

HR CONNECT



Staff Engagement Survey Update

On behalf of the Staff Engagement Working Group, we would like to again extend our gratitude for the 68% of staff who took the time to participate in the Rankin Climate Engagement and Well-being Survey that launched in early spring. We hope that you had an opportunity to attend one of the community sessions in late May where Susan Rankin of Rankin Climate shared the key findings of the survey and answered questions about their process of analyzing the quantitative and qualitative (participant comments) data. The presentation and 75-page Final Report can be found [HERE](#).

Throughout the summer, HR will be meeting with divisional leaders to review how their organizational results compare to those of the college in critical areas such as communication, supervisory support, training and development, and overall climate. We will emphasize areas of opportunity and assist leaders in creating action plans to address concerns or implement suggestions that were shared specific to that department.

We are also working with President Jenkins to review the survey feedback and identify the key institutional priorities that will give focus to our work going forward. We will create working groups for these priorities, as well as a steering committee to provide structure and organization to the effort. There will be many opportunities for interested staff members to engage in this ongoing work. More information will be coming soon!

BETTER
BATES
TOGETHER

Use the QR code to view the presentation and final report. Questions? Email EmployeeEngagement@bates.edu







Benefits Update: Preventative Care

Preventive care is a cornerstone of maintaining good health and well-being. Employees can detect potential health issues early, often before symptoms arise by taking advantage of preventive services like regular health screenings, vaccinations, and wellness check-ups. Early detection can lead to more effective and less costly treatments, reducing the risk of future severe health problems.

So as you plan to enjoy the summer season, don't overlook the importance of keeping up with your preventive care routine. Contact your benefits team if you have any questions or concerns.

 207-786-6140

 benefits@bates.edu

 [www.bates.edu/hr/benefits/
retirement-benefits](http://www.bates.edu/hr/benefits/retirement-benefits)



Bates
Benefits

Welcome TO THE TEAM!

This list represents employees who began working at Bates College March 1 through July 1. The next newsletter will announce new hires beginning where this list ends.

- Zak Fraser - Custodian
- Victoria Marroquin - Custodian
- John Haelsen - First Cook
- Mick Ameigh - Campus Safety Officer
- Amo Houghton - Assistant Men's Soccer Coach
- Mindy Marquis - Catering Waitstaff
- Jared Girardin - Custodian
- Mohamed Awil - Associate Director of Volunteer Programs and Community Partnerships
- Andrew Shepard - Coordinator of Residence Life & Confidential Resource Advisor
- Rebecca Clark - Director for the Bates Morse Mountain Conservation Area and Shortridge Coastal Center
- Crystal Lawrence - Accounting Assistant and Cashier
- Andrew Barbakov - Retail Operations Associate
- Chase Ouellette - Shuttle Driver
- Jean-Baptiste Gerent - Postdoctoral Research Associate
- Abigail Rose - Associate Director of Annual Giving and Reunion
- Kelechi Ohadiro - Commons Associate
- Amino Dagane - Catering Waitstaff
- Rukio Abdullahi - Commons Associate
- Chris Tiner - Service Desk Technology Field Assistant
- Kelly McManus - Assistant Field Hockey Coach
- George Howitt - Custodian
- Brandon Farinas - Grounds and Maintenance Worker
- Ari Thibeault - Work Control Intern
- Sophie Messina - College Store Clerk
- Brian Collura - Web Developer
- Jeff Whitlow - Shuttle Driver
- Jess Sullivan - Systems Analyst
- Ethan Bean - Summer Research Assistant
- Tatum Tripp - Vivarium Worker
- Chelcie Phinney - Custodian
- Milo Small - Seasonal Painter
- Maeve McSloy - Outdoor Education and Programs Postbac Intern
- Viuro Nkemngong - Post-Baccalaureate Scholar-Biology
- John Harvey - Leadership Gifts Officer
- Alec Brown - Assistant Football Coach
- Grace Kenningham - Assistant Women's Volleyball Coach
- Sal Iaria - Second Assistant Men's Lacrosse Coach



This list represents any staff or faculty who celebrated an anniversary from March 1 through July 1, 2024. The next newsletter will announce anniversaries for employees beginning where this list ends. Anniversaries are recognized in 5 year increments.

5 Years

- Jonathan Witt
- Liz Coyer
- Hoi Ning Ngai
- Branden Rush
- Sylvia Gnieser-Castonguay
- Judith Ayugi
- Yamil Peralta Burgos
- Tammy Dostie
- Michael Sommer
- Mark Fish
- Rukia Dagane
- Raquel Kovar
- Darren Gallant
- Tammy St. Amant
- Christian Langlois
- Rebecca Lazure
- Heidi Bisson
- Shonna Humphrey
- Ian-Khara Ellasante
- Shamso Dahiyo
- Aden Osman
- Jared Buckingham
- Kathy Boyd
- Cezarie St.Jean
- Scot Flink
- Maggie Diamond-Stanic
- Tyrone Fulgham
- Gwen Calhoon
- Andrew England
- Sherry Lessard
- Beverly Vari
- Joe Vari
- Tonya Bailey-Curry
- Asha Tamirisa
- Awes Aden
- Alphonso Belnavis
- Amanda Ouellette
- Peter Kenney
- Timothy Beagan
- Callie Kimball
- Christian McCollough
- Rei Hergeth

10 Years

- Don Cote
- John Wiley
- Matthew Thomas
- Eric Foushee
- Melissa Alden
- Megan Couch
- Jackie Robert
- Bruce Hall
- Shelley Palmer
- Pat Foisy
- Erin Haynes
- Lorna Bellegarde
- Sarah Bellefleur
- Kelly Stone
- Geoff Swift
- Wendy Kjeldgaard
- Martin Montgomery
- Katy Ott
- Tom McGuinness
- Franky Urueta
- Mike Rocque
- Jake Paris
- Jeff Spellar
- Nathan Faries
- Billie Coburn
- Brett Huggett
- Ture Johnson
- Audrey Burns
- Jeremy Riordan
- James Upham
- Benjamin Pinkham

15 Years

- Bronwyn Sale
- Robert Strong
- Lauren Ashwell
- Dean Stein
- Kathleen McEnerney
- Nathan Lundblad
- Raluca Cernahoschi
- Casey Anderson
- Daisy Haskell
- Nicole Hastings
- Nicole Hastings
- Molly Newton
- John Jasper
- Clarisa Perez-Armendariz
- Donna Sevigny

20 Years

- Susan Langdon
- Holly Ewing
- Sherry St Amant
- Sylvia Federico
- Richard Kelly
- Leigh Weisenburger Albert
- Dale Chapman
- Mike Moyer
- Anita Charles
- Christopher Petrella
- Flo Chabot

25 Years

- Heather Taylor
- Chris Davis
- Pete Schlax
- Susan Stark
- Stephanie Kelley-Romano
- Michael Sargent
- Ryan Blake
- Erin Foster Zsiga
- Lisa Maurizio
- John Heutz
- Vivian Snyder

30 Years

- Baltasar Fra-Molinero
- Carol Dumais
- Deborah Obptande

35 Years

- Lillian Nayder
- Paul Menice
- Carole Parker
- Carl Pettengill
- Maggie Leonard
- Roland Theriault
- Anne Odom
- Li-Ping Miao

40 Years

- Mary Rice-DeFosse
- Thoune Thongsavanh
- Stephen Morin

45 Years

- Susan Nattress



Environmental Health & Safety: What You Should Know About Ticks

It's that time of year to get out and enjoy the warmer weather, but it's also the time of year that ticks are active. Remember the AIR acronym when you are out there!

AVOID

Ticks favorite habitats are wooded brushy areas with tall vegetation and leaf litter. This is a picture of a tick "questing". It ascends a blade of tall grass and extends its forelegs waiting for a host to brush past.

INSPECT

Always do a thorough tick check after being outside.

REMOVE

If you find a tick remove it immediately! Use fine tipped tweezers, grasp the tick as close to the skin's surface as possible and pull straight up with steady even force. Clean the bite area well.

For more information, visit the University of Maine's Cooperative Extension website:

extension.umaine.edu/ticks/maine-tick-data/



Hickling, G. (2015). The black-legged or deer tick [Photo The black-legged or deer tick]. https://www.nps.gov/articles/parkscience32_1_36-41_ford_et_al_3819.htm



B Well x Physiology First:

A New Well-Being Offering Launching this Summer!

B Well is excited to launch a new partnership with Physiology First starting this summer. Physiology First, located in Freeport, Maine has a mission to change the landscape of health and fitness into one that blends movement, breath, cold exposure, heat exposure and brain health to promote quality of life. This partnership is an exciting initiative which will open the doors for our community to utilize cutting edge technology to better understand our physiology. Using VO2Max testing, Resting Metabolic Rate Testing, a digital app with community and educational resources, this partnership will give participants the opportunity to learn about how we can enhance our overall well-being across multiple lifestyle practices.

This summer, we will begin offering the VO2Max and Resting Metabolic Rate testing on campus. Additionally, we will launch the digital platform which will give access to the physiology first community online. There participants will be able to access workout suggestions, breath work practices, nutrition advice, sleep hygiene tips and more.

No matter what one's fitness level, this program will provide an opportunity for us to learn how our physiology can influence how we perform, not just physically but mentally, emotionally, and intellectually as well!

To learn more about B Well check out the website www.bates.edu/b-well or scan this QR code



ENRICHMENT WEEK: A Recap Through Photos

We hope you enjoyed this year's Enrichment Week. It was wonderful to see all of our Bates employees gathered together to enjoy various classes, wellness opportunities, fun events, and of course the annual 5k fun run. Thanks to our colleagues at Communications and Marketing, we are able to give you a sneak peak at some of the photos that were taken this year. If you have any questions about Enrichment Week feel free to reach out to Human Resources at hrdept@bates.edu or call (207) 786-6140.



ENRICHMENT WEEK:

A Recap Through Photos Continued...



Where We Are

Human Resources has offices at:
215 College Street: Benefits and HR Operations
220 College Street: Employee Experience

Environmental Health and Safety:
Lower Level of Dana Hall

Hours of Operation

Office: 8:30 a.m. to 4:30 p.m.

Contact Numbers

Phone: (207) 786-6140

Fax: (207) 786-6170

Email Inboxes

General Inbox: hrdept@bates.edu

Benefits Inbox: benefits@bates.edu

Scan this QR code to
visit the Human
Resources website



Everyone has a Story: Dri Huber



If you happen to casually pass by someone on the Quad who's out walking a dog that looks part Husky, Great Dane and Poodle (fascinating mix!) and quietly humming the tune to, "I Wanna Dance With Somebody" you may have just encountered Dri Huber. Dri is currently the Assistant Dean of Students and Director of First-Generation Programs within the Office of Intercultural Education. In this role, Dri supports our First-Generation Students (students for whom neither parent/guardians have a bachelor's degree) from Pre-Orientation through Commencement and beyond. A Maine native, Dri grew up in the Portland area, but spent several years moving around the 207 and eventually landed in Lisbon where she currently resides with her wife, Sam, and dog, Rosie. Despite spending time in Vermont, as well as Massachusetts, Maine still remains her favorite and she has a deep appreciation for everything the state has to offer.

Dri has worked within the Office of Intercultural Education for the last three years and each year she has enjoyed observing Commencement and watching the students as they pass through their final chapter as a Bobcat. "This past Commencement was a bittersweet moment for me. It was so exciting to see students who I had built such strong relationships with graduate and move onto their next adventures, but also difficult to think of Bates without them. The relationships and their success are just a good reminder of why we do this work."

When she's not busy helping our students, Dri enjoys a good spin class 3-4 times a week, and can often be found outside or on a hike. "I like that both activities are not a competitive sport. In the end, you're only competing against yourself and no one else." This level of dedication, in all aspects of her life, are inspiring and we truly appreciate all that she does here at the College. Thank you, Dri!

Favorite L/A food: *Wei Lei or She Doesn't Like Guthries* | **New hobby to be instantly good at:** *Computer coding* |

Fun Fact: *On a coffee hunt! Welcoming any and all suggestions for the best cup of coffee around!*

Do you know someone who would like to be featured?

Fill out [this form](#) to nominate yourself, or someone else, for the next edition of HRCONNECT!



Questions? Email HR at hrdept@bates.edu





On the Horizon

July

7/25- TIAA Meetings

*Bates Dance Festival- Scan the QR code below for a list of live performances



August

8/23- New Employee Orientation

September

9/2- Labor Day

9/3- Convocation

9/4- Fall Semester Begins

9/15- Annual Reviews Due

9/27 & 9/28- Back to Bates Weekend

Where in L/A?



Correctly guess where you think in Lewiston or Auburn, Maine you believe this photo was taken. First person to submit the correct answer will win a \$25.00 gift card to the bookstore! All answers should be sent to hrdept@bates.edu.

Hint:

A third generation family owned farm located right here in Lewiston. This place is a local favorite for many and a go to spot for strawberry picking!

Last Issue's Answer: The March newsletter featured Thorncrag Bird Sanctuary in Lewiston.