

UPCOMING EVENTS



Agenda

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



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

An assortment of beverages, local cheeses, antipasto, and desserts will be available at each session.



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



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

Chili and Cider

Brought to you by the Culture of Caring Committee

Campus Services employees are invited to add some spice to your meal break:

Chili and Cider

TUESDAY, OCTOBER 24

11:30 am to 1 pm
Friends of Football Tent
6 pm to 7 pm
McKenzie Hall, Carpenter Shop
11 pm to 12 pm
53 Commons, Upstairs Dining Room



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 – 11 am you and your family can arrive at the Dartmouth Football Field and have your pictures taken. There is no charge, and the photos will be emailed to you on Monday.

Rain date in the case of inclement weather is Sunday November 5th from 9 am – 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

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

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Spotlight on Celia Johnson Campus Services Recruiter

Q: What brought you to Dartmouth?

After years working in both the outdoor industry and technology in Reno, NV, it was time to move home to New Hampshire. It was truly the stars aligning with my move home to New England and this opportunity at Dartmouth becoming available. I've always loved Dartmouth and was so excited when the team reached out about the recruitment opportunity. I knew right away it would be the start to a great new adventure in relearning all about the place I grew up and to play a role in boosting the region's economic vitality.

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.

Our DDS team stated this fall was one of the best staffed seasons they have had in a long time. We only have a few full time positions open.

Metric	Measurement
Total number of applicants processed Oct 2022 - Present	apx 1329 applicants*
Total number of new hires Oct 2022 - present	apx 208 new hires*
Custodians hired since Oct 2022	40

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 the Bakery at '53 Commons so you have plenty of time to eat.

If you have any questions, please contact your manager or Tammy Thorson.



To keep up with what's happening in Campus Services scroll through the information slides.

Appreciation Station



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.

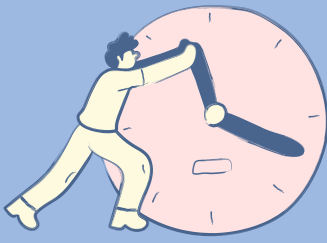
Cameron Riley, Superintendent, DEW Construction, Williston, VT

“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



CALENDAR



Event	Date, Time, and Location	Details
Flu Vaccine Clinics	<p><u>Monday, October 16</u> 11 am to 4 pm, Paganucci Lounge, '53 Commons</p> <p><u>Wednesday, October 18</u> 12 pm to 2 pm, Cohen Great Hall, Tuck</p>	<p>No sign up necessary, drop-in.</p> <p>More information at this link: <u>Flu Shots</u></p>
COVID-19 Vaccines	<p><u>Mondays, October 16, 23, and 30</u> Paganucci Lounge, '53 Commons</p>	<p>Schedule an appointment at this <u>link</u>. 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 <u>here</u>.</p>
Town Hall	<p><u>Tuesday, October 17</u></p> <p>1 pm to 2:30 pm at Hanover Inn</p> <p>10 pm to 11:30 pm at '53 Commons, South Dining Room</p>	<p>Information, Games, Swag, and Food!</p>
Chili, Cider, and Donuts	<p><u>Tuesday, October 24</u></p> <p>11:30 am to 1 pm at Friends of Football Tent</p> <p>6 pm to 7 pm at the McKenzie Carpenter Shop</p> <p>11 pm to 12 pm at '53 Commons Upstairs Dining Room</p>	<p>Drop by during your meal break for some fall spice!</p>
Holiday Photo on the Dartmouth Football Field	<p><u>Sunday, October 29</u></p> <p>9 am to 11 am Dartmouth Football Field</p>	<p>No appointment necessary, drop by the field with your family (Rain date: November 5th)</p>

Brain Teaser



Forrest left home running. He ran a ways and then turned left, ran the same distance and turned left again, ran the same distance and turned left again. When he got home, there were two masked men.

Who were they?

Scan the QR code or email your answer to [Tammy E. Thorson](mailto:Tammy.E.Thorson) by 4 pm, Friday, October 20th.



Last Week's Brain Teaser

Frank Roberts was a Maytag repair person.

Last weeks winners:

Susie Weider
Shawn Hunt
Katie Davis



Correct answers receive a \$10 gift card to Ramuntos.

Brought to you by the Culture of Caring Committee

DEI In Your Corner



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.

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

