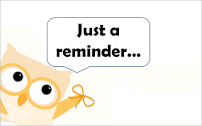
**HRS 2023 Quarterly Newsletter!**

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| **Idaho Human Right’s Day** | **January 16, 2023** |
| **President’s Day** | **February 20, 2023** |

**Upcoming Holidays January, February, and March:**

**PLEASE CONTACT PAYROLL FOR INFORMATION ON I-TIME CODING**

**PERFORMANCE EVALUATION SEASON**

**As you all know, it is Performance Evaluation season!**

**Performance Evaluations for Professional and Classified Staff must be completed by January 31, 2023.**




**New Year Challenges!**

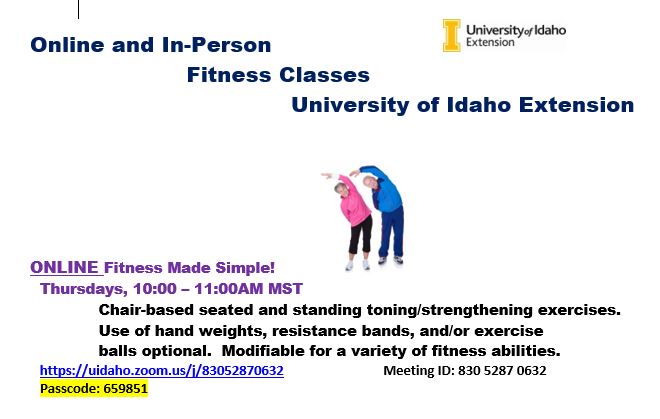
**Declutter Your Life Challenge** – Now this one is a whole year challenge! We all have too much “stuff” that we aren’t sure what to do with. If you are feeling the weight of having too many things and not enough space, this is a great challenge for you. Every week, on Friday, I will send you a new “small” challenge for the weekend to help you start to declutter your homes, your life and your workplace. The goal is to do a little each week. They won’t take much time but by January 2024, you will have a ton less clutter than you started with. This doesn’t require you to come to a class; it is just a quick email that you will get each week with your “mini challenge” for the next 7 days. Sign up If you are interested in decluttering your life at <https://uidaho.co1.qualtrics.com/jfe/form/SV_exlzvyzhnhZldEa>.

**Broke January” Challenge** – Every year, I advise folks to do something crazy… and hard… but oh, so helpful. It is called “Broke January.” We focus on the necessities of our budget… rent/mortgage, utilities, transportation, food, insurance, childcare (and credit card bills). What we don’t do is add any more debt or unnecessary expenses to our budget! Ok… are ya ready? No eating out, no shopping, no coffee at Starbucks or Dutch Bros (sorry guys at the coffee shops), no movies, no entertainment (unless it is free), no new debt, no manicures, no lottery tickets, no using your credit cards… AT ALL!!! :0. You can ONLY purchase the stuff that you need to keep a warm roof over your head, food in your tummy and your body at work.

BUT you aren’t alone in this. Sign up for this challenge and each week, we will meet to support each other and to get/give helpful tips on how we did for the week. Yes, you heard right… “we” – I am doing this right along with you! **Our meetings will be every Friday at 10:00 am (Pacific Time) on Zoom**. If you can’t meet then but want to join the group, email me and we will get you the recordings and some useful resources to help you through the month. The great thing about this “reset” is that you will find in February that it really wasn’t as hard as you thought; you have a ton of cash left over because you weren’t spending it on all the “little” things; and you feel a lot less “broke.”

So, who’s in? The challenge starts on January 1… the first week is “on you” … no spending other than essentials. Sign up here for our first meeting, **January 6th at 10:00 am**, (every Friday for 4 weeks) to share how you are doing. <https://uidaho.zoom.us/meeting/register/tZwtce6przMtHNTnjboh8HkcaE97eIjgRhPA>

To sweeten the pot, for one lucky winner who completes this challenge (comes to all 4 meetings), there will be an Amazon gift card waiting at the end.





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| Logo |
| January Micro-Learning Modules |
| DHR’s micro-learning modules are back! \*Additional spaces have been added to each session  These one-hour webinars are a great introduction for those who have not attended our full day courses and serve as an excellent refresher for staff who have completed DHR trainings before. All micro-learning modules are available for free to all State of Idaho employees! |
| \*Please note: PHD employees will be invoiced an additional $20.00 per module. |
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| ***Documenting Performance*** is designed to provide participants the skill to document effectively. Participants will learn a simple process to follow and understand its importance in  supporting evaluations and preventing legal claims. Case review and sample activities will give participants a hands-on learning experience to effective documentation. |
| **January 18, 2023**2:00 pm - 3:00 pm MST |
| |  | | --- | | [**Register Here**](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmoduledocumentation) | |
| |  | | --- | |  | |
| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | |  |  |  |  | | --- | --- | --- | --- | | |  | | --- | | **Performance Evaluations**  January 23, 2023  10:00 am - 11:00 am MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmoduleperformanceevaluations) | | |  | | --- | | **Progressive Discipline**  January 11, 2023  10:00 am - 11:00 am MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmoduleprogressivediscipline) | | | | | | |
| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | |  |  |  |  | | --- | --- | --- | --- | | |  | | --- | | **Coaching**  January 30, 2023  10:00 am - 11:00 am MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmodulecoaching) | | |  | | --- | | **Motivation**  January 25, 2023  2:00 pm - 3:00 pm MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmodulemotivation) | | | | | | |
| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | |  |  |  |  | | --- | --- | --- | --- | | |  | | --- | | **Communication**  January 18, 2023  10:30 am - 11:30 am MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmodulecommunication) | | |  | | --- | | **Accountability**  January 25, 2023  10:30 am - 11:30 am MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmoduleaccountability) | | | | | | |
| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | |  |  |  |  | | --- | --- | --- | --- | | |  | | --- | | **Setting Expectations**  January 9, 2023  10:00 am - 11:00 am MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmodulesettingexpectations) | | |  | | --- | | **Providing Feedback**  January 24, 2023  2:00 pm - 3:00 pm MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmoduleprovidingfeedback) | | | | | | |
| |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  | | --- | --- | --- | --- | --- | | |  |  |  |  | | --- | --- | --- | --- | | |  | | --- | | **Emotional Intelligence**  January 11, 2023  2:00 pm - 3:00 pm MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmoduleemotionalintelligence) | | |  | | --- | | **Leaders In Motion**  January 30, 2023  1:00 pm - 2:00 pm MST  [Register Here](http://events.egov.com/eventreg/IDDEQ/event.htm?name=januarymicrolearningmoduleleadersinmotion) | | | | | | |

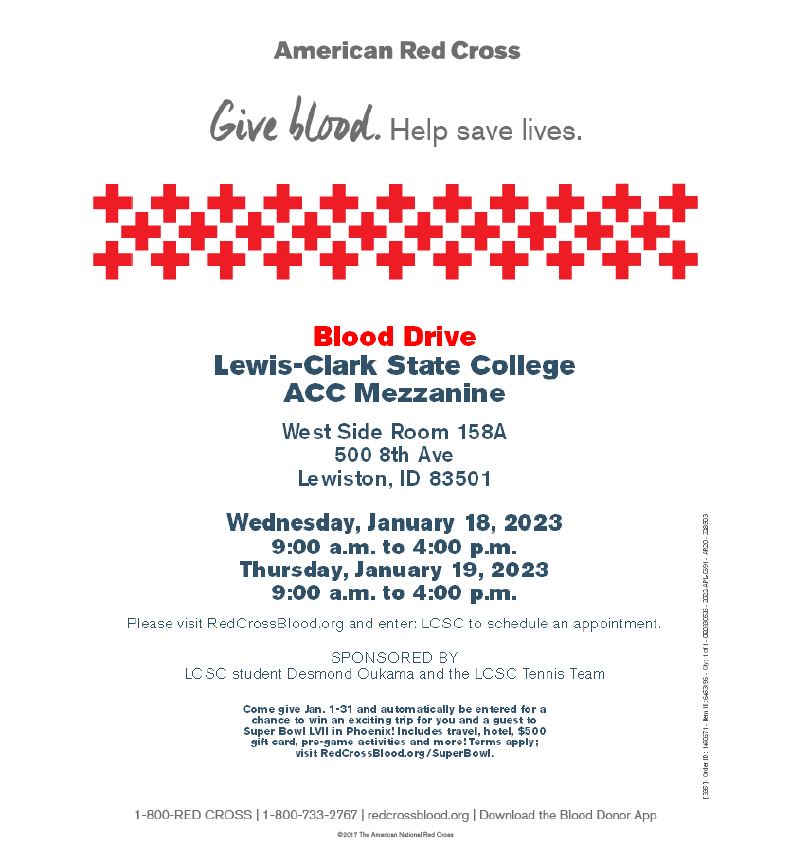
**Learn a Latte’ with HR!**



**Join us in learning about a different LC State function/department every other Friday! This year, these will be held in person!**



**Have a Learn a Latte’ presenter request? Send them to** [**akgreco@lcsc.edu**](mailto:akgreco@lcsc.edu)**!**

[](https://www.redcrossblood.org/give.html/drive-results?zipSponsor=LCSC)



Butternut Squash Flatbread



## **Ingredients**

* 1 tablespoon cornmeal, or as needed
* 1-pound prepared whole-wheat pizza dough
* 1 tablespoon olive oil
* 4 ounces low-fat mozzarella cheese, grated
* 2 cups cooked butternut squash cubes
* ½ cup thinly-sliced red onion
* 1 tablespoon grated Parmesan cheese, or to taste
* ground black pepper
* 3 cloves garlic, minced

## **Directions**

1. Preheat oven to 450 degrees F (230 degrees C). Sprinkle cornmeal onto a baking sheet.
2. Roll out dough to 1/4-inch thickness using a rolling pin on a work surface. Place dough on prepared baking sheet and brush olive oil thoroughly over surface. Layer dough with mozzarella cheese, butternut squash, and red onion. Sprinkle dough with Parmesan cheese and black pepper; top with garlic.
3. Bake in the preheated oven until golden brown, 25 to 30 minutes.

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| --- | --- | --- |
| Name | Position | Department |
| Jim Arellanes | Custodian | Physical Plant |
| Danita Burch | Security Officer, Senior | Public Safety |
| Haylie Betham | Scholarship Coordinator | Financial Aid |
| Jennifer Hankins | Librarian | Library |





|  |  |
| --- | --- |
| **Date** | **Name** |
| 1 | Clay Robinson |
| 2 | Joelle Candler |
| 2 | Robert Sobotta |
| 3 | Benjamin Gonzales |
| 4 | Kevin Grote |
| 6 | Brandon Ohmie |
| 7 | Tim Cole |
| 10 | Vicki Cooper |
| 10 | George Laughlin |
| 11 | Rhonda Zenner |
| 14 | LeeAnn Wiggin |
| 14 | Rachel Kaitz |
| 16 | Ashley James |
| 18 | Michelle Pearson-Smith |
| 20 | Deena Rauch |
| 20 | Dovie Willey |
| 20 | Muna Crook |
| 21 | Glory Deniston |
| 21 | Alex Briggs |
| 21 | Ashley Boyle |
| 22 | Elisabeth Murillo |
| 23 | Justin Louchart |
| 23 | John Morrison |
| 23 | Kerensa Allison |
| 25 | Jessica Schumacher |
| 26 | Christina Sorenson |
| 26 | Caelyn Orlandi |
| 27 | Amanda Williams |
| 27 | Bowie Rose |
| 30 | Zachary Anderson |
| 30 | Dustin Guenthner |



|  |  |
| --- | --- |
| **Date** | **Name** |
| 1 | Angela Meek |
| 2 | Krista Harwick |
| 5 | Con Schafman |
| 6 | David France |
| 9 | Lauren Connolly |
| 11 | Luella Loudenback |
| 11 | Peter Remien |
| 12 | Abrielle Woolery |
| 12 | Kai Fong |
| 13 | Kelsey Grafton |
| 14 | Julie Wilson |
| 15 | Hannah Frei |
| 15 | Magen Goforth |
| 16 | Jennifer Hankins |
| 16 | Susan Steele |
| 16 | Lorinda Hughes |
| 17 | Erin Cassetto |
| 17 | Bryce Kammers |
| 17 | Shaun Griffin |
| 18 | Marti Reese |
| 19 | Patrick Broemeling |
| 19 | Kylee Britzman |
| 22 | Ralph Barnes |
| 22 | Joshua Espinosa |
| 22 | Kate Laws |
| 24 | Kalene Eilers |
| 25 | Claudia O'Connor |
| 26 | Rocky Owens |
| 27 | Kim Tuschhoff |





|  |  |
| --- | --- |
| **Date** | **Name** |
| 1 | Darcy Peterson |
| 2 | Jennifer Weeks |
| 3 | Jim Arellanes |
| 3 | Dana Parsons |
| 3 | Mike Owen |
| 4 | Megan Spence |
| 5 | Fred Chilson |
| 5 | Rachelle Genthos |
| 6 | Keegan Schmidt |
| 6 | Stephanie Dickinson |
| 8 | Mikel Sears |
| 9 | Destiny Huston |
| 9 | Andy Tuschhoff |
| 9 | Stephanie Lathrop |
| 10 | Tiffany Bailly-Renner |
| 10 | Michele D'Arcy-Evans |
| 12 | Lynne Whisner |
| 12 | Ed Holthaus |
| 13 | Wendy Shuttleworth |
| 13 | Robert Sahlberg |
| 14 | Lindsey Hight |
| 16 | Trena Lawen |
| 17 | Lisa Gehring |
| 17 | Tracy Collins |
| 18 | Elizabeth Martin |
| 20 | Kyle Ferguson |
| 20 | Billy Lemus |
| 21 | Julie Lorentz |
| 21 | Kenneth Wareham |
| 21 | Leif Hoffmann |
| 21 | Judy Dahl |
| 22 | Amy Minervini |
| 22 | Elizabeth Weldy |
| 23 | Gwen Sullivan |
| 23 | Jennifer Light |
| 25 | Matthew Brady |
| 26 | Stephanie Jungert |
| 26 | Bill Davenport |
| 28 | Bart Bramell |
| 29 | Celeste Ellis |
| 29 | John Kok |
| 30 | Ruthie Gage |
| 30 | McKinley Bradshaw |
| 31 | Debra Gourluck |



