

## Welcome and Welcome Back

On behalf of the office of Human Resources, we would like to give a warm welcome back to all returning faculty and staff as well as to welcome all of our new faculty and staff! It's hard to believe that summer is over and fall is here again.

While you were away a lot of activity took place. We have made some changes in both our leadership and the way things are done. You have probably noticed that our website has changed! We have two interim positions that were filled in July, along with several other positions that were filled (see Staff Moves on pg. 3). Both the Provost and the VP of Institutional Advancement are introduced in this issue.

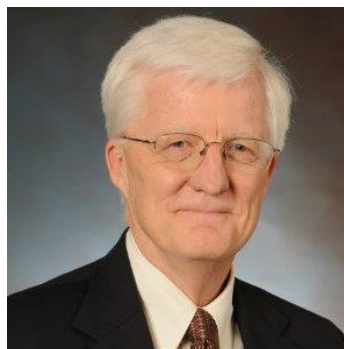
You will recall that last fall President Weiss initiated a High Performance Culture Workstream Initiative, which involved a community-wide discussion about our culture and the best ways to strengthen it over time, including many recommendations. Most of the initial recommendations have been or will be implemented in the current fiscal year and then some will take effect in fiscal year 2019.

We are on our way to becoming a high performance workplace, which is defined as having the right people, with the right skills and experience, working together on the right projects and issues to achieve positive outcomes.

We'd also like to remind you that this is your newsletter. If you have anything that you would like to share with your colleagues: achievements, recipes, places that you have visited, basically anything that you think might be of interest, please send them to [hr@lesley.edu](mailto:hr@lesley.edu).

## While You Were Away...

Dr. Richard Hansen started in his new role as Interim Provost and VP of Academic Affairs on July 1, 2017. I asked Rich, as he likes to be called, if he could write something for the Lesley Lynx's 1<sup>st</sup> issue of the academic year.



### Impressions

From day one the Lesley community has been very welcoming. From being asked to sit down at lunch with three staff colleagues to faculty and deans inviting me to school and college meetings, the message has been one of caring and a desire to convey a community that welcomes new people and new ideas. I have followed Lesley's special place in higher education since the early 1970's and now having the opportunity to be a small part of shaping our academic future, is a special honor.

From a person that has a deep commitment to the Lesley social justice mission, I am particularly pleased to, in a small way, carry on the work of the diversity and inclusion task force and the important curricular work that has already been accomplished by faculty.

A little known fact about myself and several of our faculty is that I retired as Provost Emeritus from Union Institute and University and several of our faculty have their doctorate from Union, a leader in progressive education at the doctoral level.

As we work together to enhance the academic mission of Lesley a key component of our success is how we listen to each other and value the work of each person. Effective shared governance is critical to Lesley's success and my role as the interim provost is to contribute to a positive environment that focuses on moving Lesley forward and positioning Lesley to continue its leadership in learning opportunities for students while at the same time serving our external community.

I am honored to be serving as interim provost and hope you will join me in assisting in moving Lesley forward and meeting the needs of students for generations to come.

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## Sustainability Corner

Greetings Lesley community!

**Until Next Time** (author unknown, taken from Darling magazine)

*Summer says goodbye with a breath  
Of brilliant blessing breezes  
Go forth, my good ones, and I shall see you  
In the season's change*

*Fall, she leaves, forlorn and torn between  
Wanting to stay but having nothing left to give  
Go forth, my good ones, and I shall see you  
In the season's change*

*Winter loathes to let go, and holds tight to our lungs  
Clutching, crying, reluctant  
Go forth, good ones, and I shall see you  
In the season's change*

*Spring, the youthful lover, sends us off  
In a cloud of her perfume  
Go forth, good ones, and I shall see you  
In the season's change*

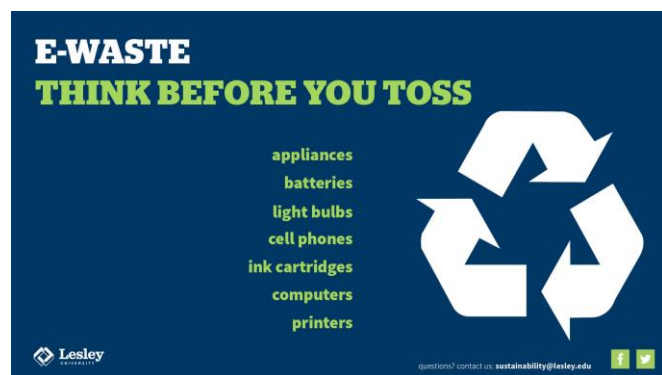
I hope you enjoyed this beautiful summer and feel ready to embrace a new year with us at Lesley. The Sustainability Office has been working hard to reduce our energy consumption, increase recycling and composting, and reduce overall footprint. In FY 2017 Lesley diverted 46% of waste from landfills. Help us continue to Reduce, Reuse, Recycle, Repurpose, and Rethink.

**Zero-Sort Recycling.** All recyclables such as cardboard, paper, plastic, metal, and glass go in one receptacle.

**Clean Compost.** Meat, vegetables, fruits, grains, paper towels, napkins, tea bags, eggshells, coffee grounds and filters go in composting.

**Trash.** Plastic bags, plastic cutlery, plastic wraps, styrofoam, bubble wrap, food wrappers and packets go in trash.

**Recycle e-waste to prevent hazardous waste from entering landfills!**



The **Office of Sustainability** is located on our Porter Campus at 815 Somerville Avenue.



## Announcements from HR

### **Performance Feedback Training Schedule**

**Thursday, September 28<sup>th</sup>**

**11:00 am – 1:00 pm**

This is the last of the FY18 interim feedback/orientation sessions scheduled. Please let us know if you will be attending, RSVP to [hr@lesley.edu](mailto:hr@lesley.edu) or call ext. 8787.

### **TIAA One-on-One Financial Planning Sessions**

**Tuesday, October 3<sup>rd</sup>**

**Wednesday, November 1<sup>st</sup>**

[www.tiaa.org/schedulenow](http://www.tiaa.org/schedulenow) or by calling 800 732-8353

### **Vacation Time--USE IT OR LOSE IT**

You are allowed to carry over a total of 10 days into the new year, January 2018. Any hours remaining above the 10 days will be forfeited if not used before the end of the **calendar year**.

### **Community Service**

In July 2017, Lesley initiated two annual community service days. Employees are invited to participate and will be given time off with pay in order to do so. The time off will also include transportation to and from the event.

The approval of any time taken for this purpose is at the discretion of your manager. An email with a link to a dynamic form will be sent and should be returned, if possible, at least a week prior to the event. The dynamic form will be electronically signed by you and then sent to your manager for their signature and then returned to Human Resources.

### **Community Service Project**

**Save the Date**

**Wednesday, October 18<sup>th</sup>**

**1:30 pm – 3:30 pm**

**More details to follow**



**On 9/11/17** to commemorate all those that lost their lives on this date in 2001, a group of Lesley volunteers; students and staff participated in the MA Military Heroes Fund 9<sup>th</sup> Annual Care Package Drive.

## A professional headshot of Dr. Robert M. Anderson, a middle-aged man with short, light brown hair, wearing a dark suit, white shirt, and a patterned tie. He is looking directly at the camera with a slight smile. The background is a blurred indoor setting with large windows.

We extend a warm welcome to Tim!

If you have any questions or problems about the Lesley Emergency Alert Notification System, please contact Bill Ewe at 617 349-8825 or [weve@lesley.edu](mailto:weve@lesley.edu)

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More details to come.



## STAFF MOVES

### New Hires (July 22, 2017 – September 10, 2017)

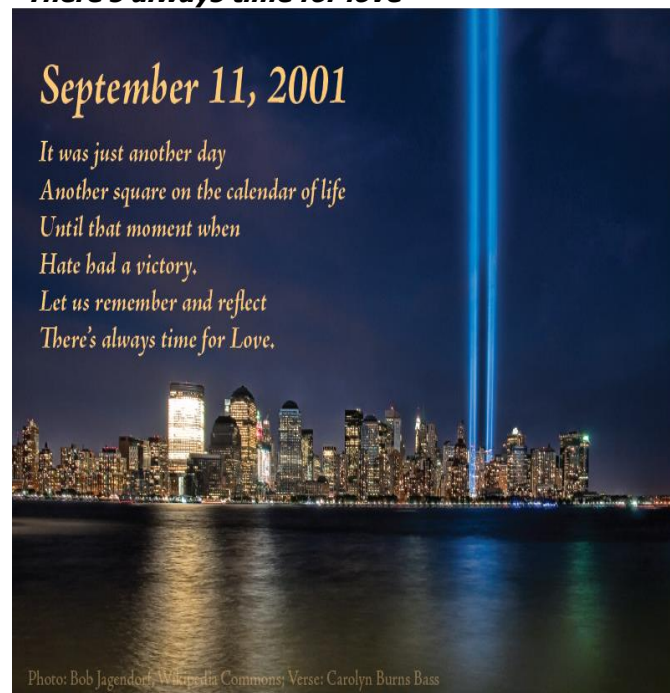
Michael Annear	CAD Animation
Mark Collins	Plant Operations
Rebecca Cote	Creativity Commons
Leah Craig	CAD Foundation
Tatiana Cruz	CLAS Humanities
Milena Damionova	Strategy and Implementation
Courtney Flint	UG Admissions
Grace Ferris	CLAS Nat'l Sci and Mathematics
Brittany Gonio	GSOE Math Center
Eric Gorenstein	CLAS Nat'l Sci and Mathematics
Leah Hayes	CAD Illustration
Kathleen Hayner	GSOE Reading Recovery
Irene Irudayam	PROV Institutional Research
James Mason	CLAS Business Management
Jennifer McCabe	SLAD Residence Life
Molly McEachern	CLAS Academic Advising Center
Uma Millner	CLAS Psychology
Isabelle Olsson	GSASS Expressive Therapies
Heather Ross	SLAD Athletics
Beth Santos	Threshold
Kimberly Seftino	GSOE Field Placement
Julie Sneed	GSOE Reading Recovery
Lizette Suxo	GSOE Reading Recovery
Nafisa Tanjeem	CLAS Social Sciences
Susan Twombly	GSOE Elementary On Campus

### Welcome To All of Our New Hires!

If you were hired during this time and your name doesn't appear please send an email to [hr@lesley.edu](mailto:hr@lesley.edu). We apologize for the omission.

## Remember and Reflect

*"There's always time for love"*



## Commuter of the Month

Each month, the Office of Sustainability interviews a faculty or staff member who demonstrates sustainable commuting choices. LeeAnn Doherty and Michele Heyde are our September Commuters of the Month. LeeAnn is the Senior Human Resources Information Systems Analyst/Assistant Director Human Resources and Michele is Associate Director of Systems and Reporting in the Office of Financial Aid. Please enjoy the following interview.



**Name:** LeeAnn Doherty

**Where do you commute from?** Natick

**Distance?** 20 miles

**How do you commute regularly?** Carpool

**Time?** 50-70 minutes

**What do you like about it?** I like having the company and help driving. It is also cost effective.

**How do you commute on **Walk/Ride Day**?** Carpool

**What is your favorite way to commute?** Train

**What do you like most about it?**

I save money

I get to see my friends

My method is sustainable

**What would you say to others who haven't taken the leap?** If you have the opportunity it makes the drive more enjoyable and time flies!

**Name:** Michele Hayde

**Where do you commute from?** Natick

**Distance?** 20 miles

**How do you commute regularly?** Carpool

**Time?** 50-70 minutes

**What do you like about it?** Company, convenience, and sustainable.

**How do you commute on **Walk/Ride Day**?** Carpool

**What is your favorite way to commute?** Car

**What do you like most about it?**

I save money

I get to see my friends

I feel like I am multi-tasking

My method is sustainable

**What would you say to others who haven't taken the leap?** If driving alone, look around and see if there is a common meeting point, you save money, and it is more rewarding to drive with someone!

