

ALSO IN THIS ISSUE:

- 2 DIVERSITY AND INCLUSION
- 2 2014–15 HOLIDAY SCHEDULE
- 3 WELLNESS ON CAMPUS
- 4 HR NEWS AND MILESTONES
- 5 NEW FACES



Sesquicentennial kicks off

The College officially launched its sesquicentennial celebration Jan. 22 with a ceremonial cake—in the shape of Parrish Hall—speeches, and a crowd of Board members, faculty, staff, and students in McCabe Library. The event also featured a display by Friends Historical Library staff to celebrate the history of Parrish Hall and a life-size, cardboard cutout of College founder Lucretia Mott. For more on the sesquicentennial and its events, visit <http://swat150.swarthmore.edu>.

Update on performance assessment

Early this semester, the human resources (HR) department led a series of nine cross-sectional focus groups that gathered input from management staff, nonsupervisory staff, and faculty chairs on the campus' current performance development practices, relevant competencies, and previous performance assessment conversations.

As an outcome of these community discussions, the College has developed consistent core competencies, goals, and expectations for all employees. These common benchmarks seek to promote uniformity and equity in the performance assessment discussions across divisions. They also will inform the development of a more comprehensive talent management system for the College.

Thank you to the many participants who contributed to the rich conversations at each focus group. Employees are encouraged to share ideas on performance assessment by participating in future focus groups and information sessions.

For more information regarding the 2014 performance assessment process, please visit the professional development section of the [HR website](#).



Calendar of Events

Now through March 28
 Aetna Supplemental Life Insurance Open Enrollment

Thursday, March 13
 Spring Staff Development
 All Day, Scheuer Room, Kohlberg

Aetna Supplemental Life Insurance Information Session
 9 a.m.–2 p.m., Scheuer Room, Kohlberg

Tuesday, March 18
 Aetna Supplemental Life Insurance Information Session
 9 a.m.–2 p.m., Scheuer Room, Kohlberg

Thursday, March 20
 All Staff Meeting
 10:30 a.m.–noon, Lang Concert Hall

Thursday, March 20
 New Hire Reception
 3:30–5 p.m., Wister Room, Arboretum

Monday, April 7
 Healthy Potluck
 Noon–1 p.m.

Wednesday, April 30
 National Walk at Work Day
 Noon–1 p.m., Parrish steps

Wednesday, June 11
 Ice Cream Social
 1–3 p.m., Upper Tarble

Submit items of interest to:
humanresources@swarthmore.edu

College revamps sexual misconduct policies

Bolstering its commitment to a safe and respectful community, the College has recently revamped its sexual assault and harassment policies and procedures.

A final report from campus security firm Margolis Healy and Associates outlines the sweeping changes and improvements the College has made. The report found that in just six months, the College had implemented or initiated all of the external reviewers' recommendations, including:

- Completely revamping policies and procedures regarding sexual harassment and sexual assault, while revising and/or enhancing prevention and education programming for the community.
- Creating a cohesive and comprehensive training program for the entire campus community including conducting more than 50 training sessions on Title IX and Clery Act compliance, in addition to dozens of information sessions. More programs are planned for the future.
- Forming a Clery Act Compliance Committee of students, faculty, and staff; designating a full-time interim Title IX coordinator and four Title IX deputies; conducting a search for a permanent Title IX coordinator; and adding new staff members to support the Swarthmore community.

Released in late January, the report affirms the College's ongoing dedication to streamline and improve policies and practices. Central to these efforts is the focus on prevention and education. A task force on campus culture, whose members include managers, faculty, students, and staff, will issue its report this spring.

In a letter accompanying the report, Rebecca Chopp said, "Swarthmore strives to be a place in which respect, responsibility, and accountability are woven not only into our policies and practices but into the very fabric of our culture. It's as fun-

Diversity and Inclusion: Community development grant project set

During the fall 2014 semester, Swarthmore College will welcome Adam Mastoon, photographer and creator of the Rhode Island School of Design (RISD) Diversity Project. Students, faculty, and staff will partner with him to build a community narrative that reflects the rich diversity of our campus.

This project, supported by a community development grant, will highlight several perspectives pertaining to ethnicity and race, socioeconomic background, religion, disability, gender, and sexual orientation.

"Each of us has a sacred story to tell. Our stories are compiled from the reservoir of our history, experiences, hopes, and dreams. They intersect and are woven together to create a strong, diverse tapestry that reflects the nature of our community. Swarthmore students, faculty, and staff will have an opportunity to use their voices to inspire others about the difference each of their stories and lives can make in the world. The project will provide a glimpse into the wonderfully eclectic group of human beings that is the Swarthmore community."

—A. Mastoon

damental to our identity as academic rigor and commitment to the common good."

That commitment extends beyond campus, with Swarthmore's actions coming at a time when public and private officials across the United States, including at many colleges and universities, are reconsidering best practices for ensuring the safety of their communities.

Chopp said, "Change does not occur in a vacuum, and our willingness to confront these tough issues and change our behavior, policies, and culture is surely contributing to broader societal change."

To read the final report and its executive summary, go to bit.ly/MHAFinalreport. President Chopp's accompanying letter to the community may be read at bit.ly/MHAletter.

Through his photographs and our stories, Mastoon will give voice to faculty, staff, and students, inspiring all to appreciate the differences each individual weaves into the fabric our community.

This ongoing project at RISD has been successful over the last few years at showing how one person's attitudes, dreams, and ideas can affect the world. For more information about the project, visit diversity.risd.edu.

Following is the artist's statement about the project:

Holiday schedule set

As you plan your work and time off, the following 2014–15 holiday schedule may help. Most offices will be closed on the scheduled holidays. However, some offices must remain open, so staff members should check with their supervisors on departmental requirements. The holiday schedule is determined annually based on how holidays fall in the week as well as the academic calendar.

Scheduled holidays for

Sept. 1, 2014–Aug. 31, 2015

Thanksgiving: Thursday and Friday, Nov. 27–28 (two days)

Winter Break: Wednesday, Dec. 24–Friday, Jan. 2, 2015 (eight days)

Martin Luther King Jr. Day*: Monday, Jan. 21, 2015, or an alternate day (one day)

Fourth of July: Friday, July 3, 2015 (one day)

*Please remember that the alternate holiday option for Martin Luther King Jr. Day must be used during the September to August time period and cannot be carried into the next calendar year.



Wellness on Campus

The newly formed Committee for Work Life Initiatives (CWLI) began meeting this fall and has formed multiple subcommittees to work on a three-year action plan for the community's work-life programming. The subcommittees are: communications, best practices, programming, and community engagement.

Swarthmore continues to offer a variety of wellness programs. For more information, check the campus calendar.

The Weight Watchers program just completed another successful session, with a possible presummer session starting later in the spring.

Walking at lunch will start again when the snow melts, and the College walkers will again participate in National Walk at Work Day April 30. Stay tuned for more events and details.

Members of the **Committee for Work Life Initiatives** are:

- Yvonne Chireau, religion
- Renee Clarke, athletics
- Carrie Compton, communications, committee co-chair
- Kim Fremont, human resources
- Eric Hoffman, athletics
- Therese Hopson, dining
- Landry Kosmalski, athletics
- Terri Maguire, human resources, committee chair
- Michele Mocarsky, human resources
- Kara McDonald, development
- Satya Nelms, student wellness
- Jocelyne Noveral, biology
- Mike Patterson, IT
- Patti Shields, EVS
- Suzanne Smith, wellness coordinator ADC



CWLI serves up healthy potlucks

To promote healthy eating and cooking, CWLI will host its first Healthy Potluck luncheon Monday, April 7. These monthly potlucks are open to anyone who registers to bring a healthy, nutritious meal and provides the recipe for her/his dish. Recipes will be posted on the [CWLI website](#) to create an ever-growing healthy-recipe resource. Please watch your email for more details, including location, about this fun, new way to try healthy food. For more information, email Carrie Compton at ccompto2@swarthmore.edu.



Spotlight on wellness sessions

The Swarthmore community is fortunate to have regular hatha yoga classes taught by certified instructor Stacey Dougherty, a lab instructor in the biology department.



These classes are a great place to learn beginners' poses and relaxation techniques and become comfortable with yoga. Stacey offers close monitoring and adjustments to posture and

alignment. She provides more challenging variations and pose-deepening adjustments for those with more experience.

Classes through the end of spring semester are in the Whittier Room, Swarthmore Meeting House, on Tuesdays, 5–6 p.m., and Thursdays, noon–1 p.m. The cost is \$12 per drop-in class, \$60 for a six-class package, or \$80 for a 10-class package.

To sign up or for more information, email sdoughe1@swarthmore.edu or call ext. 6067.

Nutrition counseling

Take advantage of the *free* nutrition counseling benefit and sign up to meet with a registered dietitian today.

Swarthmore has partnered with Family Food Registered Dietitians to provide one-on-one nutrition counseling with a dietitian who will suggest nutritional information that meets individual needs and goals.

To sign up:

- Visit www.familyfoodllc.com
- Select Book Now in the top right corner
- Select Work
- Select PAISIG Schools
- Select the blue link under Select a Service
- Select Swarthmore College, listed at the top, to view dates and times available.

Participating members of Independence Blue Cross, including spouses, partners, or eligible dependents, can enroll in six nutritional counseling sessions. These sessions can be done at home or on campus. Contact Family Foods directly with any questions at contact@familyfoodllc.com or 800-203-8657.



Take another look at life insurance

Swarthmore College is hosting a special enrollment opportunity for supplemental life insurance and accidental death and personal loss (AD&D) through our provider Aetna Life Insurance Co.

The College provides basic life insurance coverage in the amount of 1.5 times an employee's basic annual earnings, up to a maximum of \$150,000. The College also provides a matching amount of AD&D insurance, which pays a benefit if an employee dies or suffers a loss of function or a limb as a result of an accident. With this special enrollment opportunity, employees will be able to purchase additional insurance through payroll deductions.

The enrollment period for life insurance/AD&D will run through March 28. During this enrollment period, eligible employees can elect life and AD&D insurance coverage up to specific guaranteed issue amounts, **without*** answering any medical questions or providing proof of good health.

What does this guaranteed issue opportunity mean?

- For employees: Enrollment in or increasing current coverage to three times the basic annual salary up to **\$200,000**, whichever is less.
- For a spouse: Enrollment in or increasing the current coverage, up to **\$25,000**.
- For dependent children: Enrollment for **\$10,000** in coverage. Representatives from Aetna will be on campus during the month of March to answer any questions. Enrollment forms will be



Milestones



Associate Director of Editorial and Creative Services **Carol Brévar-Demm's** grandson, Brennan, son of Sebastian Brévar and Melody Milbrad, celebrated his first birthday Aug. 19 in Kaneohe, Hawaii.

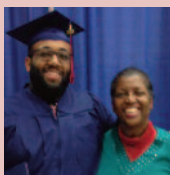
Wendy Chmielewski, George R. Cooley curator, Swarthmore College Peace Collection, received a 2013 honorable mention award from the Carrie Chapman Catt Center for Women and Politics at Iowa State University for her project on U.S. women elected to public office before 1920. The funds she received as part of this honor will allow her to hire a student research assistant in the summer.

Peyton Rose, granddaughter of **Sharon Green**, administrative assistant, physical education and athletics, was born Nov. 18. She joins big brother Eli and parents Rachel and Roland Ennis.

Gabriel Rui-Ren Gregorio was born to **Joseph Gregorio**, director, Swarthmore College Chorus and Swarthmore College Chamber Choir, and his wife Sept. 28. In addition, three of Joseph's new compositions premiered in November and December, one of which was performed Feb. 6 at the Eastern Division Conference of the American Choral Directors Association in Baltimore.

After two long years of studying, **Rose Maio**, administrative coordinator in sociology/anthropology and black studies, passed all three exams to become an enrolled agent with the Internal Revenue Service (IRS), the highest credential awarded. As an enrolled agent, Rose can represent taxpayers before the IRS.

Retiree Diane Collings held a retirement party in early January for **Janet McSwiggan**, who retired as assistant registrar in 2013, having worked at Swarthmore since 2001.



Kyle Moat, youngest son of **Yvetta Moat**, administrative coordinator, admissions, and assistant to the vice president and dean of admissions, graduated from Shippensburg University Dec. 14 with a B.S. in business administration—management.

made available through Human Resources (HR). If you have any questions, please contact HR at humanresources@swarthmore.edu or ext. 8397.

**Amounts requested above the guaranteed issue limits will require evidence of insurability.*

Fremont returns

On Feb. 17, **Kimberly Fremont** returned to Swarthmore as HR information specialist. She will resume the important work of providing strategic and functional technology consultation. Go to the [HR website](#) for information on the department and its services.



New Faces



Laura Cacho

became director of sustainability Feb. 3. She will continue work on the “greening” of the College, supporting

staff, faculty, administrators, and students in becoming agents of the changes needed to sustain the campus and world.

Most recently, **Cacho** was senior consultant on sustainability and climate change in Melbourne, Australia, for AECOM, a professional technical-and-management-support consultancy. She helped several cities with sustainability-related planning, policy, and education initiatives.

An environmental sciences major with a minor in landscape architecture, she received a B.A. with high honors from the University of Virginia in 2002 and a master’s degree in city planning in 2008 from the University of California–Berkeley. She is a Leadership in Energy and Environmental Design (LEED)-accredited professional. In 2010, **Cacho** also participated in the Harvard University Graduate School of Design executive education Planning and Building Sustainable Campuses program.

Cacho is eager to reach out to the campus community to fulfill the College’s sustainability goals.



On June 15,

Gregory Brown

will become the College’s vice president for finance and administration. He is known as a highly collabora-

tive campus partner and excellent communicator.

Before his current role at Barnard College as chief operating officer, Brown worked at Yale University, the

Winter Gathering

The annual Winter Gathering, held Dec. 12 in the Lang Concert Hall, honored employees’ years of service to the College. Seven employees were recognized for reaching the quarter century with the College. Other honorees included three employees with 40 years of service, three with 35 years, four with 30 years, 13 with 20 years, 18 with 15 years, and 18 with 10 years. The preceremony music was provided by Andrew Hauze ’04, music instructor/concert manager.



University of California–Berkeley, and Hebrew Union College–Jewish Institute of Religion in Jerusalem. In each of these institutions, he gained an extensive background in the financial administration of complex, global institutions. Before entering the higher education field, he was controller for the city of New Haven, Conn.

“I am grateful to the search committee and all of the members of the campus community who were involved in the recruitment process,”

said **Brown**. “Their enthusiasm about the institution and their warm hospitality greatly increased my interest in coming to Swarthmore. I look forward to becoming a part of the vibrant Swarthmore community.”

Brown received a B.A. from Wesleyan University and a master of public administration from the University of New Haven, specializing in accounting and finance. He will be joined at the College by his husband, Linton Stables, an architect.