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QUEEN GIBSON REPORT

Dear Colleagues,
 Welcome to the beginning of a new semester and welcome to the new members of NJCU and Local 1839 AFT Union and as a Professional Staff member.

First and foremost, I want to let you know that this year was a first for NJCU Professional Staff members to be afforded the opportunity to receive 26 promotional opportunities from the Administration. Never in the history of this university have we been given this many promotions. I would hope that the Administration would hold true to its commitment to Professional Staff members and continue to do what is fair and equitable for our members next time around.

As Vice President for Professional Staff members, I want to extend on behalf of all our members an enormous congratulation to you for submitting more than 33 portfolios for a total of 21 promotions. We all say congratulation to everyone who received a "Merit Based" promotion. I commend all who submitted portfolios and did not receive a promotion, the hard work and all the effort and time spent developing your portfolios I say to you, "submit it again." I know many of you and I know of your leadership, hard work, determination and dedication to the vision of NJCU, its' students and the community. A lot has happened since our last issue of the *IN-BOX* newsletter.

I know the committee had its challenges and difficulties in making the decision with over 33 portfolios the majority of the applicants possessing tremendous leadership qualities, abilities, great ideas making a difference in their workplace and are hard-working employees of this "new" NJCU was not an easy task, for that on behalf of all Professional Staff members, we thank the committee for completing this huge task in a timely manner.

In Solidarity!

PROMOTIONS LIST

NAME	DEPARTMENT	AT NJCU SINCE
Monica Almonor	Registrar's	1992
Sarah Ambrose-Roman	Dean of Arts and Sciences	2003
Eleanor Anderson	University Advisement Center	2002
Veronica Garcia	Admissions	2011
Elaine Gargiulo	University Advisement Center	1995
Leslie Graham-Wilson	Opportunity Scholarship Program	2000
Christal Harry	Admissions	2009
Leah Jackson	University Advisement Center	2006
Mohammad Kaifa	Criminal Justice	2001
Alissa Koval-Dhaliwal	Counseling Center	1996
Matthew Lahm	Admissions	2006
Alfredo Lowe	Counseling Center	2008
George Marano	University Advisement Center	1986
Alison Maysilles	University Advisement Center	2010

Professional Staff Advisory Committee/Editorial Board

- *Queen Gibson*
- *Sachie Tsumura-Tmart*
- *Dean Brianik*
- *Graphic Designer: Allison Thornton*

Debra McClary	School of Business	1999
Jennifer Mullan	Counseling Center	2009
Anna Scanniello	Fire Science	2009
Theresa Spataro	Dean of Professional Studies	2010
Allison Thornton	University Advancement-Marketing	1994
Cynthia Vazquez	Center for Teacher Preparation	1997
Sergio Villamizar	Athletics	1995

GOOD TO KNOW: **“WORKER NEED NOT DISCLOSE FMLA LEAVE RETURN DATE”**

Taking medical leave to care for a sick family member is a trying experience in itself. But, if you don't know how long the treatment process will take, an employer cannot use that lack of a return to work date to get rid of you.

In January, 2011 a nursing home worker filed for medical leave under the Federal Family and Medical Leave Act (FMLA) to care for an adult child who was facing cancer. At the time, she did not know if the child would recover and if so, how long the recovery would take, except that it would be more than the three months allowed under FMLA.

As a result, once the employee's leave time was used up, the employer hired a replacement after 12 weeks and advised the original employee she no longer had a job waiting for her. When the employee filed a suit, a trial court ruled in favor of the employer, saying the worker forfeited her rights by not stating a specific date for her return. But the 7th Circuit Court of Appeals reversed the trial court and ruled in favor of the employee saying the concept of “unforeseeable leave” does not require employees to tell employers how much time off they'll need, if they don't know it themselves.

WORTH THE READ: **“SAVE OUR VACATION.”**

If it seems like you're taking less vacation time than before, it's not your imagination, says a *TIME* Magazine cover story. According to *TIME*, the average American worker takes 16 days' vacation per year, not counting holidays. But according to the United States Travel Association (USTA, the people who want you to go on vacation), between 1976 and 2001, Americans took an average of just over 20 days of vacation per year. It's a problem that even affects the USTA: In 2013, less than one fifth of their employees took their full allotted vacation time.

It's not like this in other countries. The article notes that European countries like Luxembourg, Norway, and Switzerland guarantee their workers respectively 35, 29, and 28 days of annual vacation. Workers in these countries are not exactly on-the-job slackers. Each of them outperformed the US in “gross domestic product per capital,” the gold standard for measuring employee productivity and Swiss manufacturing quality is world famous. By contrast, the United States has no Federal laws regarding vacation time, and neither do any of the 50 states.

That may soon change. A Florida congressman, whose district includes Orlando and Disney World has proposed legislation that would mandate vacation time. This would amend Federal law labor to mandate that employers with 100 or more full time or part timers provide their people with at least one week's paid vacation per year.

DID YOU KNOW?

"Did you know ...?" ...is an article that will be regularly featured in the In Box newsletter where some of the finest NJCU professional staff members will be highlighted.by Cynthia Vazquez

Have you ever wondered if many of the employees at NJCU ever began their careers in industries other than higher education? Is it possible that many of the staff we work with lead adventurous lives outside of NJCU? You would be surprised to know that many of employees at NJCU may not just be Directors or Program Coordinators. Take Ira Thor for instance, the Director of Sports Information (Athletic Communications) at NJCU.

Ira Thor, a graduate of William Paterson University, began his career in journalism and broadcasting but was always involved in the field of athletics. After being part of the competitive media industry, he decided to transition his career toward public relations for college athletics.

Growing up in Fair Lawn, Bergen County, Ira supported himself through college, so working in an environment where he could relate to the students was important to him. When asked what made him decide to work for NJCU, Ira simply replied, "I am very familiar and understand the struggle of the urban student so for me NJCU was a great opportunity where one can make a difference and make an impact on students' lives".

In addition to his position at NJCU, Ira Thor has been elected to several prestigious leadership roles nationally. He is the current President for two years of the Division III Sports Information Directors of America (D3SIDA) and a member of the Board of Directors for COSIDA (College Sports Information Directors of America). COSIDA is a professional organization comprised of 3200 members where athletic communications professionals from universities across the US come together to talk about different initiatives in college sports that are being implemented across various colleges, advocate on behalf of college athletics and further develop their professional skills.

Did you also know... that our very own Ira Thor is also the Press Box Announcer for the New York Giants! Yes that's right ladies and gentlemen, the voice you hear making calls for the media at MetLife Stadium during the games is Ira Thor. For Ira this was a life changing opportunity. He stated that he had worked so hard so when asked to take this position, it was a dream-come-true. Although this position is quite challenging since the calls he makes for the games have to be correct, Ira feels that this is one of the best opportunities that he could have in his career. Additionally, it has also made his career at NJCU even better because of his interaction with members of the media on a weekly basis.

One aspect of Ira's life I couldn't fathom is how he balances spending time with his three children while maintaining his career. He told me one way of being involved in his children's life is to be the youth travel soccer coach for one of his children. Can you believe it...Not only does he work at NJCU and participate in other areas of his career but he also makes time for his family which is very important to him. The family resides in Howell Township, Monmouth County.

I had to ask Ira what his prediction is for the METS, his favorite baseball team, and he replied "I will not make any predictions but they are doing very, very well."

When I asked Ira what advice he would give to NJCU students who want a career in athletics, his response was, "Get involved, take advantage of opportunities, network, and do not be afraid to try new things." He ended his advice with a quote from a song called 'Mr. Jones': "I want to be a lion; everybody wants to pass as cats."



*Ira Thor, Director of Sports Information
(Athletic Communications)*

GENERAL MEMBERSHIP MEETINGS

(Mondays, Hepburn Hall, Rm 202, 2:00-4:00 pm)

FALL 2015

October 5th, 26th

November 16th

December 14th

SPRING 2016

January 25th

February 29th

March 28th

April 18th

May 9th