



## Campus Services Holiday Gift Giveaway in December


There were lots of compliments on the delicious cookies and many smiles all around.



This is a quick one folks... we listened and made changes to holiday parties this year, having departments organize their own celebrations.

Please take 2 minutes to complete our survey and let us know if you would like to continue with departmental parties or go back to a division-wide party at the Hanover Inn.



To take part in the survey go to:  [Survey Link](#)

# Cultivating an Inclusive Culture in 2024

The dawn of the new year offers us a fresh chance to shape our identities and influence the culture we want to embrace. This new beginning prompts us to reconsider our conventional approaches and welcomes us to explore novel perspectives and ideas. As we contemplate our legacy and impact, what thoughts arise? Reflecting on our roles within Campus Services, which areas of influence could we harness this year?

We function as architects of culture, collectively shaping the work environment we inhabit. The culture we've collectively cultivated influences our experiences. This realization empowers us to become catalysts for change, aligning our individual values with the 7 Principles - Vulnerability, Empathy, Respect, Inclusivity, Consideration, Dependability, and Fairness. It calls for a profound examination of our daily interactions, leadership styles, and openness to new viewpoints.

Let's commit to making a concerted effort this year to foster a culture that accommodates everyone, with the assurance that they, in turn, will create space for us. To guide this internal reflective process for cultivating an inclusive culture in 2024, here are some reflection questions:

- What approach do I aim to take in engaging with the 7 Principles this year?
- When reflecting on my actions and influence, what thoughts arise regarding the legacy I want to leave behind?
- In considering my role in Campus Services, which specific impact areas can I focus on and leverage in the upcoming year?
- In which aspects of my learning can I identify opportunities for improvement or areas where I need to bridge gaps?

**Leadership Corner:**

**O.C Tanner's Guide to Company Culture**  
**5 Pillars of Effective Leadership TEDTalk**  
**The Elevated Communicator**





## Lone Pine Staff Recognition Awards

Honor staff who excel at their jobs and exhibit behaviors that model the core values of Dartmouth by nominating a colleague for the Sheila Culbert Distinguished Employee Award or one of the six Excellence Awards: Collaboration, Passion & Commitment, Innovation, Leadership, Unsung Hero and Diversity, Equity, Inclusion & Belonging.

The nomination deadline is January 12, 2024

To learn more and to nominate a staff member, or a team, visit the [Lone Pine Excellence Awards page](#).

## World Introvert Day: Valuing Diverse Personalities and Recognizing Their Crucial Contributions in the Workplace

Tuesday, January 16th

### Monthly DEI Lunch and Learn

12:00 pm to 1:00 pm	Goldstein 105, Occom Commons
2:30 pm to 3:30 pm	Haldeman Center Room 252
6:00 pm to 7:00 pm	McKenzie 203 Large Conference Rm

Registration is required. Email [Tammy.E.Thorson](mailto:Tammy.E.Thorson) to register.



What word or phrase does the following rebus represent:  
O\_ER\_T\_O\_?

Email your answer to [Tammy E. Thorson](mailto:Tammy.E.Thorson) by 4 pm, Friday, January 12.

### Last Newsletter's Brain Teaser

Which building on campus is home to a rare architectural feature: a cycloid arch?

Answer: The Hopkins Center

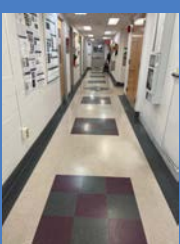
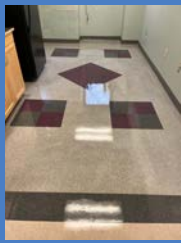
#### Winners

Scott Walker	Thomas Garrity	Rupert Burtan
Ashley Gale	Spencer LeMay	Judy Stabolepszy
Ray Brandariz	Kristopher Allen	Chad Morig
Katie Davis	Chase Stevens	Lindsay Walkinshaw
Susan Weider	Carl Longshore	Robin Downing
James Reiman	Timothy Gaston	Joanna Bennis
Peter Thurston	Asia Flad	Christopher Lord

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

Brought to you by the Culture of Caring Committee

# 1st Shift Custodians



Just wanted to pass along pictures of the floor work David Sprague did at Remsen for the monitors.

From Asia Flad

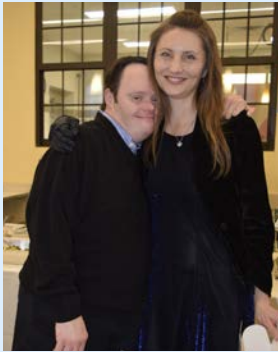
Thank you from Thayer!

Kail,

I just wanted to send a quick note to let you know how great the floors look in Cummings 15 and 20. I know they were in pretty rough shape before the weekend, and my team and I were really excited to see them looking so nice this morning. Thanks for the hard work over the weekend.

Thank you again, Doug Van Citters





# Dartmouth Dining





**Thank you to all the custodians who worked over winter break to refresh spaces that are heavily used throughout the year!**

**I would like to take a minute to show my great appreciation for all the help over winter break and the holidays to wax floors, extract carpets, and support the real estate buildings.**

**It was an awesome team effort, and I could not have even come close to doing it alone.  
Thank you again, and you guys and gals are the BEST!**

**Thank you 😊 2nd shift Real Estate/Hopkins Center Squad Leader, Michael Raymond**

## **2nd Shift Custodians**







## 3rd Shift Custodians



Larose Saint Jean, Travis Audis, and Rebecca Godfrey went to the ISSA Conference on Facilities and Custodial Services in November to learn new and innovative ways to enhance Dartmouth's Campus Services.





# Office of Residential Life







**FO&M**

Party







Campus Services

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Dear Campus Services Team,

As we stand at the start of a new year, I am reflecting on the accomplishments, adaptability, and unwavering commitment to excellence exhibited by so many in our division. I am honored to lead such a talented and dedicated team.

This time of year brings with it a sense of renewal and new possibilities. I hope you will agree our goals this year should reflect excellence and recognition of the crucial role Campus Services performs at Dartmouth. This coming year, I would like to challenge the division to actively incorporate five priorities for how we do our work:

- Delivery of high quality, efficient Customer Service
- Broaden Diversity, Equity, Inclusion initiatives, awareness, and planning
- Stewardship of Campus Assets
- Safety and Public Health
- Environmental Sustainability

Throughout the year, we will emphasize these areas and explore ways to integrate them into our daily work practices. During annual performance evaluations, managers and supervisors will be asked to consider how employees' efforts align with these priorities. By consistently following these guiding principles, we not only achieve our immediate goals but also contribute to the long-term success, reputation, and positive impact on our campus community.

As 2024 begins, I encourage each one of you to bring your unique talents and perspectives to the table. Our diversity is our strength, and together, we can create an environment where everyone feels valued and empowered. Let's work toward making our division a community, where each one of you plays an integral role in shaping our shared success.

Thank you for your hard work, dedication, and the positive impact you bring to our division. I am confident that, together, we will make the coming year a successful one.

Wishing you and your loved ones a Happy New Year filled with joy, prosperity, and endless possibilities.

Josh Keniston  
Senior Vice President of Capital Planning and Campus Operations

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