

HR CONNECT

CALL to ACTION

HR Seeks Nominations for Engagement Working Groups

We are currently seeking nominations of interested individuals to participate in one of three important working groups. As shared by President Jenkins earlier this month, three institutional focus areas have been highlighted as a result of our Employee Engagement Survey, and our working groups will bring action to these areas:

- **Supervisor development:** Charged with creating a baseline professional development program for supervisors and managers.
- **Career advancement:** Charged with identifying and understanding our current state, enhancing development opportunities and clarifying steps for career advancement.
- **Staff/faculty relationship:** Charged with exploring and finding ways to minimize the barriers between faculty and staff and improve the relationship.

While the structure of each working group may differ slightly, we anticipate members will meet bi-weekly for three to four months to achieve their specific objectives or make recommendations to Human Resources.

In addition, there is an exciting opportunity to join a recently-revived wellness initiative! The survey feedback about our B Well program was extremely positive, and we are hoping to gain even more traction this coming year.



Members of the Academic Affairs staff show off their identity box while having fun at a recent team building session.

- **Well Being Committee:** Dedicated to fostering a supportive and healthy work environment that enhances the physical, mental, and emotional well being of all employees. Charged with developing and advancing B Well programs and initiatives that promote balance, engagement, and overall well being across Bates. This committee will meet monthly at first and then shift to a bi-monthly or quarterly cadence.

Using the link to the [Nomination Form](#) we encourage you to nominate someone you feel will bring expertise and commitment to any of the four groups listed. If you are excited about the opportunity to engage in what we believe will be a rewarding community effort, please also consider self-nomination!

Nominations are open now until **Friday, October 4th**. Notifications to selected participants will be made by Monday, October 14th.

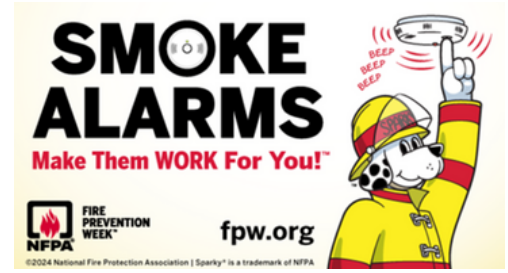
Thank you for your continued engagement in building a Better Bates Together.
When we work together, we achieve great things.



QUICK TIPS

Environmental Health & Safety: October is Fire Safety Month

Thank you to all who participated in the August fire drills. Staff generally knew their assembly areas and gathered appropriately. As we head into Fall, October starts Fire Safety Month. It's a great time to refamiliarize ourselves with fire safety at home and at work. Here are some tips.



At Work:

Treat every alarm as real. If an alarm activates, move in an orderly fashion to your building's designated assembly area that can be found [here](#). The Bates College Assembly Area spreadsheet contains information on who receives the alarm notification. Please take time to review the details for your office building.

If staff have limited mobility, help them to a nearby safe stairwell and call Campus Safety at 6-6111.

Be familiar with at least two exit paths for the buildings you work in. You never know when an incident may block a path you frequent. Finally, keep exit paths free of stored items. This includes both in your office and in the hallways.

At Home:

It's time to change those batteries in your smoke and carbon monoxide alarms! The National Fire Protection Association recommends placing smoke alarms in every bedroom, and in the hallways next to sleeping areas on each level of the home, including the basement.

Make a [fire escape plan](#) for your house. Make sure everyone is familiar with the sound of the alarm and what to do and where to go in the event of an alarm.

B Well: Creativity Prompts

Encourage your mind to wander. Leave behind the tasks of the day and explore where the imagination leads when boundaries dissolve

Create a visual representation of your mood using colors, patterns, symbols, etc. Reflect on your mood changes and what might be influencing it.

Create a gratitude list, focusing on how each item makes you feel, and why you are grateful for it.

Start a conversation! If someone designed a playground for you, what would be in it? How would you spend your recess period?

You wake up one morning in a different location, in a different century. Illustrate or describe this new environment. How do you adjust to this new time and place?



Describe what is happening in this image. How did it come to be, where will it go next?

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



B Well with Physiology First



As you may know, the B Well program has partnered with Physiology First. This exciting partnership will bring additional resources to Bates employees. Physiology First's mission is to inspire positive change in how we approach mental health by addressing the physiological factors that often underpin our mental well-being.

Bates employees now have access to Physiology First's online platform and app through "Skool".

On this platform, employees can access a community discussion forum, fitness programming, and digestible lessons on five foundational behaviors of our physiology.

At the core of Physiology First's approach are five foundational behaviors that have a profound impact on both physical and mental health: Sleep, Breath, Movement, Nutrition, and Motivation.

Here's how each of these elements contributes to a healthier, more balanced life:

1. **Sleep:** Adequate, high-quality sleep is the cornerstone of good health. When we don't get enough rest, our motivation to move diminishes, and we're more likely to crave less nutritious foods. Proper sleep has a cascading effect on our physiology, enhancing our overall well-being.
2. **Breath:** The way we breathe connects our internal state to the external world. By paying attention to our breathing patterns, we can significantly influence how we feel physically and emotionally. Breathwork can be a powerful tool in managing stress and promoting relaxation.
3. **Movement:** Exercise is essential for maintaining our biological systems. Our bodies are designed to move, and regular physical activity strengthens muscles, bones, and tendons while balancing our internal state. Movement also triggers the release of endorphins like dopamine and serotonin, which promote a positive mindset.
4. **Nutrition:** The food we consume directly impacts how we feel and perform. Nutrition is our body's fuel, and the quality and quantity of what we eat determine how well we function throughout the day. Eating well supports both physical and mental health.
5. **Motivation:** Dopamine, a key hormone for motivation, is released when we engage in challenging activities like exercise or work. While dopamine can also be released through less demanding activities like scrolling social media, this can lead to an imbalance. Learning to balance dopamine levels in a sustainable way is crucial for long-term motivation and well-being.

Through this partnership, Bates B Well and Physiology First aim to empower our community with the tools and knowledge to take control of their mental and physical health. Stay tuned for upcoming workshops and events that will dive deeper into these foundational behaviors and how they can positively impact your life. Together, we can build a healthier, more resilient community!

[Join the B Well and Physiology First Platform through the Skool app!](#)

Know Your Resources - A Personal Journey

Lauren Danie-Briggs, Director of Employee Experience



This quarter we're dedicating our HR Newsletter to wellbeing, and focusing our content on resources available to you as a way we show support. With World Mental Health Day just around the corner (October 10th) I'd like to take a moment to share a personal journey and to highlight a resource available to **every employee** at Bates College.

My name is Lauren and I'm the Director of Employee Experience. I joined Bates in July of this year and am just getting my feet wet, though I'm happy to say I'm not getting lost on campus nearly as often as before. Prior to Bates, I spent time in HR leadership roles for the Dempsey Center and Volunteers of America Northern New England.

My story begins nearly three years ago with the birth of my twin boys. Like most twins, they were born early, and we spent some time in the NICU before taking them home. After days spent navigating tubes to change diapers, recording inputs and outputs, and learning the difference between a scary beep and a not-so-scary beep, my husband and I were looking forward to being parents to three under three.

Four months later, my husband suffered a massive heart attack at 38 years old. COVID policies prevented me from being with him in the hospital, and I had quickly become a working mom of three with a partner recovering from a serious medical event. I found myself navigating a life I was not prepared for, and felt overwhelmed and anxious. I decided to seek help.

One resource available to me was my company's EAP, or Employee Assistance Program. Through the EAP, I was able to contact and schedule time with a counselor, and gained helpful resources in nutrition. Many resources through an EAP are free, and I was able to gain valuable knowledge and receive support without it being a financial burden. When I started at Bates, the EAP was one of the first resources I reviewed, as it's one of the best benefits an employee can take advantage of.

I encourage you to review the EAP website, www.resourcesforliving.com. Here you can enter the username (4bates) and password (bwell) to gain access to a wide variety of resources from emotional and financial support, to educational tools around parenting (I just read an article on sibling rivalry, which seems to be a constant theme in my household these days). I've used EAPs in the past to look for childcare options, to write a last and living will and testament, and to access fitness programs. And you can do much more!

These days, my husband is healthy and our lives are busy and full. I will never forget the value the EAP provided me at a time when I needed it most. If you are in a space like that, I hope it can help you as much as it did me. Please know that the HR office is here for you to help you navigate your options as well.

I look forward to meeting and collaborating with you on campus, and I wish you well!

-Lauren

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



Welcome TO THE TEAM!

This list represents employees who began working at Bates College July 2 through September 1. The next newsletter will announce new hires beginning where this list ends.

- Seth Williams - Director of Leadership Giving
- Danny Chin - Director of Alumni and Parent Equity and Inclusion Programs
- Lauren Danie-Briggs - Director of Employee Experience
- Lindsey Beller - Executive Assistant to the President
- Tyra Crosbie - Associate Dean of Admission and Director of Access
- Gavin Tanis - Athletic Trainer
- Taylor Schenk - Custodian
- Mayumi Fukushima - Assistant Professor Politics
- Nate Menifield - Equity and Inclusion Program Manager
- Irene Lim - Assistant in Instruction
- Kenneth Moss - Assistant in Instruction
- Darcy Nelson - Custodian
- Hajna Nagy - Admission Counselor
- Eden Rochon - Catering Waitstaff On-Call
- Khalid Heban - Campus Safety Officer - Temp
- Jonah Sautter - Men's Soccer Goalkeeper Coach
- Alex McAuliff - Assistant Professor of Politics
- Jacob Kraus - Visiting Assistant Professor
- Victoria Mason - Visiting Assistant Professor
- Lisa Hendrick - Visiting Assistant Professor
- Courtney Smith - Associate Professor
- Dylan Freas - Assistant Professor
- Justin Hulbert - Associate Professor in Neuroscience
- Cat Balco - Professor
- Casey Berger - Assistant Professor
- Andy Ricci - Assistant Professor
- Scotty Farley - Visiting Assistant Professor
- Justin Baumann - Assistant Professor of Environmental Studies
- Joyce Bennett - Associate Professor of Anthropology
- Nick Balascio - Associate Professor
- Edith Sallah - Visiting Assistant Professor
- Nick Manganaro - Visiting Assistant Professor of Chemistry and Biochemistry
- Keeian Trull - Visiting Assistant Professor
- Michael Schrimph - Visiting Assistant Professor
- Zen Kuriyama - Assistant Professor of Music
- Sophie Hamacher - Visiting Lecturer
- Catherine Saunders - Visiting Assistant Professor
- Janice Levi - Visiting Assistant Professor
- Logan Hambric - Visiting Assistant Professor
- Frances Bell - Visiting Assistant Professor
- Liang Wu - Visiting Assistant Professor
- Ozgur Ozkan - Visiting Assistant Professor
- Rafael de Mello - Visiting Assistant Professor
- Benoit Vallee - Visiting Assistant Professor

- Bahar Modir - Visiting Assistant Professor of Physics
- Becca Payne - Visiting Assistant Professor
- Kalin McDannell - Visiting Assistant Professor
- Chelsea Turner - Leadership Gifts Officer
- Liz Thompson - Leadership Gifts Officer
- Jim Wright - Assistant in Instruction
- Rebecca Armstrong - Custome Director
- Bob DeFlumere - Campus Safety Officer - PT
- Sara Rubenson - Leadership Gifts Officer
- Carissa Spencer - Certified Athletic Trainer
- Kyle Suta - Assistant Football Coach - Defensive Pass Game Coordinator
- Ben Rodriquez - Admission Counselor
- Jazmyne Lewis - Assistant Women's Soccer Coach - Seasonal
- Antoine Walton - Custodian
- Roger Dulac - Catering Waitstaff - On Call
- Courtney Caouette - ELL Instructor - On Call
- Morgan Hough - Assistant Education Curator of Academic & Community Programs
- Dan Abbatello - Assistant Dean of Admission
- Lainey Molin - Assistant Registrar
- Zeke Sturgeon - Library Assistant - Access Services
- Steve Richardi - Assistant Manager for Access Control
- Molly Myers - Graduate Intern
- Jenn So - Graduate Intern
- Deepak Sharma - Head Women's Tennis Coach
- Xinhao Wang - Visiting Instructor
- Zack Caraviello - Assistant Men's Basketball Coach
- Yuki Yasuda - Learning Associate- Japanese

It's that time ...
**EMPLOYEE
OPEN
ENROLLMENT**



As we head into the fall season, it's time to start thinking about benefit elections for the 2025 plan year.

So what can you do now?

- Review your Benefit Summary in the Garnet Gateway.
- Review the dependents you're currently covering.
- Review the benefit plan summaries.

Reviewing this information now puts you in a great spot to make any changes once Open Enrollment goes live!

This year Open Enrollment will begin on **October 28th**. As always, please feel free to reach out to benefits@bates.edu with any questions.



Bates Anniversaries

This list represents any staff or faculty who celebrated an anniversary from July 2 through September 1, 2024. The next newsletter will announce anniversaries for employees beginning where this list ends. Anniversaries are recognized in 5 year increments.

5 Years

- Hoi Ning Ngai
- Maggie Diamond-Stanic
- Jonathan Witt
- Tammy Dostie
- Amanda Ouellette
- Yamil Peralta Burgos
- Scot Flink
- Michael Sommer
- Ian-Khara Ellasante
- Gwen Calhoon
- Andrew England
- Asha Tamirisa
- Judith Ayugi
- Sherry Lessard
- Lori Banks

10 Years

- James Upham
- Katy Ott
- Mike Rocque
- Nathan Faries
- Brett Huggett
- Martin Montgomery
- Jeremy Riordan
- Ture Johnson

15 Years

- Cole Hastings
- Bronwyn Sale
- Robert Strong
- Lauren Ashwell
- Nathan Lundblad
- Raluca Cernahoschi
- Clarisa Perez-Armendariz
- John Jasper

20 Years

- Sylvia Federico
- Susan Langdon
- Holly Ewing
- Leigh Weisenburger Albert
- Dale Chapman
- Anita Charles
- Sherry St. Amant

25 Years

- Susan Stark
- Stephanie Kelly-Romano
- Michael Sargent
- Lisa Maurizio
- Erin Foster Zsiga
- Heather Taylor

30 Years

- Baltasar Fra-Molinero
- Deborah Obptande

35 Years

- Lillian Nayder
- Maggie Leonard
- Li-Ping Miao
- Carl Pettengill

40 Years

- Mary Rice-DeFosse

ON THE HORIZON

September

- 9/30- New Wellable Challenge Begins

- 10/28 Benefits Open Enrollment Begins
- 10/29 Intro to EAP- 9am Commons 211

October

- Every Wednesday 10/2-10/30 Human Centered Leadership- 8:30am Commons 226
- 10/2 B Well Lunch n Learn-12pm Commons 221
- 10/8-10/9 Flu & Booster Clinic All day, Fireplace Lounge
- **10/12 Bates Family Fun Day**  - 1pm Wallingford's Fruit House
- 10/14, 10/21, 10/28 Grief Group - 12pm Multifaith
- 10/25 Remembrance- 12pm Gomes Chapel
- 10/28 Labyrinth Walk - All day, Guided walk at 4pm, Memorial Commons

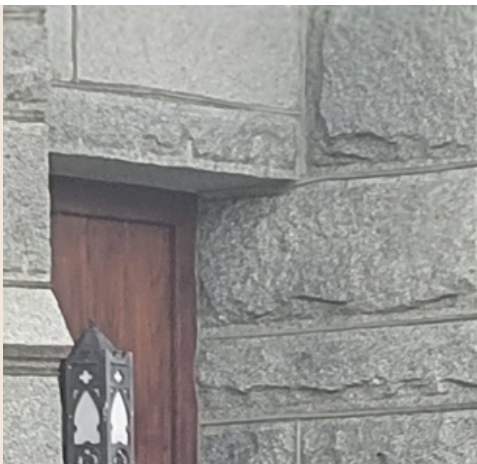
November

- 11/4 Grief Group - 12pm Multifaith
- 11/6 B Well Lunch n Learn - 12pm Commons 221
- 11/7 Cider & Donuts with HR - 12pm 215 College Street
- 11/13 Joyspotting - 8:30am & 4:30pm, Gomes Chapel

December

- 12/11 B Well Lunch n Learn - 12pm Commons 221
- 12/17 Holiday Party! Details to come

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 gift card to the bookstore! All answers should be sent to hrdept@bates.edu.

Hint:

Founded in the late 1800's, this parish was honored in 2005 with a specific status bestowed upon churches throughout the world because of their historical importance as a place of worship.

Last Issue's Answer: R Belanger & Sons Farm