Campus Services Newsletter  October 13, 2023

UPCOMING EVENTS

October’s Town Hall

Come One, Come All to the TOWN HALL
Tuesday, October 17th
Hanover Inn
1:00 pm – 2:30 pm
‘53 Commons South Dining Room
10:00 pm – 11:30 pm

Agenda
- State of the Union update from Josh
- New staff introductions
- Dartmouth Recycling
- Meet Sara Lester, Dartmouth’s new Chief Human Resources Officer

Information Booths
- Campus Services HR
- DEI Council
- Dartmouth Skiway
- Campus Services Leadership
- Environmental Health and Safety
- Dartmouth Dining
- Wellness
- Meet Dartmouth’s Mental Health Counselor, Christopher Henderson
- Dartmouth Outdoor Programs Office

Fun! Prizes! Information! Swag! Games! Appetizers and Dessert!

Chili and Cider

We are pleased to announce Jomysha Delgado Stephen, EVP for Strategy, Chief of Staff and Special Counsel to President Sian Beilock will be attending the 11:30 a.m. Chili & Cider Event.

Stephen’s role here at Dartmouth is coordinating strategic initiatives across the institution. She also oversees the Office of the President, Office of the Board of Trustees, Office of Compliance, and a new Office of Government and Community Relations. In addition, she works closely with the Office of the General Counsel.

We are fortunate to also welcome Sara Lester, Chief Human Resources Officer, to all three Chili and Cider events.

Lester has been described as a “visionary, strategic thinker who is committed to supporting, nurturing, and developing a creative and dedicated workforce. She knows that people are Dartmouth’s most important asset.

Lester oversees talent development, compensation, benefits, performance management, talent acquisition, labor relations, and HR departmental operations.

Holiday Photo Opportunity

Would you like to have your family portrait taken on the Dartmouth football field?
On Sunday, October 29th from 9 am to 11 am, you and your family can visit the football field and have your pictures taken. There is no charge, and the photos will be emailed to you on Monday.

Rain date is November 5th from 9 am to 11 am

Don’t miss out on a chance to have a family photo on the Dartmouth football field with a holiday picture on the big screen!

Sunday, October 29th from 9 am to 11 am
-Drop by the Dartmouth football field
-No appointment necessary

Brought to you by the Culture of Caring Committee
Q: Tell us how you have made an impact so far.
This is a tough one for me to answer. My hope is the teams we’ve helped recruit for feel a positive impact from having ample staffing, freeing them up to focus on projects they want to do, as opposed to only being able to prioritize work that had to be done. Having ample staffing can bring out creative solutions and pulls our minds out of the day-to-day survival mode and back into big picture planning and strategizing.
I hope current employees feel more heard when they apply to positions in our division and know they’ll hear back from us. We are working hard to create opportunities for current employees to learn and grow their careers with us. To me, it’s so important to know the organization you work for listens and cares about employees’ future goals. While it’s a truly challenging task to set up the internal pipelines to facilitate this, Campus Services is committed to finding ways to celebrate our employees’ internal career trajectories.

Q: What makes you successful?
My work is a direct reflection of how hard our entire Campus Service’s team has been working day in and out to fill open positions. Our Admin HR team works tirelessly to assure things run smoothly throughout the division and I’m so lucky to have the opportunity to learn and develop strategies with their guidance.

Q: What strategies have been most effective?
Our goal is to make the process from first seeing advertisements all the way to becoming a Dartmouth employee as positive of a process as possible. From what I’ve experienced, people simply want to be heard, seen, and acknowledged. I do my best to communicate with candidates in a way that represents our gratitude for the time and effort they put into their applications and gets people excited about the possibility of joining our Dartmouth Campus Services family.

Q: Is there anything else you’d like to share?
I love what I do because of the people I have the honor of working with every day. It makes my job easy because I get to sell the dream of working at a place I truly enjoy and believe in.

The Numbers
We have filled almost every position that has opened since I started with the exception of a few high-level engineering positions. We went from over 40 openings on our custodial team to single digit vacancies with both 1st and 3rd shift reaching periods of being fully staffed.

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<tr>
<th>Metric</th>
<th>Measurement</th>
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<tbody>
<tr>
<td>Total number of applicants processed Oct 2022 - Present</td>
<td>apx 1329 applicants*</td>
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<tr>
<td>Total number of new hires Oct 2022 - present</td>
<td>apx 208 new hires*</td>
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<tr>
<td>Custodians hired since Oct 2022</td>
<td>40</td>
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Fun Facts: When Celia has free time she enjoys weightlifting, adventuring in the woods, and building forts with her baby nephews.

Thank you Celia for all your efforts helping Campus Services!

Do you need to punch out for your lunch break when you attend the $5 First Friday meal? If so, you can use the time clock at ’53 Commons so you have plenty of time to eat.

If you have any questions, please contact your manager or Tammy Thorson.
Susan DiPadova was recognized for being “incredibly pleasant and personable.”
“She really offered excellent customer service, was very knowledgeable, and was just nice to chat with.”

Ryan Scelza, Director, Financial Systems and Services

A parent wrote to President Beilock and the First Generation Office to recognize Beth Rosenberger and the cafeteria staff.

“As far as physical health, the cafeteria staff have also done an amazing job at keeping kids with allergens safe. This makes such a huge difference in being physically capable of attending class, feeling well, and being able to focus.
Way to help Dartmouth continue leading the world, starting with the health and wellness of students and staff!”

Angela Tillotson, parent

Christopher Eno is a Mail and Delivery Specialist and occasionally has to send a confirmation photo when he drops material to assure the customer knows when and where it was left. Chris is always willing to accept any challenge. He comes in every day with a positive, can-do attitude and routinely posts inspirational items around the mail room at Hinman to keep everyone’s spirits up.
No matter how long the line is at the service window at the post office or how many trips he has to make to campus with deliveries from the Whaleback location, Chris does it with a smile.

Monica Godfrey

Geoff Griffin and the Carpentry Shop.

I wanted to thank you and your team at the shop for all the great work at Parkhurst this summer. The quality of the vanity, doors, and trim were truly outstanding, and all delivered exactly when we needed them. It is a rare occurrence to have a collaborative experience with the fabrication team around the corner, and it was one of my favorite aspects of the projects this summer.

Appreciate all the time and effort from the whole team; and special thanks to you, Andy, and Peter for the one-off pieces of trim and answered questions.

Cameron Riley, Superintendent, DEW Construction, Williston, VT

“Last Thursday there was an emergency that took place at the Athletics buildings. Matthew Hoisington was the custodian to ensure the safety of others was met through this occurrence. Matthew is always ready to help out his team and perform above and beyond work whenever he is asked and a lot of times without being asked. I want to send a HUGE shout out to Matthew for being a GREAT team player but also being a part of a special group of fantastic role models for what I would think Dartmouth would want as an employee. Thank you, Matthew, for helping out. You are very appreciated, and your work is always noticed!”

Sam Brown

“Silly (and stressed out) me forgot to order catering for breakfast this morning for a guest I have here on campus. At 6:50 am I booked it down to Byrne to see if there was anything I could do for grab and go. I was literally about to grab cereal and fruit, but Brittany and Jodi swooped in like superheroes and got me coffee, yogurts on ice, dishes, and everything else I could need for a breakfast with 10 people. I wanted to just express my sincere gratitude to both Britt and Jodi but I wanted to pass on this acknowledgement to you as well. I would have been up the creek without a paddle if they weren't able to help me.”

Thank you, Alison Greene, Program Manager, Visiting Executive Program
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<tr>
<th>Event</th>
<th>Date, Time, and Location</th>
<th>Details</th>
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<tr>
<td><strong>Flu Vaccine Clinics</strong></td>
<td><strong>Monday, October 16</strong></td>
<td>No sign up necessary, drop-in.</td>
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<td>11 am to 4 pm, Paganucci Lounge, '53 Commons</td>
<td>More information at this link: Flu Shots</td>
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<td><strong>Wednesday, October 18</strong></td>
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<td>12 pm to 2 pm, Cohen Great Hall, Tuck</td>
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<td><strong>COVID-19 Vaccines</strong></td>
<td><strong>Mondays, October 16, 23, and 30</strong></td>
<td>Schedule an appointment at this link. Currently only Moderna is available, but they are expecting to have Moderna and Pfizer on Oct. 23 and 30 and will provide updates in the coming weeks. More info can be found here.</td>
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<td><strong>Chili, Cider, and Donuts</strong></td>
<td><strong>Tuesday, October 24</strong></td>
<td>Drop by during your meal break for some fall spice!</td>
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<td>11:30 am to 1 pm at Friends of Football Tent</td>
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<td>6 pm to 7 pm at the McKenzie Carpenter Shop</td>
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<td>11 pm to 12 pm at '53 Commons Upstairs Dining Room</td>
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LGBT History Month was created in 1994 by Rodney Wilson, a high school history teacher in Missouri. In 1995, a resolution passed by the General Assembly of the National Education Association included LGBT History Month within a list of commemorative months. October was selected to coincide with National Coming Out Day (Oct. 11), which was already established, and the anniversary of the first march on Washington for gay and lesbian rights in 1979.

DEI
In Your Corner

Last Week’s Brain Teaser
Frank Roberts was a Maytag repair person.

Correct answers receive a $10 gift card to Ramuntos.

Last weeks winners:
Susie Weider
Shawn Hunt
Katie Davis

Find out more here
Comings and Goings

The Boot Truck came to campus and many folks took advantage of the convenience of the mobile shoe shop!

Campus Services came together to honor Robert Potter, a dedicated colleague and friend who is retiring after 21 years of service in the Equipment Maintenance Shop. Many folks spoke to Bob’s dedication, support and humor! With heartfelt speeches and fond memories shared, it was abundantly clear he gave far more than his professional service to the Dartmouth community. Thank you Bob for your positive impact which will have lasting effects!

Thank You