Lesley Lynx

Volume 11, Issue 2

From the office of Human Resources

September 2017

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.

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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^{st} 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.

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 28th 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 or call ext. 8787.

TIAA One-on-One Financial Planning Sessions Tuesday, October 3rd

Wednesday, November 1st

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 18th 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 9th Annual Care Package Drive.

Tim Cross is Interim VP for Institutional Advancement



Tim Cross

Tim Cross joined Lesley in July 2017. His 30+ years of experience in academic leadership include serving as assistant to the dean at The Medical College of Pennsylvania, associate dean for finance and administration and acting dean for development and alumni relations at Harvard Divinity School, executive director of advancement services at Tufts University, and, most recently, vice president for advancement services at Brandeis University. At Harvard, he helped design and execute the first capital campaign in the School's history, and at Tufts he was a key member of the leadership team that successfully completed that institution's \$1.2 billion Beyond Boundaries campaign. At Brandeis, he oversaw a comprehensive campaign readiness review, led the reorganization of the Advancement division, and began the planning for a new major campaign.

Tim earned his undergraduate degree from Dartmouth College and also holds two master's degrees and a PhD from the University of Pennsylvania.

We extend a warm welcome to Tim!

SIGN UP NOW FOR EMERGENCY ALERTS

To add other mobile devices go to: https://www.getrave.com/login/lesley

All community members currently using the Emergency Alert System will automatically receive alerts on the Lesley.edu email only. The information you provide will allow you to receive campus emergency alerts and notifications in the event of an emergency, weather related closing/delay, or other potentially hazardous situations. You may add as many devices as you identify.

Login with your user name and password. These are the same credentials as your Lesley login. The information you provide will remain private and will be used for emergency alerts and notifications only.

If you have any questions or problems about the Lesley Emergency Alert Notification System, please contact Bill Eve at 617 349-8825 or weve@lesley.edu

Hispanic Heritage Month (September 15 – Oct 15, 2017

Mes de la Herencia Hispana



Many Hispanic Americans trace their roots to the cultures of the indigenous peoples of the Americas -- including the Arawaks (Puerto Rico), the Aztecs (Mexico), the Incas (South America), the Maya (Central America), and the Tainos (in Cuba, Puerto Rico and other places). Some trace their roots to the Spanish explorers -- who in the 1400s set out to find an easier and less costly way to trade with the Indies. Other Latinos trace their roots to the Africans who were brought as slaves to the New World.

For purposes of the U.S. Census, Hispanic Americans today are identified according to the parts of the world that they or their ancestors came from, including Mexico, Puerto Rico, Cuba, Spain, or the nations of Central or South America.

The observation started in 1968 as **Hispanic Heritage Week** under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

http://www.hispanicheritagemonth.org/History.html

Management Development Training Program

On **September 22, 2017**, President Weiss kicked off the Management Development Program from 11 am to 12:30 pm in Marran Theater followed by lunch. **All supervising managers and management faculty** were expected to attend this session.

There will be four modules offered this academic year. **Module 1** Strategic Thinking will run from 10/5/17 through 10/19/17. This first session is for all Cabinet Members and will include two supervising managers/management faculty. The final two sessions, beginning on 10/26/17 and 11/16/17, will be for all remaining supervising managers/management faculty.

More details to come.

STAFF MOVES

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

Michael Annear Mark Collins Rebecca Cote Leah Craig Tatiana Cruz Milena Damionova Courtney Flint Grace Ferris Brittany Gonio Eric Gorenstein Leah Hayes Kathleen Hayner Irene Irudayam James Mason Jennifer McCabe Molly McEachern Uma Millner Isabelle Olsson Heather Ross Beth Santos **Kimberly Seftino** Julie Sneed Lizette Suxo Nafisa Tanjeem Susan Twombly

CAD Animation Plant Operations Creativitiy Commons CAD Foundation **CLAS Humanities** Strategy and Implementation UG Admissions CLAS Nat'l Sci and Mathematics **GSOE Math Center** CLAS Nat'l Sci and Mathematics CAD Illustration **GSOE** Reading Recovery **PROV Institutional Research CLAS Business Management** SLAD Residence Life **CLAS Academic Advising Center** CLAS Psychology **GSASS Expressive Therapies** SLAD Athletics Threshold **GSOE** Field Placement **GSOE** Reading Recovery **GSOE** Reading Recovery **CLAS Social Sciences 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. We apologize for the omission.

Remember and Reflect

"There's always time for love"

September 11, 2001

It was just another day Another square on the calendar of life Until that moment when Hate had a victory. Let us 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!

