

October 11, 2024



HR Minute

**THURSDAY NIGHT HALFTIME
DRONE SHOW**

PRESENTED BY: ODU Global | OLD DOMINION UNIVERSITY

OCTOBER 24 vs. GEORGIA SOUTHERN

ODU Football Thursday Night Special Offer

Get ready for an exciting evening of football! Join fellow staff members after work on Thursday, October 24 as ODU takes on Georgia Southern in a nationally televised Thursday night matchup!

Game Day Highlights:

- **Halftime Drone Show:** Experience a dazzling display as drones light up the sky during halftime!
- **Kaufman Mall Opens at 3 PM:** Arrive early and enjoy the festivities! Kaufman Mall will include live music, a beer garden, and other activities.

All ODU faculty and staff—whether full-time, part-time, or anywhere in between—can enjoy discounted tickets to this game! Tickets range from just \$15 to \$30, so bring your entire family for this exciting evening. [Click here to claim your tickets!](#)

For help or questions, please contact Steven Landry at (757) 683-3360 or slandry@odu.edu.

Annual Notification: University Drug & Alcohol Policy and Code of Ethics



As required by the Commonwealth and The Drug-Free Schools and Communities Act of 1989 [EDGAR Part 86], Old Dominion University is issuing its annual notification regarding the University's [Drug & Alcohol Policy](#) and [Code of Ethics Policy](#). These policies are in place to ensure a safe and ethical work environment for all members of the ODU community. Please take a moment to review the policies.

Health Risks Associated with Alcohol and Drugs:

Alcohol

Alcoholic beverages in the form of beer, wine, wine coolers or distilled spirits require no digestion and are absorbed directly into the bloodstream from the digestive tract. Within approximately three minutes after drinking, alcohol may be found in the brain and other tissues, organs, and body fluids. Alcohol depresses the central nervous system. Even at low levels, alcohol impairs vision, judgment and complex motor skills and behaviors, making driving dangerous. Not only are persons under the influence of alcohol less able to perform the many complex tasks involved in safe driving, but they also cannot judge their own levels of impairment. Because alcohol decreases inhibitions, users often do things they normally would not do. Long-term drinking of moderate to large quantities of alcohol can cause liver damage. Heavy drinking can cause serious nervous mental disorders, including permanent brain damage. Ulcers, gastritis, pancreatitis, diabetes, high blood pressure, malnutrition and some cancers are also more common among chronic heavy drinkers than among the general population. Users may also experience periods of amnesia called blackouts. During these periods, the person functions but later cannot remember what he or she has done during this time. Dependence on alcohol can occur after many years of heavy drinking or, for some individuals, soon after the first drink. Dependent persons may experience withdrawal symptoms, including craving alcohol, anxiety, weakness, tremors, and perspiration. More severe withdrawal symptoms include nausea, vomiting, seizures, convulsions, hallucinations, and delirium tremors. Severe alcohol withdrawal is life-threatening. Mothers who drink during pregnancy may give birth to infants with Fetal Alcohol Syndrome (FAS) or other alcohol-related birth defects. Drinking by the mother during pregnancy places the unborn child at risk, affecting the child's development. Conditions seen in FAS children include (1) mental retardation, (2) a pattern of abnormal facial and body features, and (3) central nervous system abnormalities. Not all infants born to women who drink exhibit abnormal development. "Safe" levels of alcohol use during pregnancy have not been established, and it is currently recommended that pregnant women abstain.

Drugs

Drug use can have a wide range of short- and long-term, direct, and indirect effects. These effects often depend on the specific drug or drugs used, how they are taken, how much is taken, the person's health and other factors. Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure and/or mood, to heart attack, stroke, psychosis, overdose and even death. These health effects may occur after just one use. Long-term effects can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis, and others. Long-term drug use can also lead to addiction. Drug addiction is a brain disorder. Not everyone who uses drugs will become addicted, but for some, drug use can change how certain brain circuits work. These brain changes interfere with how people experience normal pleasures in life, their ability to control their stress levels, their decision-making, and their ability to learn and remember. These changes make it much more difficult for someone to stop taking the drug, even when it's having negative effects on their lives and want to quit. Drug use can also have indirect effects on both the people who are taking drugs and on those around them. This can include affecting a person's nutrition; sleep; decision-making and impulsivity; and risk for trauma, violence, injury, and communicable diseases. Drug use can also affect babies born to women who use drugs while pregnant. Broader negative outcomes may be seen in education level, employment, housing, relationships, and criminal justice involvement.


National Hotline

Substance Abuse and Mental Health Services Administration's (SAMHSA) National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service for individuals and families facing mental and/or substance use disorders. Call 1-800-662-HELP (4357) or click [here](#).

Should you have any questions about this annual notification, please contact hrdept@odu.edu.

BENEFOMO:

The fear of missing out on your benefits



46% of employees don't use all their PTO¹

41% of employees aren't contributing to their employer-sponsored retirement plan²

Fidelity Investments

Take control of your financial future with Fidelity Investments. As part of our employee benefits, Fidelity offers personalized investment guidance, retirement planning, and tools to help you reach your financial goals. Take advantage of expert advice to secure your financial well-being.

[Women Talk Money Fall Event Series](#) – Starting on October 17th, this three-part series will feature special guests Shelley Zalis (Founder and CEO, The Female Quotient) and Arianna Huffington (Founder and CEO, Thrive Global) along with Fidelity's Women Talk Money team who will share their stories and provide a fresh perspective on how to think about money and the possibilities it can bring to help you thrive in the future.

[Read More](#) →



Legal Resources Open Enrollment

Legal Resources is an employee benefit that provides high-quality legal services to members, helping them to lead lives free of major legal expenses. The plan covers you, your spouse, and qualifying dependent children. Members can address issues such as estate planning, family law, real estate transactions, and traffic violations with peace of mind, knowing that they have professional legal support. This benefit not only reduces stress but also enhances overall well-being by empowering employees to manage personal legal matters efficiently.

Open enrollment with Legal Resources runs from Oct. 1- Oct. 18 and is effective Dec. 1.

Use company code: 1065 and password: odulegal when you enroll.

[Enroll Now](#) →



PLEASE JOIN THE OLD DOMINION UNIVERSITY COMMUNITY
FOR THE
**MOVING MONARCHS
FOR HEALTHY HEARTS WALK**

**Thursday, October 31, 2024
12:30 PM - 1:30 PM**



Kaufman Mall

Rain Site: Chartway Arena

Sign Up & Step Out

For Additional Information,
scan the QR code.

*The first 500 walkers to sign up
will receive a free Heart Walk T-shirt!*



Virginia529SM

Are you thinking about saving for education? Whether it's for your children, grandchildren, or even yourself, we've got you covered!

On Thursday, November 7 at 1 PM join Human Resources and Virginia529 for a special webinar designed to help you plan for future education expenses. What You'll Learn:

- How to save for tuition, housing, textbooks, and more
- How to grow your savings with tax-free earnings
- How to reach your savings goals with ease!

All attendees will receive a \$25 gift code to kickstart a new Invest529 account, plus a chance to win a \$100 Target gift card during the session!

RSVP today to secure your spot and start planning for a brighter educational future.



Wellness Spotlight

In an effort to address the recent natural disaster events that many state employees may be facing, wage and waived state employees not covered under a state health plan will have access to online Employee Assistance Programs/EAP services exclusively through Anthem. Effective immediately, these online educational services are offered at no cost to wage and waived state employees until June 30, 2025. State employees interested in the online services can visit the Commonwealth of Virginia Anthem EAP website www.anthemep.com/cova. If you or someone you are concerned about have been impacted by a critical event, call your 24/7, toll-free number, 855-223-9277



Special Offer

The Washington Commanders have partnered with the Commonwealth to offer discounted tickets to state employees to select games this season! You can bring friends, family & colleagues to enjoy a fun filled day at the stadium.

To recognize and thank you for your service to the Commonwealth, the Washington Commanders offer state employees available seats starting at \$79.

Click [here](#) to view the discounted games and purchase tickets. \$5 per ticket will be donated directly to the Commonwealth of Virginia Campaign (CVC).



The HR Lens: 2024 Staff Dream Fund Winners



Keesha Lewis: Her dream is to travel to Costa Rica.



Cynlithia Williamson: Her dream is to travel to Niagara Falls.

Last month, the selection committee presented the ODU Staff Dream Fund award to two well-deserving employees. With a combined 54 years of service to ODU, Keesha Lewis and Cynlithia Williamson were selected as the winners of the 2024 Staff Dream Fund. This award, funded through an Educational Foundation endowment, offers monetary awards and/or paid time off to full-time classified staff and AP faculty with at least five years of service. Past recipients have used this opportunity to pursue personal passions, travel abroad, or reconnect with distant family. We wish them safe travels!

[More info](#) →

Monarchs helping Virginians

The Commonwealth of Virginia Campaign is working with the American Red Cross of Virginia to raise funds to support the Hurricane Helene disaster relief campaign which started Oct. 1st and runs through the end of the month.

Scan or click the QR code to donate directly to the campaign.



SCAN ME

Thank you for reading!

Your feedback is important to us. If you have any thoughts or suggestions for topics you'd like to see in future editions, we'd love to hear from you. Please feel free to email us at HRDept@odu.edu.