For the third year in a row, Cuyahoga Community College was named a NorthCoast 99 award winner.

This year, the College also won the workplace health and safety award, one of six special category honors presented as part of the program. Tri-C won a similar special award last year for diversity.

NorthCoast 99 is an annual recognition program that honors 99 great workplaces for top talent in Northeast Ohio. To determine the award winners, the Employers Resource Council (ERC), sponsor of the program, examines policies and practices that address seven workplace characteristics: flexibility, opportunity, recognition, development, security, support and talent integrity.

Commenting on the award, Dr. Frank Reis, executive vice president, Administration, said, "In the past few years, Tri-C has emerged as one of Cuyahoga Community College recognizes that the skills and knowledge of its employees are critical to the success of the organization. The Remission of Instructional Fees Program encourages personal development through formal education so that employees can maintain and improve job-related skills, enhance their ability to compete for jobs within the College or personally enrich their lives through education.

Remission of instructional fees allows eligible employees and their dependents to take credit, non-credit and audit courses offered by the College at a reduced cost.

The HR Web page dealing with remission of instructional fees has been updated and includes a new online form. The form can be completed online but must be printed to obtain approval signatures. Employees now need only the signatures of their immediate supervisor and one of the approvers listed below. Adjunct faculty members need only the approval of the

Employees, families can receive reduced fees at Tri-C

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Discount corner

For more details on these and other available discounts, visit the Best Benefits Club (BBC) Web site at www.bestbenefitsclub.com. Click on “Member Log In,” then select employer Cuyahoga Community College and enter password tix9584. Movie tickets may be ordered through the BBC Web site.


Movie Theaters: Save up to $2.50 per ticket at AMC Theatres, Cinemark Theatres and Regal Cinemas. Order discount tickets via the BBC Web site and exchange them at the theater for admission.
Don’t have a “cold heart”

New research presented by the European Society of Cardiology found that people with high blood pressure are more vulnerable to heart attacks during months of colder weather, or with sudden and significant temperature drops during other times of the year.

One suggested theory to explain the phenomenon is the contraction of blood vessels and increased blood pressure experienced by hypertensive patients exposed to colder weather. The recommendation is to dress warmly when going out in the cold weather.

If you have a heart attack, chances are you won’t be sure what’s going on if you don’t know the symptoms. You may then wait too long before seeking help. Usually, heart attacks are accompanied by mild pain and discomfort, not a sudden feeling of having “an elephant on your chest.” Learn the symptoms of a heart attack and you may save your life, or that of someone you know.

♥ An uncomfortable feeling in the chest – pressure, squeezing, fullness or pain.
♥ Discomfort in other areas of your body – either or both arms, the back, neck, jaw or stomach.
♥ Fatigue – a feeling of physical and mental weariness. You may feel a sudden sense of being ill.
♥ Shortness of breath, which women in particular may have without chest discomfort.
♥ Breaking out in a cold sweat, indigestion, nausea or lightheadedness.

Source: Frontline Employee, October 2004, IMPACT Employee Assistance and Work/Life Program

Watch for new benefits cards in January

New identification cards will soon be sent out by the College’s medical and dental plan providers. You should receive a new card if:

• **You changed medical plans** during open enrollment.
• **You are enrolled in Medical Mutual** (current and new enrollees). Included on the cards will be the number of the nurse line, a new Medical Mutual feature effective January 1.
• **You are enrolled in a flexible spending account** (FSA). The current FSA debit cards are active through December 31.
• **You are a part-time SEIU District 1199 employee enrolled in dental coverage** through Aetna.

“Because open enrollment was a bit later this year, the new cards may not arrive until mid-January,” explained Lillian Welch, director, Benefits. The providers will have information about new enrollees in their computer systems by January 1, however.

If you need to obtain care before you receive your card, you can do so using your plan’s group number and your Social Security number. Group numbers were included on the green Employee Benefits Customer Service Contacts sheet contained in your open enrollment packet. They also are available on the providers’ Web sites.
The holiday season is upon us. For some, it means excitement and time with family and friends. For many of us, however, it means extra calories that end up as extra pounds.

As you prepare for the holiday season, ask yourself, “What do I want this year?” Think about your values and the holidays. Think about family traditions. What brings you joy, what drags you down? By giving yourself more of what you truly want this holiday season, you are less likely to feed those desires with extra food.

Stress can be a major trigger for overeating. A big contributor to stress is lack of time or too much to do, especially during the holidays. So when you think about what you really want this holiday, take a moment to write it down and then prioritize. Put these meaningful events on your calendar first. If time does not allow for other things, that is okay. Learn to say no to those extra activities that do not bring you joy.

Now that you have your holiday events planned, think about what you want from each event. Is it the socialization, the time with friends that you only see once a year, or is it the food? If your reason for going to your neighbor’s open house is because she makes a pistachio cheesecake that you only get once a year, then go and enjoy the cheesecake. But don’t eat the nuts, chips, cookies and other foods that you could sample any day of the year. (You really can have your cheesecake and eat it too!) Think before you go; have a plan and know what you want. Holiday celebrations can fit in to your weight management goal.

As you embrace the holiday season this year, the Wellness Center is offering the “Turkey Trot Holiday Weight Maintenance Program” and the “12 Days of Fitness.” Both programs encourage you to practice good wellness habits throughout the holidays. For more information on either of these programs, please contact your campus Health & Wellness Center.

Employees, families can receive reduced fees at Tri-C

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assistant dean of Evenings/Weekends. For more information, visit the HR Web page and click on “Benefits” then “Remission of Fees.” Follow the instructions to complete the application by clicking on the appropriate link. Another link on the page breaks down the different employee groups and the benefits for which they qualify.

It is important to submit an application for approval well in advance of the start of the semester or class, as it may take several days to process.

Contact one of the following HR representatives for assistance and application approval:

<table>
<thead>
<tr>
<th>Contact/Approver</th>
<th>Location</th>
<th>Extension</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chris Hass</td>
<td>West (G 204)</td>
<td>5143</td>
</tr>
<tr>
<td>Janet Jankura</td>
<td>Metro (B&amp;A 208)</td>
<td>3426</td>
</tr>
<tr>
<td>Cedra Westbrook</td>
<td>East (East 3 1114)</td>
<td>2372</td>
</tr>
<tr>
<td>Allie Dunham</td>
<td>UTC/WEDD/CCW/CCE</td>
<td>3172</td>
</tr>
<tr>
<td>Renee Scales</td>
<td>District</td>
<td>4838</td>
</tr>
<tr>
<td>Judy Karpowicz</td>
<td>District</td>
<td>4772</td>
</tr>
</tbody>
</table>

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**Best workplace award**

Tri-C does it again! Continued from page 1

The best employers in Northeast Ohio. This just doesn’t happen by chance. It happens because the innovation, creativity and commitment of our employees have made Tri-C a special place to work and learn.

“Last year’s best in class for diversity and this year’s best in class for workplace health and safety are incredible accomplishments. We should all be proud and delighted because, while diversity, health and safety may be some of our strengths, they are just part of many other successful quality of life initiatives that are in place across our College.”

In presenting the workplace health and safety award to Tri-C, the ERC noted that on the ERC’s rating scale for the special health and safety award, the average score of all NorthCoast 99 entrants was 83% while the College posted an impressive 100%.

“Receiving the special diversity award last year and the health and safety award this year is particularly gratifying because it recognizes the variety of top-notch programs we offer in many areas,” he said.

“The strategies and efforts of the employers who receive these awards are often copied by others, making it difficult to stay on top and receive the award each year. The bar continues to be raised, so if an organization remains static, it probably will drop out of the top group,” he added. “You have to continue to evolve and seek new ways of doing things.”

In addition to Jim, the committee that put together Tri-C’s winning application included Marge Berke, André Burton, Debra Dailey, Douglas Dombrowski, Allie Dunham, Chris Hass, Janet Jankura, Sandy McKnight, Kristin Moore, Elovia Peddle, Marvin Pfaum, Kevin Reynolds, Claire Rosacco, Renee Scales, Tom Somerville, Lillian Welch and Cedra Westbrook.

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**Retirement review**

Congratulations, best wishes and thank you to the following employees who retired recently from the College:

**CORPORATE COLLEGE EAST**

**Sally Davin**, administrative coordinator I, Continuing and Professional Education, 3 years of service.

**DISTRICT OFFICE**

**Audrey Blake**, administrative coordinator II, Public Affairs Office, 30 years of service.

**Dr. Frank Reis**, executive vice president, Administration, 16 years of service.

**EASTERN CAMPUS**

**Michael Ketterick**, coordinator II, Off Campus Credit Program, 26 years of service.

**MARY ANN FITZ**, administrative assistant II, Technology Systems and Management, 40 years of service.

**METRO CAMPUS**

**Ruby Hood**, computer assisted learning specialist, Learning Resource Center, 26 years of service.

**Michael Latham**, theatre technical director, Theatre Arts, 35 years of service.

**Betty Morgan**, administrative assistant II, Campus President’s Office, 33 years of service.

**EASTERN CAMPUS**

**Mary Ann Fitz**, administrative assistant II, Technology Systems and Management, 40 years of service.