February 2020

The University of North Carolina System launched the second iteration of its system-wide employee engagement survey project on February 4th. The baseline survey was conducted in 2018 and will be repeated every two years to create a longitudinal view of faculty and staff engagement throughout the UNC System. This is a significant endeavor and deserves our full support.

The topline data from 2018 for both the UNC System and individual institutions were shared with the UNC Board of Governors and posted publicly on the System’s website; used as a comparator for human resource metrics such as turnover data; and supported key policy changes, including the introduction of paid parental leave.

As in 2018, the survey will be conducted by ModernThink LLC, an independent research and consulting firm that specializes in higher education climate assessment.

You should have received an email invitation directly from ModernThink with details and a unique login and password
to use to participate in the survey. The survey takes about 20 minutes to complete, and you may complete it at your convenience at work or at home. Participation in the survey is voluntary and responses are completely confidential. Only ModernThink will have access to individual employee responses so that our institution cannot trace results back to individuals.

This is a valuable opportunity to make your voice heard. Because a high response rate helps to ensure an accurate representation of our community, please also encourage your colleagues to complete the survey. WCU’s response rate for the 2018 survey was 55% and, as an institution, we have established a goal to meet or exceed that total. To demonstrate the importance of receiving your feedback, University leadership has committed to contributing $5,000 towards both the Staff Senate Scholarship Fund and the Faculty Senate University Student Emergency fund should we obtain a minimum response rate of 50%. For each percentage point above 50%, the University will contribute an additional $100 to each fund.

If you have questions, please contact Cory Causby, Associate Vice Chancellor for Human Resources & Payroll at 827 227-7218, or visit our engagement website for more information and for updates on the program over the coming months.

I want to personally encourage each of you to participate in this initiative and take this opportunity to share honest feedback.

Thank you, in advance, for your participation.

Chancellor Kelli R. Brown

I love WCU

Advancement has sent out a few teasers via email to the campus community sharing exciting modifications to this year’s campaign. We hope you have had a chance to read the emails and watch the videos. If you have not please
take the time to watch the video using this link
- https://www.youtube.com/watch?v=yczSYS8iUxU.

Over the past three years during February, the faculty and staff have rallied in support of scholarships, departmental needs, and athletics, just to name a few. However, this year, for the 4th installment of I Love WCU month, we are encouraging you to volunteer time in support of one of the many projects sponsored through the Center of Community Engagement and Service Learning. Additionally, you can volunteer for other causes in the local area. Not only are we celebrating WCU but also the greater Western Carolina region.

This year both volunteerism and donations will count as participation, and we want to encourage 100% of our staff to make a difference in our community.

To sign up for a volunteer activity sponsored by the Center for Community Engagement and Service Learning please visit https://go.wcu.edu/ilovewcu.

To self-report volunteer activity completed outside of the sponsored activities please visit https://go.wcu.edu/track.

To follow the progress of I Love WCU month, read updates, make a donation, and find out about college and divisional ranking visit: https://give.wcu.edu/champions.

We want to hear from you! Click here to share your ideas for professional development, introduce new staff, conference presentations, awards, good news or general feedback for the newsletter.
CELEBRATE THE GOOD NEWS!

Welcome - New Staff

Tiffany Barnwell was named Administrative Support Associate in the Student Community Ethics Department in December of 2019. She is a graduate of Western Carolina University and has a B.A. in English and a B.A. in International Studies.

Tiffany is excited to pursue her career at WCU. She brings not only her personal experience while she was a student, but her professional experience within the state court system, case management, and administrative experience. Tiffany enjoys cooking, traveling, improv comedy, hosting
dinner parties, and creating flower arrangements in her spare time.

Welcome - Interns for Health and Wellness Education

Adam Teague was born and has lived in Waynesville, NC his entire life, graduating from Tuscola High School in 2016. He went to Haywood Community College and received an Associate in Arts degree. He went to UNCA as a junior where he will be graduate in May 2020 with a Bachelor's Degree in Health and Wellness Promotion.

Tyler Davis is from Tampa, Florida. He attended Saint Leo University in Saint Leo, Florida. He majored in Business Management with a Double Minor in Psychology and Marketing. He is currently a Graduate Student in the Higher Education Student Affairs Master's program and the
Graduate Assistant for Greek Student Engagement & Development.

Jesse Chen graduated from WCU in the spring of 2016 with a Bachelor's in Psychology and is currently in the Higher
Education and Student Affairs Master’s program. He is currently the Graduate Assistant for the Office of Financial Aid. Jesse will graduate in May and is looking to work in the Charlotte area. Jesse will be working with Health and Wellness Education and is a co-chair for the committee to plan the Out of the Darkness Walk for the Spring 2020 semester.

Katherine Spaulding, originally from Fuquay-Varina, NC, has been at WCU since 2015. She is a first Year HESA Intern with Assistant Vice Chancellor Kellie Monteith. Katherine received her Bachelor of Science (B.S), Psychology degree and is a Master’s student in the Higher Education Student Affairs Program (M.Ed).

Congratulations

Amy Lingenfelter and Natalie Kristof (Group X Student Instructor) were accepted as presenters at the Southeast Fit Expo this month at Radford University. This expo brings 500-600 fitness professionals and students from the southeast together to learn more about the fitness industry.

NEWS & UPDATES
ENROLLMENT

- Spring Census
- Open House
- Spring Blitz
- Retention Rate

Read more

HEALTH & WELLNESS

- CPR/AED Training
- Sexual Assault Prevention
- IT Governance
- Novel Coronavirus

Read more

CAMPUS ACTIVITIES
- Lost & Found
- Homecoming 2020
- SGA Elections
- Whee Lead Conference

Read more

CAMPUS SERVICES

- Tim Chapman
- New Dining Position
- Room Selection
- NCHO Meeting

Read more

DEAN of STUDENTS
• Transition Courses
• Black History Month
• AFLV Conference
• Leadership Retreat

[Read more]

MARKETING & ASSESSMENT

• Digital Best Practices
• NCBI Leadership
• One Book
• DSA Search Protocol

[Read more]
DSA IT COMMITTEE

In its second-ever Emergency Directive, DHS’ Cybersecurity and Infrastructure Security Agency (CISA) ‘strongly recommends agencies initiate patching immediately, with a focus on patching the Windows 10 and Server 2016/2019 systems. A maliciously crafted certificate could appear to be issued for a hostname that did not authorize it, malicious files, emails, and executables can appear legitimate to unpatched users.

“The consequences of not patching the vulnerability are severe and widespread. Remote exploitation tools will likely be made quickly and widely available. Rapid adoption of the patch is the only known mitigation at this time and should be the primary focus for all network owners.” – NSA

Updates are pushed to computers daily but they must be applied by the user. To keep your data secure, it is important to set aside time to apply these updates on a routine basis, i.e. every Monday over lunch. It is required that all University-owned Windows computers apply these updates. Step-by-step directions can be found at the link below. If you have multiple computers you need to install updates on each of them.

Windows Update Instructions
Intercultural Affairs 10th Birthday

Intercultural Affairs has reached a milestone 10 years ago, WCU had the innovative idea to blend services and programs from the Women's Center and Multicultural Affairs. The merger created a new department, called Intercultural Affairs, with a mission to foster a campus environment where students from different backgrounds and cultures feel appreciated, respected and valued. The inaugural Director was James Felton who strived to promote inclusive values of social justice and human dignity through educational, social, and leadership programs.

In honor of the many lives that have been changed for the better because of ICA, we are hosting a birthday celebration on Wednesday, February 19, 2020, from 2 - 5 pm, and everyone is invited. We will share a brief history and pictures of those who have been impacted by ICA over the years. Please bring your own experiences to share with others.

In celebration, we are launching our ICA 10 campaign. If you love ICA, donate $10 today! With your generous donation, we can continue to reach out to all students and provide even more out of the classroom learning.
experiences such as Tunnel of Oppression and the Immersion Excursion Annual trip. The window of giving starts now! Make your $10 gift today by visiting give.wcu.edu/ica.

With Warmest Regards,

Dana Patterson, Director
Tacquice Davis, Associate Director
Dean Paulk, Assistant Director
Karin Kimenker, Administrative Associate
Jessica Gonzalez, Graduate Assistant
Riley Jelenick, Graduate Assistant

P.S. We are also accepting testimonials from current and former students that will become a part of our living history and be recorded for future generations. Please consider celebrating with us.

2020 National Black History Month Theme
The year 2020 marks the centennial of the Nineteenth Amendment and the culmination of the women's suffrage movement. The year 2020 also marks the sesquicentennial of the Fifteenth Amendment (1870) and the right of black men to the ballot after the Civil War. The theme speaks, therefore, to the ongoing struggle on the part of both black men and black women for the right to vote. Through voting-rights campaigns and legal suits from the turn of the twentieth century to the mid-1960s, African Americans made their voices heard as to the importance of the vote. The theme of the vote should also include the rise of black elected and appointed officials at the local and national levels, campaigns for equal rights legislation, as well as the role of blacks in traditional and alternative political parties. The theme of the vote should also include the rise of black elected and appointed officials at the local and national levels, campaigns for equal rights legislation, as well as the role of blacks in traditional and alternative political parties.

For more information, visit the Association for the study of African American History and Life.

PROFESSIONAL DEVELOPMENT ON THE GO

CAMPUS FREE SPEECH GUIDE
Free speech has become a flashpoint for controversy on campuses across the U.S. Pen America created a go-to resource for faculty, staff, and students that provides practical, principled guidance for how campuses can remain open to all voices.

Pen America Principles

COMMON ISSUES ON CAMPUS

Academic Freedom
Campus Climate
Discrimination & Harassment
Diversity & Inclusion
Hateful Expression
Invited Speakers
Protests on Campus

REMINDES
Professional Development

Please take advantage of the training opportunities available on campus:

HR Trainings
Talent & Professional Development
Diversity Related Trainings

Student Affairs Leadership Team

The Student Affairs Leadership Team met on Tuesday, February 4th.

Meeting Notes

Student Democracy Coalition Organization
2020 One Book complements the Campus Theme

UPCOMING DATES

Feb 13-16  Streetcar Named Desire, Play
Feb 17    Fifth Week Grades
Feb 17-20  Love Your Body Week
Feb 18    Poverty Simulation
Feb 25    Advising Day, No Classes
Mar 5 - 9  SoCon Basketball Tourney
Division of Student Affairs
Western Carolina University
Cullowhee, NC 28723

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