

- 2 BENEFITS FAIR
- 2 HEALTH ADVOCATE
- 3 NEW FACES
- 4 LEARNING FOR LIFE
- 5 MILESTONES
- 6 STAFF ADVISORY COUNCIL

Former provost Connie Hungerford welcomes input as interim president

On July 14, with the departure of Rebecca Chopp, Constance Cain Hungerford, Mari S. Michener Professor of Art History, became interim president of the College. A seasoned teacher and administrator, Hungerford was provost from 2001 to 2011. She is married to Hans Oberdiek, professor emeritus of philosophy. In mid-July, she spoke with Sherri Kimmel, director of editorial and creative services.

You've been a provost and a professor here. Now you're the president. How can the community support you, and how can you support the community during this transitional year?

I appreciate the good wishes that I've received and the warmth of people's reactions. I also really appreciate honest input. So if people have concerns about a particular issue, including how I'm dealing with it, I welcome people getting in touch with me.

So what can folks here on campus expect from your presidency?

I hope we keep the momentum going on the positive issues on which people have been working. Sustainability is emerging as a central concern. I will try to be as open a communicator about what's going on as I can be. I will try to be a good listener.

You were provost for 10 years. What did you like about being a part of the College administration?

Again, it comes back to people. I en-



joyed being part of the process of hiring new faculty and getting to know newcomers and helping them thrive. While I had worked closely with faculty colleagues and students in the context of teaching, as provost, I also met staff from other sections of the campus, who are absolutely devoted to the College and whose efforts make us what we are. I also liked working collaboratively on important issues—ways to strengthen the College.

Are there ways in which you're hoping to get better acquainted with the staff?

Let me just say that the Ice Cream Social is one of the perks of the job! Besides meeting people at special events, I'm also happy to go to departmental meetings. I would really

welcome the opportunity to meet with various sections or divisions, just to hear people's perspectives on their jobs and the College as a whole.



Calendar of Events

Sept. 29–Oct. 10
Benefits Open Enrollment

Wednesday, Oct. 1
Benefits and Wellness Fair
10 a.m.–2 p.m., Upper Tarble

Wednesday, Oct. 15 and
Thursday, Oct. 16
Fall Faculty/Staff Development
Workshop Series*
All day, Scheuer Room, Kohlberg

Wednesday, Oct. 29
New Hire Reception
3:30–5 p.m., Wister Center

Thursday, Dec. 11
Winter Gathering
10 a.m.–noon, Lang Concert Hall

***For additional professional development opportunities, visit the human resources website at bit.ly/1q4IfME.**

Submit items of interest to:
humanresources@swarthmore.edu

Open enrollment season for faculty and staff

It's that time again. Open enrollment begins Monday, Sept. 29, and ends Friday, Oct. 10. The Benefits and Wellness Fair will be held Wednesday, Oct. 1, 10 a.m. to 2 p.m. in the All-Campus Space in Upper Tarble. Service providers from Independence Blue Cross, TIAA-CREF, Vanguard, Aetna, and Carebridge will offer information and answer questions. In addition, the newest benefit provider for employees, Health Advocate, will introduce everyone to this great service. (See adjacent box for more about this benefit.)

As in the past, please review benefit elections carefully. Employees who plan to make changes to their health/dental/vision insurance selections or plan to open or continue a flexible spending account (FSA) are required to make an active election through [mySwarthmore](#).

Computers will be available at the Benefits and Wellness Fair for anyone needing assistance in the on-line open-enrollment process.

For more information on open enrollment, visit bit.ly/BenefitsOpenEnrollment.

New rollover feature for FSAs

We are pleased to announce that Swarthmore's health-care FSA has been modified to allow employees to roll over up to \$500 into the new benefits plan year, which begins annually Nov. 1, if all of the FSA funds are not used by Oct. 31. This change goes into effect with the 2014–15 benefit year. This does not affect employees' ability to make the annual maximum contribution of \$2,500 for the new plan year.

The new rollover feature provides a cushion in case expenses are less than anticipated—please plan carefully, as the rollover amount is limited to \$500.

New, free program: Health Advocate

Health Advocate is a no-cost service designed to help all Swarthmore employees and their eligible family members navigate a variety of health-care and insurance-related issues. While the program does not provide health insurance or medical coverage, it does complement the College's basic health coverage and help employees interact productively with health-care providers and insurers.

Through the Health Advocate, employees can:

- find the right doctors and hospitals
- obtain services for elderly parents and parents-in-law
- schedule appointments, especially with hard-to-reach specialists
- secure second opinions
- obtain cost estimates for procedures
- resolve insurance claims and billing issues.

One of the other unique features of Health Advocate is

that extended family may use these special services. In addition to employees, the employees' spouses or domestic partners, dependent children, parents, and parents-in-law are covered under this program.

GETTING STARTED

Health Advocate benefits are effective immediately. The information packet sent to employees by the College includes all of the information needed to get started.

Whenever an employee or an eligible family member encounters a health-care- or insurance-related issue, call Health Advocate at 866-695-8622 (toll free) for assistance. The Health Advocate may ask for a Medical Information Release Form, but all personal information is strictly confidential, and privacy is well protected.

For more information, please contact the main human resources office at ext. 8397.

The Benefits and Wellness Fair will be held Wednesday, Oct. 1, 10 a.m. to 2 p.m. in the All-Campus Space in Upper Tarble.

Long-term disability (LTD) insurance

During open enrollment, employees may make a change to their pre/post-tax payment option for the LTD insurance, which is purchased by the College for all benefit-eligible employees of 0.75 full-time equivalent or greater. LTD insurance provides for a continuation of an employee's base salary in the event she/he is disabled and unable to return to work after six

months of disability.

If an election is made to pay premiums on a post-tax basis, the College will add the value of the premium to the employee's paycheck, which will be subject to payroll taxes. Then the cost of coverage will be deducted, post-tax, from the paycheck. This option will allow the employee to collect the LTD benefit tax free in the event of a qualifying disability.

Please note: This is a permanent election.

For details, please see the Taxation Explanation Document at bit.ly/LTD-taxation. For additional questions about LTD insurance, please contact John Cline at ext. 8652.



New Faces

Kaaren Williamsen joined the College July 7 as the new Title IX coordinator, bringing a profound understanding of Title IX and an established national network and reputation for her work in sexual-assault prevention and education. She is universally described as an exquisite listener, a collaborative partner, and someone whom students, faculty, and staff have found approachable and accessible.



Previously, **Williamsen** was founding director of the Gender and Sexuality Center and Title IX deputy coordinator at Carleton College, Northfield, Minn. She helped develop innovative sexual violence prevention programming including peer education, comprehensive sexuality education, men's groups, survivor support, new-student orientation, and FemSex/MSex, a student-led, no-credit course on healthy sexuality.

"Many colleges and universities are struggling to respond to sexual harassment and assault on campus," **Williamsen** says, "and although Swarthmore has had its challenges, I was immediately impressed by the openness, thoughtfulness, and campuswide dedication to the issue of getting this right."

She received a B.A. in honors philosophy from Gustavus Adolphus College in Minnesota and an M.A. in counseling and student personnel psychology from the University of Minnesota, as well as an M.S. in women's studies from Minnesota State University. She currently is pursuing a Ph.D. through the University of Minnesota, where her dissertation will focus on campus conduct response to student sexual misconduct.

Jillian Theorgood joined the Swarthmore community as the new human resources (HR) manager of talent acquisition and retention. Her former colleagues called her a "subject matter expert" and described her as consultative, collaborative, and a person who thrived in a changing environment.



Theorgood has more than 13 years of higher-education HR experience, having worked at Saint Joseph's and Widener universities. She also developed and implemented diversity recruitment resources and provided training to hiring managers on effective sourcing.

In addition to her extensive hands-on experience, she also is an adjunct instructor, teaching talent-management strategies to executive MBA students.

Theorgood holds a bachelor's degree in HR and strategic planning and a master's degree in organizational dynamics and leadership.

Outside of work, she is a councilwoman for the borough of Darby and a youth track coach.

New Hires

To give our campus community an opportunity to welcome its new members, the *Garnet Connection* will list recently hired staff, as space permits.

Below are the individuals who began working at the College between March 1 and Sept. 1, who have not already been recognized in the *Garnet Connection*:

Amer Ahmed, dean of the sophomore class and director of the Intercultural Center
Karina Beras, residential communities coordinator, Dean's Office
Michael Bromley, dining assistant, Dining Services

Grace Byrne, 2014–15 education intern, Scott Arboretum
Jose Antonio Chacon, production assistant, lighting and electric, Lang Performing Arts Center
Katherine Clark, coordinator, Center for Innovation and Leadership, Dean's Office
Lauri Courtenay, academic support coordinator, Department of Computer Science
Brandon Craig, sports medicine intern, Physical Education and Athletics
Joseph Duck, director of admissions, Admissions Office
Tara Eames, associate director for admissions communications, Communications Office
Chelsea Hicks '14, investment analyst, Finance and Investment Offices
Mohammed "Mo" Lotif, program administrator, Intercultural Center
Alkebu-Lan Marcus, support services technician, Environmental Services
Maureen Murray '14, access and lending weekend supervisor, McCabe Library
Gina Myers, assistant director of media communications, Communications Office
Takiah Parker-Young, environmental technician, Environmental Services
Kavon Sengsoursack, catering manager, Dining Services
Diane Shaffer, staff psychologist, Counseling and Psychological Services
Samuel Smemo, associate director for operations, Public Safety
Adrienne Stout, writing associates coordinator, Department of English Literature
Isaiah Thomas, assistant director of residential communities, Dean's Office
Alice Turbiville, controller, Business Office
Joseph Watson, grants manager, Sponsored Programs and Institutional Relations

Learning & Friendships at Swarthmore

The Learning for Life (L4L) partnership program is about to embark on its 15th year of organizing meetings between College staff members and students seeking adventures in learning, from how to make digital stories to producing radio programs, from cooking Jamaican curry chicken to constructing a wooden garden bench.

Members of the L4L partnerships meet several hours per week—during staff members' paid time—to work toward personal learning goals. Through this time together, the partners

**“Learning for Life?
It's more than just learning ...
it's friendship and people.
Trust me. Believe me.”**

—L4L staff member

get to know each other by engaging in informal conversations, across boundaries of age, race, gender, class, and College constituencies.

Friendships are often formed through L4L. In fact, one retired staff member, currently living in a retirement community, is still visited by his L4L partner, years after both have left the College.

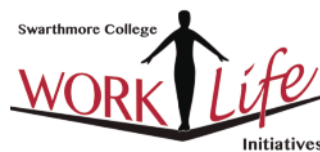
Whether a short- or long-term relationship, Swarthmore staff members are able to guide students as their perspectives on the world evolve as well as provide access to learning that captures the complexity of everyday experiences.

Anyone who works at the College can be involved. Staff members should consult their supervisors for eligibility, then contact Diane Anderson at danders1@swarthmore.edu for participation information.

Committee for Work Life Initiatives

Formed in 2013, the Committee for Work Life Initiatives (CWLI) is committed to promoting general employee wellness of body and spirit. The committee members are listed here: bit.ly/1qwLBFA.

As part of its ongoing mission, CWLI developed a new logo, designed by communications intern Nyantee Asherman '15. This new look will play a strategic part in the group's revamped website and on-campus communications.



The group was very pleased with participation in the SummerFit series, which included a five-week boot-camp-style fitness class. The series was led by

a certified personal trainer and was offered to the entire community at no cost. CWLI is currently developing similar programs for the fall semester and will continue to work on programming for the community.

Also under consideration for the upcoming year is a campus book club, healthy potluck lunches, health screenings, and other initiatives.

The opening of The Matchbox will be an exciting time for the community, and the committee anticipates hosting open houses and other health-promoting events in our new space.

The Matchbox

The Matchbox, which will open this fall, is a tangible result of the College's *Strategic Directions* plan, which called for increased support of fitness and wellness initiatives. The new 21,000-square-foot building features ultramodern fitness equipment, with space for wellness programming such as yoga and Pilates.

The Matchbox also includes space for the College's theater program as well as a multipurpose space that can accommodate lectures, meetings, student forums, and other group gatherings.

Welcome on the menu at Community Celebration

A delicious meal from Dining Services welcomed the new members of the Swarthmore community and the start of 2014–15 academic year Sept. 5 at the Community Celebration on lower Parrish Beach.

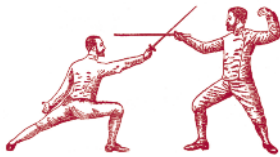
PHOTO BY LAURENCE KESTERSON





Milestones

Marshal Davis, head fencing coach, was recently appointed Team USA fencing chair for the 2015 European Maccabi Games, to be held in Berlin. As well as recruiting and selecting athletes and coaches, **Davis** also will fundraise for and train the team.



Tania Johnson, associate director of Sponsored Programs and Institutional Relations, was certified as a research administrator in December. She also is project director of Swarthmore's National Institutes of Health Biomedical/Biobehavioral Research Administration Development (BRAD) Award.

Dierdre Konar, associate director of leadership giving, and husband Ross welcomed Henry James Konar Oct. 23. Henry's favorite things include bath time, animal sounds, hikes in the woods, tasting everything (not just food), and funk music.



Director of Donor Relations **Melissa Pizarro**, husband Derek, and son Dylan welcomed May 25 Drew Philip Pizarro, who was 8 pounds and 20.5 inches long.

On Dec. 19, Bastian Herron-Webb was born to **Kevin Webb**, assistant professor of computer science, and wife Melissann Herron.



Spring Gathering at the 'Casino'

With games, food, prizes, and entertainment, the 2014 Spring Gathering provided the campus with an afternoon of casino-style fun.



(Above) From left, at the black jack table are: Elise McCarthy of Dining Services; Lisa Shafer, Swarthmore Fund director; Brian Meyers, Swarthmore Fund associate director; and Chris Vecsey, visiting assistant biology professor.



(Above) Getting into the spirit of the annual event, Maurice Eldridge '61, vice president for college and community relations and executive assistant to the president, and June Cianfrana, art department administrative assistant, cut a rug.



(Right) Linda McDougall, Dining Services director, is serenaded by Elvis.



(Left) Val Gibson of Environmental Services and Woody Frazier, facilities information manager, planning and construction, show off their vocal talents.

PHOTOS BY LAURENCE KESTERSON

Getting to Know the SAC

Elect ed by the staff of the College—as its name suggests—members of the Staff Advisory Council (SAC) advise the College president and the vice president of human resources on matters of general interest and concern for staff members.

Furthermore, SAC members, representing all areas of the campus, can help answer general staff questions and bring concerns, anonymously, to the group's monthly meeting.

Those serving on SAC come from one of 10 circles representing sections that employ similar numbers of staff members. The current circles and members are:

Chester Road (representing alumni relations, development, and Sponsored Programs and Institutional Relations): **Julie DiPietro**, alumni relations, and **Trish Tancredi**, alumni and gift records

Lang Circle (representing the Cornell Science Library, Kohlberg Hall, Lang Music Building, Lang Performing Arts Center, Martin Biological Laboratory, Science Center, Sproul Observatory, and Tarble-in-Clothier): **Deb Doherty**, English literature, and **Rose Maio**, SAC co-moderator, sociology and anthropology

Magill Circle (representing Environmental Services): **Donzella Franklin** and **Luis Alvarez**, both of Environmental Services

Magnolia Circle (representing Athletics, Benjamin West House, and Worth Health Center): **Kathy Agostinelli** and **George Darbes**, both of Public Safety

Rose Garden Circle (representing Black Cultural Center, Dean's Office, financial aid, post office, office services, and registrar): **Vince Vagnozzi**, post office, and **Ben Wilson**, Dean's Office

Scott Circle (representing McCabe Library and Scott Arboretum): **Jessica Brangiel** and **Danie Martin**, both of McCabe Library

Sharples Circle (representing Dining Services): **Lynn Grady** and **Genevieve Nilan**, both of Dining Services

South Circle (representing facilities): **Paula Dale** and **Christi Pappert**, both of facilities and services

Tarble Circle (representing admissions, Communications Office, institutional research, Office of the President, Office of the Treasurer, Provost, and VP of finance office): **Pattie Kim**, career services, and **Susan Wigo**, admissions

Whittier Circle (representing Beardsley Hall, Courtney Smith House, Hicks Hall, Papazian Hall, Pearson Hall, and Trotter Hall): **Michael Kappeler**, information technology, and **Dorothy Kunzig**, linguistics

Ex-officio members: Human Resources—**Pamela Prescod-Caesar** or **Zenobia Hargust** and equal opportunity officer—**Sharmaine Bradham LaMar**

Ice Cream Social launches new year sweetly

The Swarthmore Ice Cream Parlor opened for one day only on Aug. 14 in Lang Concert Hall for the annual and much-anticipated Ice Cream Social. This year, in addition to honoring retirees, the popular event also helped kick off the start of the academic year.



(Right) Mike Hill (left), director of Public Safety, with Interim President Connie Hungerford (right) presents Public Safety retiree Terri Narkin with a framed print of Swarthmore College in appreciation for her years of service.

(Left) Ice cream servers for the day were, from left, Liz Braun, dean of students; Maurice Eldridge, vice president of college and community relations; and Connie Hungerford, interim president.

PHOTOS BY LAURENCE KESTERSON

