



President's Corner

Patricia P. Cormier, President

On January 9, in the midst of economic uncertainty, the General Assembly began its 2008 session to enact new legislation and develop the Commonwealth's 2008-2010 biennium budget. The session was scheduled to adjourn on March 8; however, due to protracted budget discussions, the session ended five days later on March 13.

During that nine week time frame, Virginia's economy continued to deteriorate, the revenue projections were revised downward, and the Governor announced additional budget reductions beyond those implemented in October 2007. This made it a very difficult session – for legislators, as well as those of us who had hoped for additional funding.

I am very pleased that the General Assembly chose to spare higher education from the 2% budget reduction that the Governor proposed in February and even found some additional money for base adequacy funding, funds to help off-set tuition increases, and for pay raises for faculty and staff.

Below are the major budget items for the University and its employees that are included in the 2008-2010 biennium budget approved by the House and the Senate:

- No additional budget reduction for higher education for 2008-2010. Other agencies are being cut an additional 3% in addition to the cuts sustained in October 2007. Longwood's October budget reduction was 6.25%, a cut of \$1.7 million. (This action by the General Assembly does not preclude an additional cut to higher education at some future time during the biennium if the economy continues its downward spiral and revenues fall even lower than what is now being projected.)
- Faculty and staff will receive a 2% salary increase effective November 25, 2008. A 2% salary increase is also proposed for November 25, 2009.
- The University will receive \$190,057 in additional base adequacy funding. (The Governor had proposed \$380,114.)
- A Tuition Incentive Moderation Fund has been established to help ease tuition increases at the public institutions. For Longwood University, the Tuition Incentive Moderation Fund amount is \$615,000, which the University is eligible to receive as long as tuition and mandatory E&G fee increases do not exceed 4%. If an institution raises its tuition and mandatory E&G fees beyond 4%, it is ineligible for the Tuition Incentive Moderation Fund.
- The General Assembly approved Governor Kaine's proposal for undergraduate financial aid, which will provide an increase of \$181,130 for Longwood (no increase was appropriated for graduate financial aid).
- A Maintenance Reserve Revolving fund has been created, which is scheduled to provide Longwood \$1.3 million each year of the biennium.
- \$1.9 million has been appropriated to Longwood for equipment and furnishings for the Communication Studies and Theatre building, which is under construction.
- \$1.5 million has been appropriated to Longwood for equipment and furnishings for the Jarman Renovation-project.

While the legislature was finally able to agree on a budget, they were not able to come to a compromise during their regular session on a capital outlay bond package. Governor Kaine introduced a General Obligation Bond as a part of his budget package back in December; however, neither the Senate nor the House accepted his proposal and each developed their own separate bond packages utilizing a variety of funding mechanisms. The Senate and the House bills are currently being negotiated by a conference committee and the committee is hoping to reach agreement on a bill they can bring to the House and the Senate for approval when they reconvene on April 23. Both bills contain the funding to renovate and add an addition to Bedford Hall, as well as several other projects.

Governor Kaine is reviewing the Senate and House approved budget. He must make any proposed changes or line-item vetoes by April 16 and the General Assembly will reconvene on April 23 to approve or disapprove his proposed changes as well as hopefully vote on a capital bond bill.

(continued on page 2)

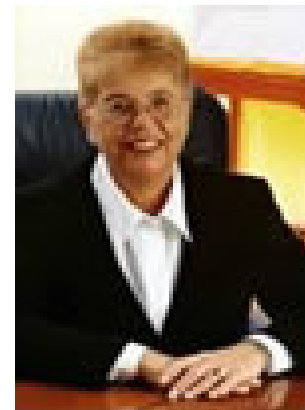


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President's Corner (cont)



While the budget process takes a great deal of legislative time, there is a separate process underway, which involves the legislative bills – the ones that become laws that affect our daily lives. This year a total of 3,322 bills and resolutions were introduced and 1,654 of them passed both the House and the Senate. One hundred and nine of the bills introduced had a direct impact on higher education and many others had an indirect impact. Fortunately, most of the bills did not pass.

One of the bills that passed the House and the Senate and has been signed by the Governor is SB-98, which allows Longwood University to expand the number of members on its Board of Visitors from 11 to 13. The University will add one additional Board member this July and the 13th Board member in July 2009. In June 2007, the Board requested the University to seek legislation to expand the Board by two mem-

bers because they wanted the opportunity to broaden the expertise and geographic diversity of the Board membership.

As you can imagine after April 16 last year – the day of the Virginia Tech tragedy – there were numerous bills related to mental health issues and the handling of emergency situations. Several of these passed, including:

- Requiring institutions, under certain provisions, to provide notice to parents of dependent student's receipt of mental health treatment on the campus.
- Requiring institutions to establish crisis and emergency management plans and establishing a threat assessment team.
- Requiring students to provide a complete student record, including any mental health records held by their high school.

The entire mental health area was a primary focus of this year's General Assembly and the Commonwealth's 2008-2010 budget reflects their concern with an increase of over \$44 million in the mental health arena.

As we move forward, I am cautiously optimistic that Virginia's economy will rebound and that we have weathered the worst of the storm for the time being.

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Ask IT User Support Services

Question:

A colleague told me that we will soon lose the ability to access SIS and FRS. Is this true?

Answer:

Yes, that is correct. IBIS, the server that houses SIS and FRS, is outdated and scheduled for retirement on August 31, 2008. After that date, users will no longer have the ability to access SIS and FRS. Information that used to be available in SIS and FRS is now available in Banner via the myLongwood portal.

Question:

What is MOAT and why do I need the training?

Answer:

Because security is everyone's responsibility, The University Security Awareness and Training policy requires you to complete the training to retain access to University IT resources and systems. (University Policy #6131)

Managed Ongoing Awareness Tools (MOAT) is an online program which provides security awareness training through up-to-

date examples and non-technical jargon. If you completed MOAT training last spring you have already or will soon receive an e-mail from Awareness.com notifying you that you must renew your certification. To receive certification you will review information on security through the MOAT modules, take quizzes testing your security knowledge and agree to Longwood University policies in the "Vault."



Have a question for IT? Submit it to rymanba@longwood.edu and look for the answer in a future issue of The Link



New Theatre and Communication Studies Center

Dr. Ramesh Rao

Have you noticed, rising from the dirt and sometimes mud, the new Theatre and Communication Studies Center? It will be attached to the corner of Bedford Hall on the south end forming a U-shaped quadrangle with Bedford and Wygal. At long last art, music, and theatre will be located in close enough proximity for collaboration, strengthening the visual and performing arts degree.

The building will be three stories high with approximately 42,000 square feet of usable space and will contain three theatre venues. There will be one 175 seat black-box theatre, a 60 seat black-box studio theatre, and a rehearsal hall. The theatre venues will be some of the most flexible spaces in the state with endless possibilities for staging, scenery, and seating configurations. Theatre students will learn their craft in a large scene shop, costume shop, drafting lab,

properties workroom and much more.

One of the most anticipated areas in the new building will be the lobby of the theatre which will serve as an art gallery or rotating display.

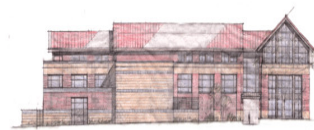
Communication Studies is one of the fastest growing programs on campus. The approximately 170 majors will benefit from a multi-media lab and classroom space in the new building. Communication Studies faculty will enjoy having offices all under one roof instead of being spread out across campus.

The building is scheduled to be completed in January of 2009 with moving dates anticipated in May. It will take considerable time to ready and organize the facilities in this new technology-enhanced building, but the ex-

citement is already evident.

Jarman Hall will be renovated as an auditorium and performance space when the Department moves into the new building. Blackwell Hall will serve as a temporary home to campus and community events during the renovation process.

Check out the progress on the building when you're at the south end of campus!



So, you want to have an event at Longwood University?

Longwood University has thousands of events every year, ranging from department meetings to conferences of up to 700 people. It is the job of the Office of Conferences & Scheduling (C&S) at Longwood University to schedule those events and conferences. As a matter of fact, did you know C&S is responsible for scheduling all spaces and resources with the exception of academic classes?

That makes C&S a very busy place year round. To handle this task C&S uses a R25 database system to manage all of those spaces and resources. All scheduled events are listed on the Longwood University official calendar, which is located at <http://events.longwood.edu/>.

To request an event at Longwood University, please use the following procedures:

All requests for events **must be submitted** through the online request form at www.longwood.edu/scheduling two (2) weeks in advance. Within 48 hours of receipt of request the C&S will:

- a) Either confirm or deny the request;
- b) Review cost estimate of the event with the REQUESTER if applicable;
- c) Determine if a contract is required by Longwood University or desired by REQUESTER and write a contract for the event;
- d) Schedule facilities and resources;

- e) Coordinate the event among ancillary services/resource providers (e.g., catering, parking, campus police, housekeeping, grounds management, etc.);
- f) Reply via email from within the R25 system with a confirmation and an event number.

To reach our office by phone, please call Kim Baldwin, Scheduling Manager at 434.395.2228 for events or Drew Newton, Assistant Director for Conference Services at 434.395.2780 for conference scheduling.

Thank you, and we look forward to working with you!



Health and Flexible Benefits Open Enrollment April 16—May 16, 2008

Open enrollment is the time each year to make decisions about your health benefits and/or enroll in flexible medical and dependent care reimbursement accounts. Open enrollment will take place beginning Wednesday, April 16, 2008 through Friday, May 16, 2008. During open enrollment, you may:

- Enroll in a health benefits plan if you are not currently enrolled.
- Make changes to your existing health plan coverage and membership.
- Enroll or re-enroll in a Flexible Medical or Dependent Care Reimbursement Account.
- Medical reimbursement account enrollees may request an EZ Reimburse MasterCard, or apply to continue use of the current card.
- Take no action to continue your current health plan and membership with no changes, or if you choose not to enroll or re-enroll in a flexible reimbursement account.

Highlights

COVA Care and COVA High Deductible Health Plan (HDHP):

- **Plans pay higher dental maximum:** The annual maximum dental benefit increases to \$2,000, paying \$800 more for basic dental and \$500 more for expanded dental coverage.
- **Plans include dental deductible:** Preventive and orthodontic services still have no deductible. However, both plans now have a dental deductible of \$50 per member up to \$150 per family that you pay before the plan pays for certain other services.
- **Plans pay higher orthodontic maximum:** The lifetime benefit for orthodontics under expanded dental coverage increases to \$2,000, paying \$800 more.
- **Co-payment removed with COVA Care Future Moms enrollment:** The plan will pay the inpatient hospital co-payment for delivery when expectant mothers enroll in the *Future Moms* prenatal program during the first trimester and complete the full program. This provision does not apply to COVA HDHP.

Prepare for Open Enrollment:

- **Review the health benefits program eligibility rules:** Find out if you and your family members can still be covered.
- **Consider your tax savings:** Review information regarding the Medical and Dependent Care Flexible Reimbursement Accounts. See the tax savings calculator at <https://www.myfbmc.com/sso/papiMain.aspx>
- **Decide to make changes or take no action:** Look at your health care plan premiums, benefits and out-of-pocket costs. If you take no action, your health elections remain the same.

Reminders:

- Changes made during open enrollment will be effective from **July 1, 2008 to June 30, 2009**.
- Flexible reimbursement accounts do not automatically renew. You must enroll each year.
- **If making health benefit changes or enrolling in a flexible reimbursement account, submit all Open Enrollment forms to Human Resources by the close of business on Friday, May 16, 2008.**

The "Spotlight on Benefits" newsletter, which will contain details regarding open enrollment and benefit changes for the upcoming plan year, will be mailed to your home address by the Health Benefits Program Administrator at the Department of Human Resource Management (DHRM). Further communications will follow as open enrollment progresses. If you have questions regarding open enrollment, please contact Charlene Reiser, Benefits Manager, Longwood University, at 395-2076 or reisercl@longwood.edu.



Longwood University Training and Development
Professional Growth Opportunities for YOU! Register soon!

Throughout the year, Human Resources offers programs to help you climb the ladder of success by learning more about yourself and your work. Whether you are faculty, a manager, a supervisor or staff, we have course offerings carefully designed and/or selected to enhance your knowledge and skills. Here is the Spring 2008 Training and Development Schedule. Instructors are from the Department of Human Resource Management (DHRM) and the Virginia Department of Employment Dispute Resolution (EDR) in Richmond. Detailed course information and instructor biographies may be accessed on the Human Resources website at http://www.longwood.edu/HR/spring_2008_trainings.htm

Course registration is easy. To register, please email training@longwood.edu or call Elizabeth Orange (x2015). As appropriate, employees should obtain their supervisor's approval in advance of registering.



Opportunities for Faculty, Managers, and Supervisors:

Course Title	Date	Time	Instructor
Sexual Harassment Prevention Training for Managers and	April 8, 2008	9:00 a.m. - 12:00 p.m.	George Gardner
Sexual Harassment Training for Managers and Supervisors	April 8, 2008	1:00 p.m. - 4:00 p.m.	George Gardner
Basic Workplace Conflict Management Skills	April 10, 2008	1:00 p.m. - 4:00 p.m.	Heather Schofield
Performance Management - (Focuses on Classified Staff	April 16, 2008	9:00 a.m. - 12:30 p.m.	Bob Vilcheck
Performance Management - (Focuses on Classified Staff	April 16, 2008	1:00 p.m. - 4:30 p.m.	Bob Vilcheck
Employment Law Personnel Recruitment and Selection Process - (Focuses on Classified Staff Recruitment and Selection Process)	April 22, 2008	9:00 a.m. - 1:00 p.m.	Johnsie Williams
Let's Get Engaged - Employee Engagement	April 29, 2008	1:00 p.m. - 4:30 p.m.	Susan Luck
Coaching Skills	June 4, 2008	9:00 a.m. - 12:30 p.m.	Susan Luck

Opportunities for All Employees:

Course Title	Date	Time	Presenter
Diversity and Cross-Cultural Communication	April 23, 2008	9:00 a.m. - 12:30 p.m.	Bob Vilcheck
Diversity and Cross-Cultural Communication	April 23, 2008	1:00 p.m. - 4:30 p.m.	Bob Vilcheck
Change - The Cheese Experience	April 30, 2008	9:00 a.m. - 12:30 p.m.	Su Watson
Customer Service: Targeting Excellence	May 7, 2008	9:00 a.m. - 12:30 p.m.	Bob Vilcheck
Generations At Work (Working with Multiple Generations)	May 13, 2008	9:00 a.m. - 12:30 p.m.	Susan Luck
Whale Done! The Power of Positive Relationships	May 22, 2008	1:00 p.m. - 4:30 p.m.	Su Watson
24 Hours Each Day...How Will You Spend Them?	May 29, 2008	1:00 p.m. - 4:30 p.m.	Susan Luck
Difficult People! What's Wrong with THEM and What Can I Do About It?	June 10, 2008	9:00 a.m. - 12:30 p.m.	Bob Vilcheck
Sexual Harassment Training for Non-Managers	June 19, 2008	9:00 a.m. - 1:00 p.m.	Johnsie Williams



Happy Birthday

Christopher J. Dotten	4/1	Dennis A. Sercombe	4/17
Debbie D. Epperson	4/1	Linda B. Baldwin	4/18
Shawn B. Smith	4/1	Elizabeth A. Stich	4/18
Betty T. Newman	4/2	B. McRae Amoss	4/22
Constance S. Erikson	4/3	Rena A. Koesler	4/22
Patricia A. Howe	4/4	Stephen C. Keith	4/24
Ricardo A. Atristain	4/5	Beth L. Cheuk	4/25
Donna L. Bayly	4/5	Sarah E. Willcox	4/25
Mary A. Carroll-Hackett	4/6	Jason E. Brooks	4/26
Gayle T. Coats	4/6	Jon W. Erikson	4/26
Jonathan R. Strine	4/6	Wayne E. McWee	4/28
Rebecca K. Sturgill	4/6	Cynthia D. Wilson	4/29
Jason D. Tinsley	4/6	William P. Abrams	4/30
Regina M. Caldwell	4/7	Denise R. Harris	4/30
Steven W. Isaac	4/7	Evelyn C. Hume	4/30
Jeffery H. Peden	4/8	Sherman G. Langhorne	4/30
Shawn M. Abell	4/9	James R. Mitchell	4/30
William F. Reinson	4/9		
Douglas E. Thibault	4/9		
Kim K. McKeage	4/11		
Diane N. Easter	4/12		
William C. Burger	4/13		
Gary T. Nelson	4/13		
Douglas W. Williams	4/14		
Virginia V. Lewis	4/15		
Christopher A. Neal	4/15		
Melissa A. Pelletier	4/15		



A birthday is just the first day of another 365-day journey around the sun. Enjoy the trip. ~Author Unknown



Happy Birthday

Cheryl L.	Adkins	5/1	Anthony M.	Demuth	5/16
Anna N.	Cox	5/1	Michael C.	Lund	5/16
Lisa J.	Flippen	5/1	Karen M.	Schinabeck	5/16
Linda C.	Owen	5/1	Robert J.	Smith	5/16
Lauren M.	Gicz	5/2	Beverly J.	Spain	5/16
Bennie D.	Waller	5/2	William J.	Daniels	5/17
David W.	Buckalew	5/4	Raymond T.	Heinrich	5/17
Edward L.	Kinman	5/4	Letricia R.	Logan	5/17
Paul V.	Moriarty	5/4	Anthony F.	Rhodes	5/17
James E.	Gaines	5/5	Charles H.	Wells	5/17
Dawn K.	Garrett	5/5	Pearl W.	Agee	5/18
Ryan J.	Hebert	5/5	Peggy C.	Agee	5/18
Laura H.	Rice	5/5	Frances T.	Huddleston	5/18
Christopher D.	Jones	5/6	Susie M.	Ramsey	5/18
Elizabeth A.	Kocevar-Weidinger	5/6	Katherine H.	Antis	5/19
Nathan G.	Landis	5/6	Beverley A.	Patteson Klein	5/19
Gregory C.	Tsigaridas	5/7	Gerry R.	Sokol	5/19
Jessica E.	Conwell	5/8	Steven P.	Faulkner	5/22
Alix D.	Fink	5/8	Jeanne S.	Hayden	5/23
Kathryn F.	Frank	5/8	Tracy S.	Mahan	5/23
Mallory J.	Lawter	5/8	Heather W.	Milne	5/23
Troy S.	Austin	5/9	Linda B.	Wright	5/23
Thomas R.	Hazelwood	5/9	Sarah M.	Bingham	5/26
Melissa S.	Panzarello Koger	5/9	Mark L.	Fink	5/26
Pamela J.	Tracy	5/9	Chrystyna	Kosarchyn	5/26
Peggy C.	Turner	5/9	Ken	Copeland	5/27
John T.	Hastings	5/10	Jennifer L.	Eckrote	5/27
Robert L.	Lynch	5/10	Benjamin D.	Sears	5/28
Cheryl F.	Davis	5/11	Steven A.	Samaras	5/29
Joyce P.	Francis	5/11	Rodney L.	Williams	5/29
Trudy B.	Baugh	5/12	Sharon S.	Emerson-Stonnell	5/30
Amanda D.	Hylton	5/12	Sherry P.	Moore	5/30
Susan M.	Jones	5/12	Crystal G.	Townsend	5/30
Robert P.	Webber	5/12	Angela R.	Stimpson	5/31
Colleen G.	Meiser	5/14			
Brenda B.	Clark	5/15			



Age is strictly a case of mind over matter. If you don't mind, it doesn't matter. - Jack Benny



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The Link is a bi-monthly newsletter, published by the Human Resources Office, for faculty and staff of Longwood University.

If you have suggestions for future articles, please send them to Barbara Ryman at rymanba@longwood.edu. The Human Resources Office reserves the right to approve and/or edit any content submitted.

Welcome to the Longwood Family

Employment beginning January 25—March 10, 2008



Ronell L.	Blizzard	Academic Service Center
Rebecca E.	Bowen	Institute for Teaching through Tech
Pippa C.	Jackson	Information Technology
James T.	Lynn	Information Technology
Keary M.	Mariannino	Library
Andrew M.	Ribeiro	Information Technology
Shannon M.	Stanley	Registration Office



On this day, the higher education community reflects on the vibrant lives of the 32 students and faculty who were tragically taken from Virginia Tech a year ago. Through light, art, and music we pay tribute to each and every person lost. We honor our friends, colleagues, and family members during this time of remembrance.