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AARP: Swarthmore among Best Employers for Workers Over 50



From left, Terri Maguire, human resources manager; Pamela Prescod-Caesar, vice president for human resources; and Carolyn Hatt, manager of employment, accept the 2013 AARP Best Employers for Workers Over 50 award.

It's easy being "gray" at Swarthmore, and AARP has taken notice with its 2013 AARP Best Employers for Workers Over 50 award, co-sponsored by the Society for Human Resource Management. This honor recognizes the College's support for all of its employees and especially those who have reached (and surpassed) the half-century mark.

"With 49 percent of Swarthmore employees aged 50-plus, with an average tenure of 16 years, the College is proud that AARP has recognized our commitment to these employees by including us in its list of the Best Employers for Workers Over 50," says Pamela Prescod-Caesar, vice president for human resources. "AARP noted that Swarthmore supports its mature employees in a variety of ways, including wellness workshops and ongoing access to our fitness facilities."

Since its inception in 2001, the Best Employers program has recognized that a growing number of U.S. employers are developing progressive policies and practices tailored to the

needs of an aging workforce.

Organizations considered for this award submitted a comprehensive application, including information about human resources practices and policies—which tend to benefit all employees not just mature workers. Fifty were chosen for the award.

In honoring Swarthmore, AARP highlighted long-service anniversary celebrations and that employee feedback prompted the College to enhance its wellness programs.

Even after employees retire, the connection to Swarthmore remains strong. Retirees have returned to the College to work on special projects or join the community for staff events.

"No matter where employees are in their working life with the College, we want to support them in all of their endeavors—from improving wellness to learning the latest technology," Prescod-Caesar said.

"Swarthmore values the contributions of all employees during and after their service to the College, and it's nice for AARP to acknowledge that."



Calendar of Events

Wednesday, Sept. 18 and Thursday, Sept. 19

Retirement Plan Changes Group Forum
 One hour sessions:
 9 a.m., noon, and 3 p.m., Upper Table

Sept. 23–Oct. 4
 Benefits Open Enrollment

Tuesday, Sept. 24
 All Staff Meeting
 10 a.m.–noon, Lang Concert Hall

Wednesday, Sept. 25
 Benefits and Wellness Fair
 10 a.m.–2 p.m., Upper Table

Tuesday, Oct. 1
 Retirement Plan Changes Group Sessions
 Scheuer Room; One-hour sessions:
 Vanguard, 9 a.m., noon, and 3 p.m.;
 TIAA-CREF, 10 a.m., 1 p.m., and 4 p.m.

Tuesday, Oct. 1
 New Hire Reception
 3:30–5 p.m., Parrish parlors

Wednesday, Oct. 2
 Retirement Plan Changes Group Sessions
 Bond Memorial Hall; One-hour sessions:
 TIAA-CREF, 9 a.m., noon, and 3 p.m.;
 Vanguard, 10 a.m., 1 p.m., and 4 p.m.

Thursday, Oct. 10
 Staff Development Workshop Series

Thursday, Dec. 12
 Winter Gathering
 10 a.m.–noon, Lang Concert Hall

Submit items of interest to:
humanresources@swarthmore.edu

Fund changes coming to your retirement plan

As part of its commitment to you, the College provides generous retirement benefits and aims to help you pursue your retirement savings goals. The fiduciary committee established by the Board of Managers regularly reviews and fine-tunes the retirement plan. Upcoming changes will strengthen and streamline investment options. This more compact range of high-quality investment funds will make your savings options easier and more accessible.

Changes in federal regulations also have been a factor in our fund review. The new regulations aim to establish a more structured retirement program for employees in the non-profit sector, while also increasing the responsibilities of employers as plan sponsors.

Recently an informational booklet was mailed to your home, which describes the new investment options. You can review these options and make selections, or you can allow any mutual funds that are closing to transition automatically into target-date funds.

A selection of new funds will be available Oct. 1–Nov. 1. Group sessions, as well as individual meetings with investment professionals, by appointment, will enable you to learn more and will provide answers to your questions.

We encourage you to attend one of the upcoming investment-planning sessions to learn more about the College's retirement plan changes and how to select investments that support your objectives. Financial planning professionals from Vanguard and TIAA-CREF will be on hand to answer your questions.

Dates and locations of the group sessions are:

- **Sept. 18 and 19, Upper Tarble**
- **Oct. 1, Scheuer Room**
- **Oct. 2, Bond Memorial Hall**

For specific times and more information, please go to <http://bit.ly/retirementoptions>.



Public Safety Update

Dear Members of the Swarthmore Community,

The beginning of this academic year provides a welcome opportunity to reaffirm Public Safety's commitment to ensuring your safety and informing you about some of our efforts, both existing and new, as of this fall.

My staff and I work diligently and with conviction to meet the requirements of the Clery Act, the federal law that requires U.S. colleges and universities to disclose information about crime on and around their campuses. To meet the letter and spirit of the law, we make available after Oct. 1 each year the College's Annual Fire Safety and Security Report, both online and as a hard copy, available to anyone who visits Benjamin West House. You may also call 610-328-8330 to request one.

This report contains information regarding crime prevention, fire safety, crime-reporting policies, and other important matters related to security and safety on campus. It also contains information about crime statistics for the three previous calendar years concerning crimes that were reported to us or the Swarthmore Borough Police Department that occurred either on campus, in off-campus buildings or property owned or controlled by the College, or on public property within or immediately adjacent to and accessible from campus. In addition to making this information available to the community, we report it, as required by law, to the Department of Education.

We also work each year to identify and educate members of the community about their role as a Campus Security Authority (CSA). The Clery Act defines CSA, in part, as "an official of an institution who has significant responsibility for student and campus activities." CSAs at Swarthmore include members of the Dean's Office, Athletics, Public Safety, and specified student groups. These individuals are required by law to report Clery-defined crimes to any member of the Public Safety staff or Interim Title IX Coordinator Patricia Flaherty Fischette so that we can determine how best to address a victim/survivor's immediate safety and support on campus and to assess if there is an ongoing threat to the community. If an ongoing threat is determined to exist, we will issue what Clery refers to as a "timely warning," in accordance with the College's policy.

CSAs receive both general and specific training to help them in their role. If you have questions about the role of CSAs, or if you are a CSA and have a question about your responsibilities, please contact me directly.

I also want to mention the Swarthmore Clery Act Compliance Committee. This new group, comprising faculty, staff, and students, is responsible for overseeing the College's compliance with the Clery Act. It will meet three times a year to review updates to the law and various College policies, identify programming efforts, and finalize the data elements for the College's Annual Fire Safety and Security Report, among other duties.

Safety is a shared responsibility. We count on your support throughout the year and encourage you to contact Public Safety to report crime, suspicious activity, or dangerous conditions. We also welcome your partnership and participation in programs that promote good safety practices, including our student CSAs who are deeply committed to making ours a safe and fun campus in which to work, live, and learn. Should you have any other questions, please refer to the Public Safety website or contact me directly at ext. 8067.

I hope everyone has a good and productive semester. Stay safe.

Michael J. Hill, Director of Public Safety

In October, you also may arrange a free one-on-one consultation with a Vanguard and/or TIAA-CREF counselor to help you meet your short- and long-term investment goals. All employees, retirees, and other retirement plan participants are welcome to attend. A webinar will be available for those unable to attend in person

on Mon., Oct. 7, at 3 p.m. Stay tuned for more information.

If you have questions at any time, please contact John Cline at ext. 8652 or jcline1@swarthmore.edu. John also can provide a copy of the Retirement Summary Plan Description, Investment Policy Statement, or Plan Prospectus.



Wellness

Eating healthy

The secret is out. Krista Yoder-Latortue of Family Foods, whose company offers on-campus nutrition counseling sessions to Swarthmore and other colleges, was recently recognized by *Philadelphia Magazine* as “Best of Philly 2013—Nutritionists.”

The magazine noted, “From the foods you need to eat to a customized phone app to help you track your goals, [Family Foods will] have you thinking in a whole new way.”

All of that expertise and enthusiasm is available for the Swarthmore staff and faculty from one of the company’s more than two dozen registered dietitians, who can offer on-site nutritional counseling sessions—free for Independence Blue Cross subscribers.

In the sessions, the counselor will help you tackle your personal health objectives from weight loss to sustaining your energy level. To schedule a counseling session(s) this fall, contact Kaitlin of Family Foods at kaitlin@familyfoodllc.com.

Fall fitness classes

Swarthmore will offer the following weekly classes to all faculty and staff:

Monday	QiGong Pick-Up Basketball Step-Dance Yoga
Tuesday	Pilates (intermediate)
Wednesday	Mindfulness Pick-Up Basketball Pilates (beginner, intermediate) Step-Dance
Thursday	Yoga Qigong
Friday	Swat Walks

For more information on times, locations, and costs, please check the Campus Calendar:

<http://bit.ly/SwatCalendar>.

Healthplex Sports Club discount

If you are a member or are considering membership in Healthplex in Springfield, there is a deal for you. Swarthmore faculty and staff can save \$10 on their monthly fees. Independence Blue Cross members also can receive a reimbursement for up to \$150 of the fitness center’s fees.

For all of the details about this great Swarthmore faculty/staff discount, call 610-328-8893.

Work-Life initiatives

The newly commissioned College Committee for Work-Life Initiatives will be announced later this fall, so keep your eyes peeled for this exciting announcement.

Weight Watchers @ work is back!

Starting in October, Weight Watchers meetings will be held on campus on Thursdays at noon. The cost is \$135 and may be subject to reimbursement through Independence Blue Cross.

Please contact Terri Maguire at tmaguir1@swarthmore.edu or Anna Everetts at aeveret1@swarthmore.edu to reserve your spot.



The Wellness Group kicked off a Spring Walking Program April 25, meeting Thursdays at noon. The fall walking program will be held Fridays at noon, using several wellness trails on campus. For your own walking pleasure, download a map of the trails, their locations, and difficulty level at <http://bit.ly/SwatWalkingTrails>.

Open enrollments set for faculty & staff

Benefits open enrollment, Sept. 23–Oct. 4

A new academic year means it’s time for you to review and make changes to your benefit selections. To make changes to your health/dental/vision insurance selections, you must make an active election online through mySwarthmore. If you currently have a flexible spending account or wish to open one, you must log in to mySwarthmore to make a new election for the 2013–14 Plan Year.

If you would like assistance completing your online enrollment, computers will be available at the Benefits and Wellness Fair, Wednesday, Sept. 25, 10 a.m.–2 p.m. in the All Campus Space in Upper Tarble.

Retirement fund open enrollment, Oct. 1–Nov. 1

A separate retirement fund open enrollment period will allow you an opportunity to review the new retirement fund options, which were outlined in the brochure you received in early September (see the story on Page 2). The changes to the retirement fund lineup will strengthen and streamline investment options, making your savings options clearer and easier to understand. Informational sessions will be available Sept. 18 and Sept. 19 (Upper Tarble), Oct. 1 (Scheuer Room), and Oct. 2 (Bond Memorial Hall).

If you have any questions about benefits or open enrollment, please contact John Cline in Human Resources at ext. 8652.

HR office hours have changed

The HR Main Office is open Monday, Tuesday, Thursday, and Friday from 8:30 a.m. to 4:30 p.m., including the noon–1 p.m. lunch hour.

On Wednesdays, office hours have been extended: 8 a.m. to 5 p.m., including the noon–1 p.m. lunch hour.



New team member



The human resources team will have a new member, beginning Sept. 25, when **Michele Mocarsky** becomes director of benefits and compensation.

Michele has more than 10 years of human resources (HR) experience, the last six as HR director at Chestnut Hill College. She brings not only years of experience but also a strong commitment to customer service, comprehensive HR generalist knowledge, including payroll, and a hands-on understanding of benefits and compensation.

A national board member for the College and University Professional Association for Human Resources, Michele served as the chair of the Southeastern Pennsylvania Consortium for Higher Education. She holds professional in human resources certification and is a member of the Society for Human Resource Management. She also completed the certificate in professional human resource management program at Villanova University and has a B.A. in psychology from Arcadia University.

Come meet Michele at the annual Benefits and Wellness Fair, Sept. 25, 10 a.m.–2 p.m., in Upper Tarble.



A 2013–14 fellowship from the Gilder Lehrman Institute of American History was awarded to **Wendy Chmielewski**, curator of the Swarthmore Peace Collection, to conduct research at the New York Public Library for her project “Her Hat was in the Ring: U.S. Women Elected to Political Office Before 1920.”

Marshal and Helen Davis, coaches for the men’s and women’s fencing teams, announced the birth of daughter Maya Anna Davis.

In May, **Kimberly Fremont**, system support analyst in human resources information systems, was awarded a Ph.D. in educational psychology from Temple University. Her dissertation examined the relationship between technology use and student ratings of instructor and course effectiveness in college classrooms.

Farha Ghannam, associate professor of anthropology, had her book, *Live and Die Like a Man: Gender Dynamics in Urban Egypt*, published by Stanford University Press. For more information, visit <http://bit.ly/GhannamBook2013>.

Zenobia Hargust, human resources manager, received a master’s degree in human resources management and organizational strategy from Walden University in June.

On July 24, **Pieter Judson** ’78, Isaac H. Clothier Professor of History and International Relations, married his partner Charles Devlin in the Nantucket, Mass., home of **Pieter’s** parents.

Ruthanne Krauss, administrative assistant to the associate dean for academic affairs, with her husband Lee, welcomed granddaughter Lindsay Grace Krauss July 7. Lindsay joins her parents, Tom and Lisa Krauss, and also big brother Ryan.

Jeffrey Lott, sesquicentennial book editor, and his wife, Wendy, welcomed their first grandchild, Owen Healy Lott, April 15. Owen resides in New York City with his parents, Elizabeth Healy and Joseph Lott.

In May, Episcopal priest **Joyce Tompkins**, interfaith coordinator and Protestant religious adviser, received her doctor of ministry from Connecticut’s Hartford Seminary. Her thesis is on interfaith dialogue within a secular college context. Her work on campus with the ecumenical Christian community as well as with broader issues of religious and spiritual life is sponsored by Partners in Ministry—a consortium of local churches, the Friends meeting, alumni, and friends.

Community Celebration

In the first of what President Rebecca Chopp hopes are many occasions for the campus community to gather this year, the Sept. 13 Community Celebration on Lower Parrish Beach provided the introduction to a new

academic year and a welcome for new students, faculty, and staff. The luncheon event re-enforced the College’s commitment to community as the heart of the Swarthmore experience.



Title IX compliance update

In the last few months, Swarthmore has engaged in a careful review of its Title IX obligations. The external examination is being led by Margolis, Healy & Associates (MHA), who have extensive expertise in campus safety efforts and adherence to all related federal laws including Title IX and the Clery Act. MHA produced an interim report in midsummer (<http://bit.ly/SwatInterimReport>).

The College has also been working hard internally to implement the recommendations in the interim report to further ensure the safety of the campus, to support victims/survivors of sexual misconduct, enhance preventative and educational programming, and to provide a fair and impartial process for all. The College also spent considerable time this summer creating the new Interim Sexual Assault and Harassment Policy, according to Patricia Flaherty Fischette, the College's interim Title IX coordinator.

"Our new policy was, of course, guided carefully by the requirements of the law under Title IX and the Clery Act. In the revised policy, the Title IX coordinator and a team of trained colleagues are given primary responsibility to ensure that we provide a hostile-free environment for all College community members," said Fischette. Faculty, staff, and six student groups (PAs, RAs, SMARTeam, DART Team, ASAP, and SAMs) who have been identified as having significant responsibility for the welfare of other students, are expected to refer incidents to the Title IX coordinator (or public safety, after hours) if they receive information from a student, faculty, or staff member about sexual misconduct. This could include sexual assault, harassment, or other unwanted verbal or physical sexual conduct, any of which creates a "hostile environment." For a complete description of reportable conduct, visit

<http://bit.ly/ProhibitedConduct>.

Contacting Fischette, as Title IX coordinator, is critical so that all rele-

Spring Gathering

Once again the Spring Gathering brought the campus together for fun with this year's Down the Shore theme with arcade-style games, "Boardwalk" munchies, a photo booth, and more at this well-attended May 22 event.



vant information can be explored sensitively; cases can be tracked for appropriate responsiveness; and steps can be taken to end any harassment, eliminate a hostile environment, and prevent harassment from reoccurring.

Throughout the process of reporting, Fischette will maintain the privacy of faculty, staff, and students. Once an incident of sexual assault or harassment has been reported, the burden to balance confidentiality requests against concerns of ongoing individual or community risk should rest in the hands of the trained Title IX coordinator.

Victims/survivors also have several confidential resources available to them, both on and off campus. Worth Health Center employees, Counseling and Psychological Services counselors, and religious advisers are all considered confidential resources under the law. For a list of resources and reporting options, visit <http://bit.ly/SwatReportingOptions>.

In the end, preventing sexual misconduct, supporting victims/survivors, and adjudicating promptly, fairly and consistently, does not rely solely on policies or regulations, Fis-

chette explained, but on creating a campuswide culture that does not tolerate sexual assault or misconduct. Read Fischette's recent message to the community:

<http://bit.ly/FischetteMessage>.

Fischette also has an open door and an open ear for anyone on campus who has opinions and experiences to share as the interim policy discussions continue, with the shared goal of making Swarthmore a safer and more supportive environment. In addition to Fischette, there are also four Title IX deputies who are available to answer Title IX questions: **Lili Rodriguez**, associate dean of diversity, inclusion, and community development; **Patricia Reilly**, associate provost for faculty development and outreach and associate professor of art history; **Zenobia Hargust**, human resources manager; and **Nnenna Akotaobi**, associate director of athletics and senior woman administrator, athletics.

For more information, contact Fischette at pfische1@swarthmore.edu or ext. 3720; or visit the Sexual Assault Resources website at <http://bit.ly/SwatResources13>.