



Tarleton Employee Services Newsletter

February 2021

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2020 Best of Erath County Award



Tarleton State University was named the Best Place to Work in Erath County for the 4th year in a row!

Employee Spotlight



Meet our Team! Abbie Weiss



Abbie Weiss has been an employee at Tarleton State University since February 2017 and is currently a HR Specialist focusing on leave and benefits.

[Click here to learn more about Abbie Weiss](#)

Who has influenced you the most during your time at Tarleton and why?

Sharon Battenfield has influenced me the most during my time at Tarleton. It was an honor to get to learn from Sharon and see the way she interacted with our employees. Observing the relationships she had built across campus over the years has made me want to strive to do the same in my career at Tarleton.

What do you enjoy most in your role?

I enjoy the problem-solving aspect of my job because I've always loved a good challenge. I find great joy in assisting our employees with their leave benefits while in a time of need. To be able to help an employee tap into a leave program they didn't know was available is a great feeling!

What are your hobbies?

I love spending time with family and when we're not working on some sort of fixer upper project, you can most likely find us watching college football or enjoying the outdoors.

Training and Development



Effective January 1st, supervisors will be notified when an employee has registered for training. Please communicate with your supervisor prior to registering for training.

Leadership Foundation Series

Leadership Foundations Courses

- *Traits of an Effective Leader & Creating Positive Work Relationships*
- *Communication Essentials & Active Listening*
- *Difficult Conversations*

Face-to-Face

The Leadership Foundations series is now being offered face-to-face in one 3 hour session. Masks and a limited attendance of 12 will help maintain social distancing guidelines.

Register Here¹

February 17, 9:00 am - 12:00 pm

Performance Management Training

Performance Management Training for Managers

Training will focus on SMART goals, the importance of performance management, and Workday function.

Register Here² for one of the training dates below.

February 17, 2:00pm - 3:00pm (Zoom)

February 26, 1:00pm - 2:00pm (Zoom)

Performance Management Training for Employees

We will be offering hands-on training in a classroom environment in the Spring once performance evaluations are launched.

Training dates coming soon!

¹<https://app.smartsheet.com/b/form/04392b06dffe4d2cadf8ccf64ceac4d0>

²<https://app.smartsheet.com/b/form/78996d76b982496e920f11c96e3ddae7>

Software Spotlight Series

Canopy Training

Training will cover system navigation, quick tips, as well as a question and answer session.

February 16, 9:30am - 10:15am (Zoom)

Register Here³

Concur Training

Training will cover travel and procurement card information, as well as a question and answer session.

February 23, 9:30am - 10:15am (Zoom)

Register Here⁴

³<https://app.smartsheet.com/b/form/e589ec316fbf4f84ab49269d973dbdfc>

⁴<https://app.smartsheet.com/b/form/e589ec316fbf4f84ab49269d973dbdfc>

Benefits Update



February is Heart Month and studies have shown that there is a connection between heart and dental health. For example:

- Gum disease (periodontitis) is associated with an increased risk of developing heart disease.
- Poor dental health increases the risk of a bacterial infection in the blood stream, which can affect the heart valves. Oral health may be particularly important if you have artificial heart valves.
- Tooth loss patterns are connected to coronary artery disease.
- There is a strong connection between diabetes and cardiovascular disease and evidence that people with diabetes benefit from periodontal treatment.

Texas A&M University System dental plans provide preventive benefits.

- The Delta Dental **PPO** plan allows for **three regular or periodontal cleanings per plan year**.
- The Delta Dental **HMO** plan allows for cleanings **once every six months**.

Taking care of your teeth is a vital part of everyone's health. Keeping your teeth, gum and and mouth clean and healthy can prevent disease and infection, as well as helping to avoid pain and sickness.

More information about Delta Dental can be found here.⁵

Valentine's Day and Heart Health



Most people think of Valentine's Day when the month of February comes around, but February is also Heart Month! We need more than one day this month to focus on heart health, which is why the entire month is dedicated to heart health focus!

⁵<https://www.tamus.edu/business/benefits-administration/dental/>

Read more about Heart Month and the steps we can take to a healthier heart here. ⁶

Did You Know?



Employee Assistance Program (EAP)

Your Work/Life Solutions program by Guidance Resources allows for ***5 counseling sessions per calendar year without a referral or cost to you.***

More information can be found here. ⁷

COVID-19 Update



FSA Benefit Changes - COVID Relief Bill

⁶<https://www.nhlbi.nih.gov/health-topics/education-and-awareness/heart-month>

⁷<https://www.tamus.edu/business/benefits-administration/guidanceresources/>

The most recent COVID Relief Bill, passed on December 27, 2020, made it easier to use your health and dependent care FSAs during the pandemic. The bill offered important changes to the A&M System FSA benefits. The following changes are now in effect for the A&M System plan for the 2020 and 2021 plan years:

Healthcare Flexible Spending Accounts (FSA)

- Make changes to your FSA without a qualifying life event (getting married, birth of a child, etc.)
- 12 months to incur and claim expenses (extended grace period)

Dependent Care Flexible Spending Accounts (FSA)

- Make changes to your FSA without a qualifying status event (getting married, birth of a child, etc.)
- 12 months to incur and claim expenses (extended grace period)

Changes or enrollment in a flexible spending account can be made in Workday⁸.

⁸<https://sso.tamus.edu/>