

ASHLAND UNIVERSITY

EAGLE COMMUNITY PARTNERS

NEWSLETTER

February 2025 | Issue #2

Coming Up Next

■ February 18 & 19

College of Education Mock Interviews and Networking Event Days

■ March 19

Ashland University Career & Internship Fair (All Majors)

■ April

College of Nursing & Health Sciences Career Fair

■ June

PA Career Fair

If you are interested in attending upcoming career events, tabling on-campus, or meeting students at Ashland University, reach out to Courtney Farver at cfarver@ashland.edu.

All previous editions of the Eagle Community Partners Newsletter

www.ashland.edu/ecp

Eagle Community Partners

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PARTNER FEATURE: LIPPERT ENTERPRISES



LIPPERT
Flexible Inventory Solutions

"Lippert Enterprises was founded in 1976 & we will continue to support Ashland University because of the outstanding students they generate. We have hired dozens of interns & graduates and our business has grown because of them. There is a difference between colleges, and Ashland University is one of the best because of their faculty, academics, and the attention that each student receives."

— Jeff Sawicki | Chief Executive Officer | Lippert

LIPPERT'S MISSION AND VALUES

Lippert Enterprises extends the life of inventory. This is achieved by offering flexible solutions to our partner networks. Lippert strives to create a sustainable future for our customers, employees, community and shareholders through collaboration, active leadership, continuous improvement and the highest standards of integrity.

CAMPUS FEATURE: ASHLAND UNIVERSITY'S MBA PROGRAM



As an Eagle Community Partner, your staff, their spouses, and their dependents have a **10% tuition discount** for all graduate programs. The Ashland University MBA program has 13 specializations available, from Accounting to Business Analytics, Digital Marketing, Entrepreneurship, Human Resources, Project Management, Supply Chain Management, and Management Science, and offers programs for Master of Business Administration (MBA) and for Master of Science (M.S.) degrees, tailored to meet diverse career goals and industry needs. With a consistent focus on the "Accent on the Individual" with concierge service, students are walked through the entire process from start to finish.

Our Master of Business Administration program is flexible, with options for full-time, part-time, online, and in-person learning to suit the schedules of working professionals, and covers a comprehensive range of business disciplines, including finance, marketing, and operations, and emphasizes practical, hands-on learning with real-world applications. The Master of Science programs, such as the M.S. in Business Analytics and M.S. in Supply Chain Management, provide specialized knowledge that prepares students for targeted career paths within specific fields. These programs combine theoretical knowledge with practical skills, supported by faculty experienced in both industry and academia, ensuring graduates are well-prepared for leadership and innovation in their respective areas.

For more information, contact:

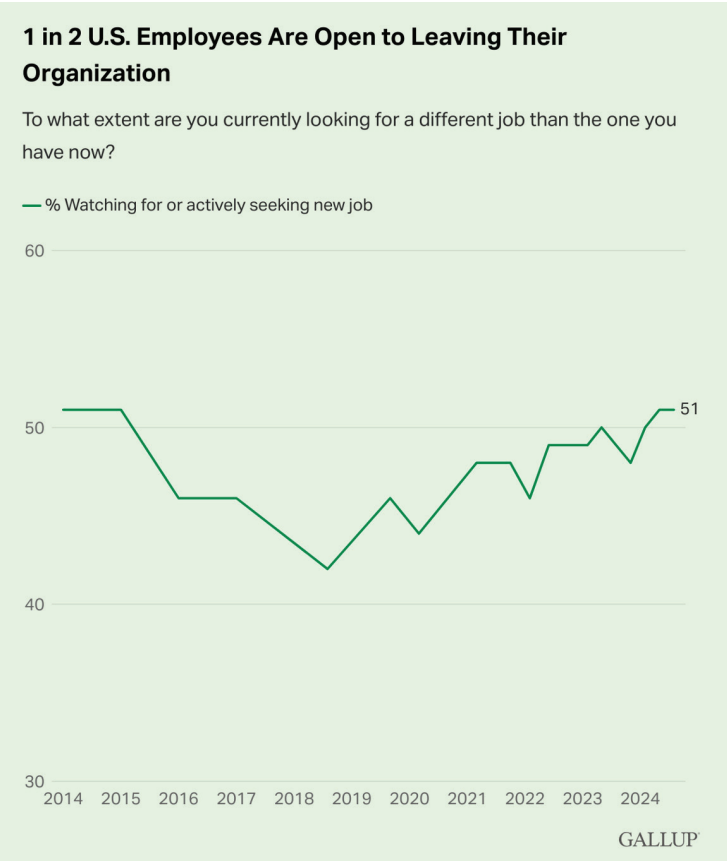
Kathryn Goon, Executive Director of MBA & Master of Science Programs

Email: kgoon2@ashland.edu

ashland.edu/mba

RETENTION TRENDS

You've hired new talent, and they're doing amazing things in your workspace. You're thrilled that they've joined your company, and pleased with your choice in hiring. One year in, they announce that they are departing for a new position, and you have to start the tiring process of hiring a new employee over again. In today's competitive job market, retaining top talent is more crucial than ever. Organizations that prioritize employee retention not only save on recruitment costs but also cultivate a more engaged and productive workforce. Employee retention goes beyond simply keeping staff; it's about fostering an environment where individuals feel valued and motivated. High turnover can disrupt team dynamics, lead to lost knowledge, and hinder productivity, so investing in retention strategies is essential for creating a stable and thriving workplace.



“One in Two U.S. Employees Are Open to Leaving Their Organization.” 10 July 2024. Gallup. <https://www.gallup.com/workplace/646538/employee-turnover-preventable-often-ignored.aspx> Accessed 10 December 2024.

One effective way to enhance retention is through tailored professional development. Employees are more likely to stay with an organization that supports their growth. Offering personalized training programs, mentorship opportunities, and pathways for advancement can significantly increase employee satisfaction. By aligning development initiatives with individual career aspirations, organizations demonstrate their commitment to employee success. A healthy workplace culture is another cornerstone of retention. Encouraging open communication, recognizing achievements, and fostering a sense of belonging can create a supportive atmosphere

where employees feel valued. Initiatives such as team-building activities, flexible work arrangements, and wellness programs can also contribute to a more engaged workforce.

Additionally, employees who feel connected to their organization's mission are more likely to remain committed. It's important to communicate the company's goals and values clearly, ensuring that employees understand how their roles contribute to the bigger picture. When individuals see the impact of their work, they are more motivated to stay.

Conducting regular surveys and assessments can provide valuable insights into employee satisfaction and highlight areas for improvement. By gathering and analyzing this data, organizations can adapt their retention strategies to better meet the needs of their workforce.

In the quest for a stable and engaged workforce, effective retention strategies are essential. By investing in employee development, fostering a positive workplace culture, and utilizing data-driven insights, organizations can create an environment that encourages long-term commitment.



“The Exit Journey: What Did the Organization Do to Intervene.” 10 July 2024. Gallup. <https://www.gallup.com/workplace/646538/employee-turnover-preventable-often-ignored.aspx> Accessed 10 December 2024.

ECP EVENT RECAP

The Eagle Community Partners (ECP) Winter Mixer took place on Thursday, January 9, 2025 on the eighth floor of the Archer Library. Seven different employers were in attendance (with 16 individuals total) present for the 3:30 p.m. - 5:30 p.m. networking event; employers included current ECP members, whereas others were prospective ECP members. External partners were able to learn more about internal stakeholders with direct credit/financial assistance through the various ECP tiers, like Print Services, Catering & Auxiliary Services, Campus Store, Athletics (who also provided complimentary tickets to the men's and women's basketball doubleheader that evening), and an ECP table.

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Likewise, Workforce Development, Admissions, and the MBA Program all provided promotional materials that were on display in the BLC Conference Room. In total, 15 internal partners were present to mingle, network, and continue to strengthen the opportunities on how AU can be a mutually beneficial partner to our external assets. Beyond an already tremendously successful event, the highlight may have been President Peede and Zach McGrain sharing a few words of appreciation with our guests.

Handshake

HANDSHAKE FEATURE

Instructions on using Handshake as an employer and links to helpful sources:

[Application Management](#)

[Job Postings](#)

EAGLE COMMUNITY PARTNERS MEMBERS

A-B	Ashland Board of Realtors Ashland City Schools Ashland Home Care Avita Health System Barbasol Brethren Care Buehler's Fresh Foods
C-E	Charles River Labs Charter Next Gen Chippewa Local Schools Christian Children's Home of Ohio Cloverleaf Schools Colonel Crawford Local Schools Columbus City Schools Crestview Local Schools
F-J	Fastenal Fin Feather Fur Outfitters Fisher-Titus Health Systems Gosh Enterprises Hedstrom/Ball Bounce & Sport J.M. Smucker Co.
K-N	Knox Community Hospital Licking Memorial Hospital Lippert Enterprises Louisville City School District Lutheran SS/Good Shepherd MK Metal Products Northwest Local School District Northwestern Local Schools (Wayne Co.)
O-P	Ohio Health Ohio Virtual Academy Olentangy Schools Olmsted Falls City Schools Orrville City Schools Park National Pioneer Career & Technology Center
Q-Z	Sandusky City Schools Southwest General Hospital The Inn at Ashland Woods Vitamix Westfield Insurance Whitcomb & Hess Wooster Brush Wooster City Schools