edu for a future issue of the *FSU Employee Newsletter*.

FSU Hosts Social Media ReBoot Camp for USM Communications Staff

Thanks to a District II Venture Capital Fund from the Council for Advancement and Support of Education (CASE), Frostburg State University successfully organized and hosted Social Media ReBoot Camp, a daylong learning workshop for communicators who use social media as part of their work at institutions within the University System of Maryland.

The event, held August 19, 2011 on the FSU campus, brought together 17 staff members from universities throughout the state of Maryland and featured keynote speaker Alex Priest, Director of Marketing for GeniusRocket, a company based in Washington, D.C., that specializes in crowd-sourced video production and marketing. Topics ranged from integrating social media into overall marketing practices and measuring social media metrics to keeping up with trends in using social media effectively. Participants broke out into smaller work groups and held discussions about their respective institutions' social media efforts.



FSU's Social Media ReBoot Camp brought together a group of communicators who use social media as part of their work at institutions within the USM.

"Frostburg organized Social Media ReBoot Camp so we could create an opportunity for University System of Maryland schools to 'reboot' our collective knowledge of how to use social media effectively for communications, marketing, and educational purposes," said Becca Ramspott,

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Do You Recognize These Faces?



The little girl on the left got all dressed up with her big sister on Easter Sunday. Nowadays you'll find her teaching in FSU's College of Education with another faithful companion by her side. Who is it? Send your best guess to kdurst@frostburg.edu by November 4 for a chance to win a prize. We'll draw a prize winner randomly from among the correct guesses. Watch for this employee's identity and the prize winner's name in the next issue. Photo used with employee permission.

From the previous issue: That tiny dancer is Jody Pifer in the Office of the Provost. An FSU desk clock goes to **Rhiannon Morgret** in Disability Support Services for correctly identifying Jody's photo.



We need more employee photos to keep this popular column going. To be considered for a future issue, send a photo of yourself or another employee to kdurst@frostburg.edu and be sure to clearly identify the employee pictured. Photos will be used at the Editor's discretion and never without employee permission.

RECIPE CORNER



Here's a healthy and tasty Weight Watchers recipe to try for a family dinner at home. Enjoy!

Chicken Cordon Bleu

1 lb. uncooked boneless, skinless chicken breast (4 - 4 oz. pieces)

½ tsp. black pepper, divided

¼ tsp. salt

1 oz. Prosciutto ham, thinly sliced

2 oz. low-fat Swiss cheese, thinly sliced

⅓ cup dried bread crumbs, plain

⅓ cup fresh parsley, chopped

2 Tbsp. all-purpose flour

2 large egg whites

½ Tbsp. unsalted butter

½ Tbsp. olive oil

Cooking spray

Place chicken breasts between sheets of plastic wrap or wax paper; using a rolling pin or mallet, pound chicken to ¼-inch thickness. Rub chicken with ¼ tsp. each pepper and salt. Evenly divide ham and cheese over chicken; fold each chicken breast in half to cover ham and cheese, and press down to hold shape.

In a shallow bowl, combine bread crumbs, parsley, and remaining ¼ tsp. pepper. Place flour on a plate. In another shallow bowl, whip egg whites until soft peaks form.

To coat chicken, dredge in flour; turn to coat. Then dip in egg whites; turn to coat. Next, dredge chicken in bread crumb-mixture, pressing down to make sure all sides are covered. Repeat until all 4 chicken breasts are coated.

Coat a large skillet with cooking spray and set over medium-high heat; add butter and oil. When butter and oil begin to simmer (about 1-2 minutes), place chicken in a single layer in skillet. Cook chicken, flipping once, until nicely browned and completely cooked through (about 6-8 minutes). Serve immediately.

Serves 4.

Good cooks, we know you're out there. Send a favorite healthy recipe to kdurst@frostburg.edu to be shared in a future issue of the *FSU Employee Newsletter*.

Social Media ReBoot Camp

(Continued from Page 5)

FSU's Public Information Specialist in Technology and New Media. Ramspott wrote the grant proposal for the CASE fund and leads FSU's Social Media Group, a campuswide team of faculty and staff who develop social media strategies for the University.

“A major goal of Social Media ReBoot Camp was to form a stronger collaboration and pave the way for regular exchange between USM communications staff who use social media, as part of USM's focus on coming up with effective ways to build and leverage available resources,” Ramspott said. “As a result of the event, USM is now adding social media contact information and resources to their website, and University of Maryland, Baltimore County is planning to host a follow-up social media conference to continue this collaboration. We're really happy this has opened the door to sharing knowledge this way, and incredibly grateful to CASE for realizing this opportunity and supporting it through funding.”

To learn more about FSU's social media efforts, check out frostburg.edu/socialmedia and visit facebook.com/efrostburgcomm. For more information on CASE's Venture Capital Fund for District II, visit www.casetwo.org.

Press release and photo courtesy of Becca Ramspott in News and Media Services.

New Employees: Have You Completed Preventing Sexual Harassment Training?

New employees are reminded of FSU's requirement that the online *Preventing Sexual Harassment* training be completed **within 30 days of employment**. Anyone who started work during the summer and all new faculty members hired for the fall semester, including adjunct lecturers, are now past their 30-day timeframe and should complete the training **immediately if they have not already done so**. Protect yourself from becoming a victim, or from finding yourself accused of improper conduct.





Children's Center Happenings



Ms. Mimi Hernandez and students in her Introduction to Ethnobotany class helped the children plant pansies, mums, cabbage, and garlic bulbs in *A Community Garden for Children* located behind the FSU Children's Center.

Left: Student Sedia Ngofa and Ethan Kwok prepare the soil for planting. **Below:** Jeremy Sidebottom is shown providing planting tips to

Noah Lennon-Puthoff, while Bianca Temple lends a hand to Sophia Mattis Brill and Benjamin Brown works the soil with A.J. Lauder. The children will be eagerly watching for their plants to grow. Photos by Mimi Hernandez.



Children's Costume Parade on October 28

The Children's Center will parade around campus in costume on **Friday, October 28** between 9:00 a.m. and 11:30 a.m. and will be visiting their friends in the Lane Center, Pullen Hall, and the Hitchins Building. If your office is located in one of these buildings and you would like the children to stop by, e-mail Denise Payne at dpayne@frostburg.edu by October 21. An approximate time of their visit will be given to you before the parade. Watch for photos of the children's costume parade in the next issue of the *FSU Employee Newsletter*.



Staying on the move, Olivia Marchbank, Linnea Abraham, and Billy Koch are pictured participating in Ms. Nicole Bosley's Movement Experiences for Children class in the Cordts P.E. Center. The children are invited to work with HPE classes throughout the year. Photo by Denise Payne.

Mid-Year Performance Review Reminder

October is halfway through the performance evaluation cycle, when managers should plan to meet with staff employees for informal mid-year performance reviews. Everyone should have a 2012 Performance Plan in **TrakStar** with goals for the year in progress. Review the Performance Plan, revising goals as necessary and appropriate.

TrakStar allows employees and managers to add notes to the Performance Plan, making it easy and efficient to track progress and record accomplishments throughout the review year. At the mid-year review, discuss where the employee stands on their performance factors and goals and, if necessary, what improvement needs to occur. Be sure to acknowledge strong performance and schedule coaching sessions to address any deficiencies before next spring's Employee Appraisal.

People on the Move

Faculty Granted Tenure Effective Fall 2011:

- Dr. Amy C. Branam
English
- Dr. Sydney B. Duncan
English
- Dr. Mohammed S. Eltayeb
Physics and Engineering
- Pete D. Herzfeld
Visual Arts
- Dr. Michael P. Murtagh
Psychology
- Dr. Elesha L. Ruminski
Communication Studies
- Dr. Kasif Teker
Physics and Engineering
- Dr. Kara Rogers Thomas
Sociology
- Dr. Jamelyn C. Tobery-Nystrom
Educational Professions

Faculty Promotions Effective Fall 2011:

- Dr. Peggy S. Biser
Associate Professor of Chemistry
- Dr. Megan E. Bradley
Professor of Psychology
- Dr. Sydney B. Duncan
Associate Professor of English
- Dr. Mark A. Gallagher
Associate Professor of Music
- Dr. Steven L. Hartsock
Associate Professor of
Social Work
- Dr. Sean Henry
Librarian III
- Gerard R. LaFemina
Associate Professor of English
- Dr. Marc D. Michael
Associate Professor of
Mathematics
- Dr. Michael P. Murtagh
Associate Professor of
Psychology

- Dr. Terry J. Russell
Professor of Social Work
- Dr. Oma Gail Simmons
Professor of Educational
Professions
- Dr. Kasif Teker
Associate Professor of
Physics and Engineering
- Dr. Yi-Zun Julie Wang
Professor of Physics
and Engineering

Appointments:

- Dr. Shoshana R. Brassfield
Assistant Professor of
Philosophy
- Natalia Buta
Assistant Professor of Recreation
and Parks Management
- Dr. Matthew J. Crawford
Lecturer of Chemistry
- Dr. April L. Jacobs
Assistant Professor of Foreign
Languages and Literature
- Ryan C. Kentrus
Lecturer of Management
- Dr. Tae-Nyun Kim
Assistant Professor of
Marketing and Finance
- Dr. Mark M. Lennon
Assistant Professor of
Marketing and Finance
- Mary Beth McCloud
Assistant Professor of Nursing
- Dr. Eleanor H. McConnell
Assistant Professor of History
- Dr. Suzanne K. McCoskey
Assistant Professor of Economics
- Dr. Daniel A. Moorehead
Assistant Professor of Sociology
- Dr. Jill A. Morris
Assistant Professor of English
- Jamison A. Odone
Assistant Professor of
Visual Arts
- Dr. Jennifer E. Rankin
Assistant Professor of
Educational Professions

- Dustin K. Shaffer
Assistant Professor of Theatre
- Bomi Lim Tunstall
Lecturer of Music
- Chelsea L. Wassell
Lecturer of Management
- Brian J. Wentz
Assistant Professor of
Computer Science and
Information Technologies
- Theresa M. Mastrodonato
Reference Librarian
Ort Library
- Danielle E. Lueck
Assistant Athletic Trainer
- Kendall M. Luy
Assistant Track and Field Coach
Athletics
- E. Todd Burke
Administrative Assistant
Computer Science and
Information Technologies

Retirements:

- Karen M. Bambacus
Center for Instructional
Technologies
- Dr. M. Eileen Higgins
Management



The *FSU Employee Newsletter* is
published four times per year by the
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