Happy fall! We are excited about both students and employees returning to campus as we kick off fall semester! As it is a busy time, we wanted to provide you with a preview of some important HR initiatives that you’ll see in the days to come:

- Beginning in October, and throughout the fall semester, we will deploy data protection training through SafetySkills. As we are inviting employees in groups, please be sure to complete this training within two weeks of receiving your notification.
- A new release of the link to review employee policies will be sent to all full-time employees and part-time staff. This notice will require an acknowledgement of receipt to be signed by all who receive it.
- HR will be organizing a Biometric Screening Clinic in the near future and employees participating in health insurance will receive an invitation.
- Our medical and dependent flex account company is changing from Further to Health Equity. Please review the benefit summary for potential changes when it is available in October during Annual Enrollment.
- We have initiated a partnership with HERC (Higher Education Recruitment Consortium) to widen outreach with job postings as well as access to additional resources.

**Mask requirement:**
On September 1, Concordia is placing a requirement in place for all indoor public spaces to start the academic year. The mask policy will continue to be reviewed on a biweekly basis throughout the duration of the fall term.

Masks will not be required outdoors, within resident hall rooms or office spaces.

**Flexible Work Arrangement Policy Meets EAB Benchmarks:**

In order to best support employees, HR sought guidance on the new Flexible Work Arrangement policy from EAB (a best practices firm that uses research, technology, and consulting to address challenges within the education industry).
We're pleased to report that our policy meets the benchmarks for an inclusive policy, providing equitable support for employees, citing only minor recommendations. At the end of the fall semester, we look forward to conducting a survey of employees to determine the overall effectiveness of the new process.

Walk-A-Thon

Introducing Concordia’s Second Wellness Walkathon Winners!

Please join us in congratulating team Slytherins: Kate Larson, Rick Benson, Jean Rock, HollyAnne Springer, Susan Furtney, and Lana Huberty with 2,431,637 steps throughout August.

Concordia's monthly total of steps taken by all participants totaled = 13,343,684

THANK YOU EVERYONE WHO PARTICIPATED!

2021 Homecoming

Homecoming is just around the corner! This year we have all of the in-person events you love as well as a variety of virtual events. Get your tickets now!

Enjoy your favorite traditions and festivities and reconnect with your CSP friends. This year we have all of the in-person events you love as well as a variety of virtual events.

PRICING STARTING SEPTEMBER 6
Adult wristband $30 | Child wristband $15

Wristbands include UNLIMITED food, drinks, and rides at Comet’s Carnival
Click [here](https://mailchi.mp/11a1775e25ca/hr-advisor-september-2021?e=5879f3b9d5) for registration!

**Need help? The Employee Assistance Program is a good place to start**

When you experience life’s challenges, it’s ok to ask and receive help. September is National Recovery Month which celebrates the gains made by those who have overcome mental health and substance challenges. Support and engagement in professional mental health resources can be a helpful part of an individual’s journey to recovery.

*All LCMS workers have access to free and confidential support through the Cigna EAP program.*

**Upcoming Key Dates**

September 15, Wednesday: Flu Clinic
October 8, Friday - October 10, Sunday: Homecoming

**New Hires/Promotions**

*Please join us in welcoming our new hires!*

Alison Jennings - Head Women’s Lacrosse Coach  
Anna Fritze - Temporary Writing Specialist  
Noah Klemp - Pep Band Director  
Tyler Pauly - Head ESports Coach  
Riley Peltz - LMS Technician  
Jennifer Myers - Assistant Professor: KHS  
Michael Floyd - Assistant Football Coach  
Dean Stambaugh - Assistant Women’s Basketball Coach
September Recipe

**Apple Cinnamon Pancakes**

Prep Time: 10 minutes  
Cook Time: 15 minutes  
Total Time: 25 minutes  
Servings: 4 servings  
Calories: 405kcal

**DESCRIPTION:** Change up the same old pancake and make these **Apple Cinnamon Pancakes**! Fluffy cinnamon pancakes with an ooey, gooey apple topping make the most perfect cozy breakfast.

[https://www.lecremedelacrumb.com/wprm_print/22383](https://www.lecremedelacrumb.com/wprm_print/22383)

Office Hours

**HR Hours of Operation**  
8:30 a.m – 4:30 p.m.  
RT 900  
Questions or comments regarding the Human Resources Advisor can be directed to Cassidy Leininger: cleininger@csp.edu or 651-641-8721