

## John Carroll Recognized as “One of the 99 Best Employers” in Northeast Ohio

Speech by Alex Teodosio

September 12, 2016

Good afternoon. Thank you for being here today. My name is Alex Teodosio and I am proud to work at with all of you - and with such a dedicated team of Human Resource Professionals.

We gather today to celebrate a well-deserved award that the University received from the Employers Resources Council for being recognized as “one of the 99 best places to work in Northeast Ohio.” In fact, John Carroll was the **only** 4-year university to receive this prestigious honor in 2016.

You should know that the Employers Resource Council (more commonly referred to as “The ERC”) is a trusted and respected independent human resource research and service organization. The ERC has been recognizing the “99 best places to work” throughout a 22-County region in Northeast Ohio for the past 15 years.

The highly competitive application process consists of a comprehensive HR audit and a thorough examination of workplace practices such as employee benefit programs, work-life balance policies, recognition systems, employment practices, training & development opportunities and employee engagement initiatives.

As a designated “NorthCoast 99” organization, we are in very good company with other recognized best places to work. I was fortunate to work for a “NorthCoast 99” company prior to coming to John Carroll University -- and that organization is also an outstanding employer with a meaningful mission.

I learned a great deal from my past NC99 employer about the importance of strategically aligned HR practices and an engaged workforce. And, I can also say with strong conviction, that the Employers Resource Council got it right again this year -- John Carroll is truly a Best Place to Work.”

This fall we will find out how we ranked in each category among all those that applied, including the other 98 winners. And, although we will celebrate our strengths, we also know it is equally important to continue exploring opportunities to improve and challenge ourselves to move the bar even higher.

We have a great opportunity to learn from other NorthCoast 99 winners just as they will learn from us. In fact, in many ways, this is already happening. One organization in Beachwood recently reached out to us to inquire about our CarrollSTAR University-Wide recognition program. In Similar fashion, we have reached out to other past and current NC99 winners who gladly shared their policies and experiences regarding various Human Resource practices.

Friends, we belong to an impressive network. And “NorthCoast99” organizations are leading the

way. They are trend-setters and among the very best in attracting and retaining top talent. They are also important economic development engines --committed to anchoring jobs and capital in our region.

And so, I want to thank you and congratulate you for all you do, every day, to make John Carroll such a wonderful place to work for each other -- and an exemplary place to learn for our students.

I'd especially like to thank . . .

- **Faculty Council** and **Staff Council** for their collective leadership and collaborative engagement of the University community.
- **Fr. Niehoff, Dr. Jeanne Colleran** and the entire **Senior Leadership Team** for their servant leadership. For their daily, often thank-less, hard work on so many challenging issues and their willingness to listen and embrace new initiatives.
- Our talented **faculty** who provide our students the knowledge they need to be successful and conscientious leaders for others
- Our amazing **staff**, the everyday unsung heroes, who are the glue that holds us together by supporting and serving others in the spirit of our Mission
- And, our **students**, who believe in the value of a Jesuit education, and go above and beyond by applying the knowledge they learn -- in the classroom, through reflection and from their daily interactions with you all.

Thank you for being here today to celebrate with one another and for what you do, day-in and day-out, that enabled us to earn this award. It is now my pleasure to introduce our Provost, Dr. Jeanne Colleran, to say a few words. Dr. Colleran.