



**It's here!**

## The Year 3 Culture and Employee Belonging Survey

### YOUR VOICE, OUR FUTURE

Dive into Year 3 of the Campus Services Culture & Climate Survey this March. Your insights shape our journey!



Join Us for the Year 3 Campus Services Culture and Climate Survey and Listening Sessions - March 2024



**Julie Findley, CFAO and Deputy SVP, welcomes Campus Service employees to take part in the Year 3 Culture and Employee Belonging Survey. Please watch the video at this [Link](#)**

Scan the QR code with your phone camera to complete the survey

[You can also access the survey at this link.](#)



The survey will also be available to complete in paper at the Listening Sessions and the March Town Hall on March 12.

Please consider taking part in the Listening Sessions for the Culture and Employee Belonging Survey.

You can find the dates and times for the listening sessions on the next page. Additional sessions for 2nd and 3rd shifts will be added.

# Listening Sessions for the Year 3 Culture and Employee Belonging Survey

Listening Sessions are confidential and are being facilitated by the Deo Mwano Consulting team.

Managers and Supervisors should not attend Listening Sessions with their employees. Additional Manager and Supervisor sessions will be announced soon.

<b>Custodial and Residential Operations</b>		
Tuesday, March 12	11 am – 12:15 pm	53 Commons, North Dining Room
Thursday, March 14	11 am – 12:15 pm	53 Commons, North Dining Room
Thursday, March 14	8 pm – 9:15 pm	53 Commons, North Dining Room
<b>Maintenance Services</b>		
Monday, March 18	10:30 am – 11:45 am	53 Commons, North Dining Room
<b>Grounds and Woodland Services</b>		
Wednesday, March 20	10:30 am – 11:45 am	53 Commons, North Dining Room
<b>Engineering</b>		
Friday, March 15	9 am – 10:15 am	Zoom
<b>EHS</b>		
Monday, March 25	9 am – 10:15 am	EHS Conference Room
<b>Project Management</b>		
Wednesday, March 6	8:30 am – 9:45 am	53 Commons, Room 204
<b>Dartmouth Dining</b>		
Thursday, March 14	3 pm – 4:15 pm	53 Commons, North Dining Room
Monday, March 18	9 am – 10:15 am	53 Commons, North Dining Room
<b>Campus Planning and Real Estate</b>		
Wednesday, March 6	10 am – 11:15 am	53 Commons, Room 204
<b>Parking and Transportation</b>		
Wednesday, March 6	1 pm – 2:15 pm	Baker 213, Ticknor Room
<b>DPMS and Hinman</b>		
Monday, March 11	9 am – 10:15 am	53 Commons, Room 204

**Come One, Come All!!!**



**Tuesday, March 12, 2024**  
**Campus Services Town Hall**  
 1 pm to 2:30 pm  
 53 Commons, North Dining Room  
 10 pm to 11:30 pm  
 53 Commons, North Dining Room

This event will be  
 Livestreamed and Recorded!

**Are you up to the challenge?**

Games, Games, Games!!!

**Fruit  
 Crisp  
 Bar!**



Corn Hole, Ladder Ball,  
 Saran Wrap Ball Game, Ring Toss

**Swag  
 Prizes**



**Door Prize Raffle!**  
 Winner of raffle gets a prize basket  
 and their team gets lunch delivered!

**Agenda**

- > Welcome to New Employees
- > State of the Division
- > Look at our Organizational Chart
- > Introductions of New Faces
- > Training and Career Coaching
- > Culture and Belonging Survey
- > CEB Council Update
- > Upcoming Events
- > Q&A
- > Breakout to:
  - Informational Tables
  - Games
  - Prizes
  - Food & Beverages

**Informational Tables**

- ★ Construction Updates
- ★ Admin HR
  - Training & Professional Development
  - Retirement FAQ's
- ★ Employee Assistance Program
- ★ Culture and Employee Belonging Council
- ★ Dartmouth Dining Employee Meal Plans

**Event Corner**

<p><b>Start of Culture and Employee Belonging Survey</b></p>	<p><u><b>Friday, March 1</b></u></p>	<p>Have your voice heard. Help CS create a culture where all are heard &amp; appreciated!                  Please see the QR code link on the 1st page.</p>
<p><b>\$5 Lunch</b></p>	<p><u><b>Friday, March 1</b></u>  <u><b>'53 Commons Dining Hall</b></u></p>	<p>First Friday's \$5 lunch. Campus Services employees can enjoy a \$5 meal at '53 Commons on the first Friday of every month.</p>
<p><b>March Town Hall</b></p>	<p><u><b>Tuesday, March 12</b></u>                  1 pm to 2:30 pm                  53 Commons, North Dining Room                  10 pm to 11:30 pm                  53 Commons, North Dining Room</p>	<p>Learn about divisional changes and new initiatives. Meet new folks and enjoy the food and fun.                  Informational Tables, Fruit Crisp Bar, Games, Prizes, Swag                  Win a delivered lunch for your team!</p>
<p><b>March Lunch and Learn</b></p>	<p><u><b>Thursday, March 21</b></u>                  12 pm to 1 pm                  Goldstein 105, Occom Commons                  6 pm to 7 pm, McKenzie Room 203</p>	<p><u><b>International Womxn's Month</b></u>                  A Platform for Celebrating Femininity, Addressing its Challenges, and Building a Supportive Community                  To Register: <u><b>Ymani.S.Hawkins</b></u></p>



Celia Johnson, Campus Services Recruiter, will be conducting brief video interviews at the upcoming 1 pm, March 12th Town Hall Meeting. Celia hopes to use these videos in ongoing recruiting efforts. We would love to hear your thoughts on “What attracted you to working at Dartmouth, and what has kept you here?”

Your insights will help us understand and highlight the unique aspects of our community.

These interviews will be quick, casual, and informal. Please consider participating and sharing your experiences before or after the 1:00 pm meeting.



**Thank you!**



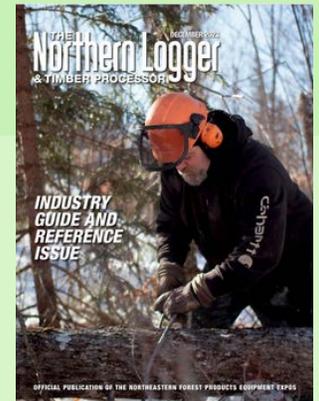
## Dartmouth College’s “Forest to Dorm” Project



You may recall in the January 19th CS Newsletter we included information about an article in Northern Logger magazine about the Dartmouth College’s “Forest to Dorm” project. Kevin Evans, Director of Woodlands, was interviewed. Kevin is a celebrity again! The Dartmouth Office of Communications made a video about the fantastic project which has been going on since 1998! Below is information and links to the article and video.

Kevin Evans, is interviewed in this article explaining how wood from the College Grant is harvested and made into furniture for every Dartmouth dorm and college offices. The article includes the history of the 2nd College Grant and its management over time. Under Kevin’s administration, Woodlands has implemented a new plan focusing on continued long-term sustainable forest management. The plan has shifted from a timber-based only to ecosystem-based management.

You’ll find the complete article here:  
[December 2023 Northern Logger Magazine](#)



The Dartmouth Office of Communications created a video, “Furniture GOLD,” about the Forest to Dorm project and how wood from the College Grant has been used for furniture in the Skiway, dorms, and offices.

The focus on sustainability, resource management, and regeneration is inspiring and essential for the long-term health and viability of the college forest and the cultivation of timber into the future.

[Video Link: “Furniture GOLD”](#)

**Thank you Woodlands Team: Kevin Evans, Riley Patry and Julie Glover!**



# '53 Commons Celebrates Two Holidays in Two Days, Mardi Gras and Valentine's Day



King of the Celebration, Jon Plodzik

Chad Lumbra, Beth Rosenberger and Courtney Bryan



Decorations reminiscent of scenes from the French Quarter made for a fun atmosphere while management and staff had a blast wearing traditional costumes and handed out festive beads. King of the celebration Rex Jon Plodzik wowed the crowd with his special flare wearing a red cape and crown.

Student's favorite Fat Tuesday foods were served, including: Fried Oysters with Lemon and Remoulade Sauce, Shrimp & Alligator Creole, Vegan Dirty Rice, Shrimp & Grits, and a festive King Cake, baby and all!



Traditional Mardi Gras King Cake



Dan Fraser

'53 Commons rallied the following day with a Valentine's Day event celebrating love and friendship. Staff adorned the dining areas with heart-shaped decorations and flowers. The day was a joyful reminder that love comes in many forms, and it was celebrated with enthusiasm among friends and classmates alike.



Brandon Crosby, Dan Fraser, and Deb Scanlon

Thank you to Greg Davini

Check out what members of the Dining team have to say about their experience working at Dartmouth Dining in this fresh employee recruitment video!



You can view the video here.



Thank you!

# Retirement Party for Lesia Vorachak 32 Years at Dartmouth



# **Phil Guerrette is Appreciated for Work at the President's House**



Recently Phil Guerrette, Building Automation Systems Engineer, and member of the Energy Management Team, took on lingering heating concerns at the President's house. Phil was at the home integrating controls for a newly installed Solar Domestic Hot Water system when he was made aware of heating concerns. While updating the system programming, Phil then took the initiative to address a control issue that was restricting heat distribution to certain areas of the home, overall creating a more user-friendly, comfortable, and responsive heating operation.

When he started reviewing the existing programming, he found the heating valves at the terminal units were programmed to limit the fan operation based on the local cabinet temperature at each unit, regardless of the room's actual comfort level. The existing settings limited the operation of the units throughout the President's House and would not allow the units to operate at full capacity resulting in cool temperatures in the house during the winter.

Additionally, the Discharge Air Temperature settings at the units were set too low and were changed to a more realistic value to properly warm and cool the home. (The Discharge Air Temperature Sensor senses the delivered air temperature and cuts off the heating or cooling when the delivered air temperature goes above or below normal operating limits.)

Phil downloaded updated software and added more thermostat points to the fan and valve controls, assuring future adjustments can be easily done without the need to reload programming. He determined that none of the system programming points were set up for trending, which makes it hard to troubleshoot or monitor system performance. He then remedied this problem. Phil also added new control system points to the graphics, so in the future all Campus Service team members who work on the system will be able to easily understand and identify controls.

Phil has been monitoring the President's House temperature control systems since installing upgrades and has confirmed the system is operating correctly.

Wendy Grant, Director of the President's House Projects and Events, was very appreciative of Phil's initiative and thanked him for making the President's house the warmest it has been for 10 years. All occupants are very happy and comfortable, owing to Phil's expertise and dedication to excellence!

## **Thank you Phil!**

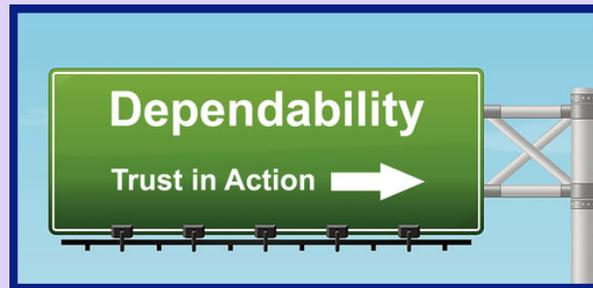
# CEB in Your Corner

## Dependability

In March, we're highlighting the significance of dependability. This principle is vital in the workplace as it cultivates trust and reliability among team members. Dependability ensures tasks are completed on time, deadlines are met, and colleagues can rely on each other. This fosters a positive work environment where individuals feel supported and confident in their team's ability to achieve collective goals.

### Reflection Question

Take a moment to reflect on the importance of dependability. When did you first learn the value of being dependable? How do you feel when someone isn't practicing dependability?



### Leadership Corner

Reflection Moment - Consider sharing a personal anecdote or observation related to dependability in your own experiences.

## International Womxn's Month

**A Lunch and Learn Dedicated to Celebrating Femininity, Addressing its Challenges, and Building a Supportive Community**

**Date:** March 21st

**Location:** Goldstein 105, Occom Commons

**Time:** 12:00 pm - 1:00 pm

**Location:** McKenzie Room 203

**Time:** 6:00 pm - 7:00 pm

**RSVP here:** [ymani.s.hawkins@dartmouth.edu](mailto:ymani.s.hawkins@dartmouth.edu)



[Sign up for March's Lunch and Learn here.](#)