

We asked, you responded!

Thank you for your participation in the Year 3 Listening Sessions and Culture and Employee Belonging Survey!

217 people completed the survey

YOU ROCK



102 people participated in the listening sessions



View from the Baker Tower Webcam, April 4, 2024, 10:51 am

Mother Nature Provides Late April Fools Joke: Grounds and Custodial Crews Won't Be Fooled!

Just when you were hoping it was safe to pack away the snow shovels and bust out the flip-flops, Mother Nature had other plans. She's been playing her own version of April Fools' pranks, with not just one, but two snowstorms at spring's doorstep!

Our intrepid Custodial and Ground Crews are MVPs here. They've gone from wrestling a monstrous 18+ inch snowstorm in March to facing off against yet another snowy spectacle on April 4th, creating 11.5 inches of snow, rain and winter mess! Greg Frost and Antonio Dascanio provided “cool” details about snow clean-up efforts on campus.

Grounds Crew

- Preparation is the key to success and it starts in the spring preparing for the following winter, so the crews are prepared for whatever the new winter brings.
- Fatigue is something they need to think about during a big storm. Exhaustion and injury go hand-in-hand. They monitor the storm, looking for windows to take breaks in order to prevent injury.
- There is a roof cleaning crew! Grounds coordinates with the roofing shop to remove the snow that falls to the ground after they've cleaned off roofs.
- When the snow sticks around, clean-up can take a week to ensure all the big piles are removed from parking lots.
- Construction areas are a challenge for the crews because space is limited and finding a place to pile snow can be challenging.

When the crew is prepared they don't have to manage unexpected difficulties, even during the heavy storms.

Custodial Crew

- To prepare, Custodial crew check equipment and replenish supplies of ice melt.
- Custodial schedules are adjusted to ensure custodians can get to campus to maintain coverage for all buildings.
- During a storm, the focus becomes shoveling and salting rather than cleaning interiors. This means postponing tasks such as taking out trash, refilling supplies, mopping floors, etc.
- Salt and snow get tracked inside, creating compounded challenges as there's a need for shoveling, while the floors need additional attention.
- The team has to have additional cold weather PPE, such as winter coats, gloves, and ice cleats.
- The team has to make multiple sweeps through areas because of snow constantly falling off the roof.
- Depending on the amount of snow, cleaning up can take a few hours or up to days and weeks.

REPORTING CONCERNS AND ASKING QUESTIONS

There are multiple channels through which employees can report concerns or ask questions. Below are resources accessible to all Campus Service employees.

- Your direct supervisor or department leader

| | | |
|---|---------------------------------|--------------|
| ● Ymani Hawkins Culture & Belonging | Ymani.S.Hawkins@Dartmouth.edu | 603-646-6833 |
| ● Sarah Robbins Training & Development | Sarah.C.Robbins@Dartmouth.edu | 603-646-3608 |
| ● Admin HR | Admin.HR.Services@Dartmouth.edu | 603-646-3636 |
| ● Kelly Mousley | Kelly.G.Mousley@Dartmouth.edu | 603-646-3388 |
| ● Dartmouth Ombuds | Ombuds@Dartmouth.edu | 603-646-8132 |
| ● College Hotline | | 888-497-0516 |

Moved to Write Poem of Thanks to Dining

Dear Dartmouth Dining,

*I love the way you make me feel
So satisfied by every meal
Like my Collis smoothie in the morning
Your sustenance is never boring*

*When I get a Hop salad for my lunch
I wish to say: thanks a bunch
I know I can always count on you
To cheer me up when I feel blue*

*And when it's time to have my dinner
I know foco will be my winner
Nothing beats the vibes of dark side
I eat there every night with pride*

Your affectionate admirer.

Posted on walls around campus.
Shared with Dartmouth Dining by
Lilly E. Linden
Research and Learning Librarian

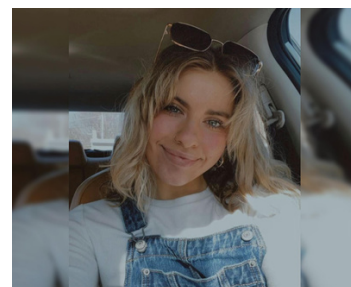
Thank You Custodians!



Jason Lambert, Grounds Services, would like to give a big thank you to the custodial teams at Tuck, Thayer and ECSC for all their help on that end of campus, shoveling during the last winter storm!

Behind the Scenes: One Custodian's Life at Dartmouth

Kali Sargent,
Fayerweather Hall
custodian, is
highlighted in the
April 3rd edition of
The Dartmouth,
the student newspaper.



[Click here to read the article.](#)

Or use the QR code:



April Lunch and Learn

Career Development and Planning

Today, April 12, 2024
12 pm to 1 pm

April 15, 2024
6 pm to 7 pm

Paganucci Lounge, 53 Commons
A meal will be available

This session will provide valuable insights and resources to help you navigate your career path.

We'll cover topics such as:

- Setting career goals
- Identifying strengths & areas for improvement
- Exploring growth opportunities
- Resume writing tips

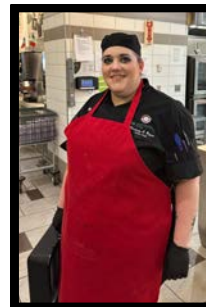
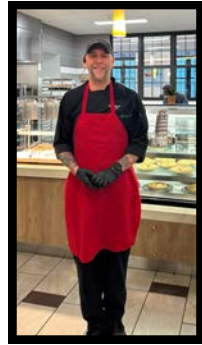
An RSVP is required to attend this event.
We look forward to seeing you there!

[Register for the April Lunch and Learn Here](#)

Dartmouth Dining Hosts An Evening in Italy



On Wednesday, April 10th, a special Italian dinner was held at '53 Commons to the delight of students and staff!



Above and Beyond

Do you know someone who has gone
above and beyond?
Nominate them to receive
Above and Beyond recognition!

To nominate someone
fill out the form
at this QR Code
and the submission
will be reviewed
by the CEB Department.



Event Corner

| | | |
|-------------------------------------|---|---|
| <p>April Lunch and Learn</p> | <p><u>Today, April 12, 2024</u> 12 pm to 1 pm</p> <p><u>April 15, 2024</u> 6 pm to 7 pm</p> <p>Paganucci Lounge, 53 Commons</p> | <p><u>Career Development and Planning</u></p> <p>This session will provide valuable insights and resources to help you navigate your career path .</p> <p>A meal will be available. <u>Register here.</u></p> |
| <p>Meet the CEB Council</p> | <p><u>April 17</u> 3:00 pm - 4:00 pm Paganucci Lounge, '53 Commons</p> <p><u>April 22</u> 10:00 am -11:00 am Paganucci Lounge, '53 Commons</p> <p><u>April 22</u> 10:00 pm-11:00 pm McKenzie, Large Conference Room</p> | <p>Get to know the passionate members of the CEB Council.</p> <p>Hear inspiring stories and insights about our commitment to fostering a culture of belonging.</p> <p>Learn about upcoming initiatives, events, and opportunities to engage with CEB.</p> <p>Connect with like-minded colleagues who share your dedication.</p> |

Summer Events to Add to Your Calendar

| | | |
|---|---|---|
| <p>Dartmouth Dining Picnic</p> | <p><u>Monday, June 17th</u> <u>Storrs Pond</u></p> | <p>Summer fun for Dining employees!</p> |
| <p>Campus Services Summer Picnic</p> | <p><u>Friday, June 28, 2024</u> 11:30 am to 2 pm <u>Fullington Farm</u></p> | <p>Food, fun, games, raffles, car show and more! Families are welcome.</p> |
| <p>Town Hall and Team Building</p> | <p><u>Friday, July 26, 2024</u> 9 am to 3:30 pm <u>BEMA</u></p> | <p>This Town Hall has a twist. Come hear current news and join in a scavenger hunt, speed trivia, puzzle race and so much more!</p> |



Something Rotten presented by the We The People Theatre Company in White River Junction.

Campus Services own folks are taking on several roles in the We The People Theatre Company production of *Something Rotten*.

This is a hilarious and joyful winner of seven Tony nominations. *Time Out New York* hailed it as the funniest musical in 400 years. A mash-up of 16th century Shakespeare and 21st century Broadway, this musical farce is filled with word play, musical, historical and Shakespeare references.



April 5 to April 21
Briggs Opera House
White River Junction, VT

Lars Barr (EHS) plays a Minstrel who narrates the show and participates in the theater troupe. Steve LeBlanc (CSV Operations) and Skip Cady (Skiway) are also part of the theater troupe and have several other roles.

[Click on the picture to purchase tickets](#)

Culture and Employee Belonging (CEB) in Your Corner

Principle of the Month: Empathy

Empathy in the workplace isn't just about being sympathetic to our colleagues' challenges; it's about actively seeking to understand their perspectives and experiences. It's about creating an environment where everyone feels heard, valued, and supported. Research consistently shows that workplaces with a strong culture of empathy experience higher levels of productivity, creativity, and employee satisfaction. Empathy cultivates trust and strengthens relationships, laying the groundwork for effective teamwork and innovation.

For Managers:

Lead by Example: Demonstrate empathy in your interactions with employees. Listen actively, show understanding, and provide support when needed. Your behavior sets the tone for the entire team and encourages others to follow suit.

For Employees:

Practice Active Listening: Truly listen to your colleagues when they speak, without interrupting or formulating your response while they're talking. Show empathy by acknowledging their feelings and perspectives, even if you don't agree with them. This fosters a sense of understanding and mutual respect in the workplace.



CEB Council Icebreaker Initiative

Would you ever travel to outer space, and if so, why?"

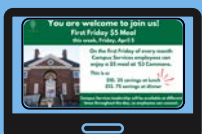
As members of the Culture and Employee Belonging Council (formerly DEI), we are excited to introduce a new monthly team-building activity developed by our committee. We've designed this activity to help everyone envision and embody our principles of inclusion and vulnerability. It also addresses the communication and trust gap between some supervisors and employees.

We'll send you an icebreaker question to pose to your team monthly. The goal is to stimulate conversation, foster understanding, and strengthen camaraderie among team members. This month's question is: **"Would you ever travel to outer space, and if so, why?"** We encourage you to take some time during your team meetings to discuss this question and share your thoughts and experiences. We hope these monthly prompts enhance connections among your team members and add extra enjoyment to your meetings.

Thank you for your participation and dedication to cultivating a positive workplace culture.

Best regards, The CEB Council

**View the
Monitor
Slides at
this Link**



**Don't have a monitor in
your area?
No problem! Keep up-to-
date with Campus Services
news and events by
visiting the monitors online
on the CS Website.**

**Want to look back and
check details of something
you read in the newsletter?**

**You can find the current
and past newsletters
on the CS Website.**



**Campus
Services
Newsletter
Link**



Campus Services Solar Eclipse Viewing and Ice Cream Social



Campus Services

March to June 2024 Leadership Job Shadowing

The leadership team is continuing to shadow various departments through June.

In our last newsletter we reported that Dan Justynski joined the Grounds Crew and Arborists for a coordinated effort at removing unsafe branches. In the accompanying photo, at right, Nate Moore was left out. Sorry Nate! The caption has been updated to include everyone!



Photo: Dan Justynski, Joe McHugh, Nevin Niboli, Jason Lambert, and Nate Moore.



Julie Findley, Sage Jenks, and Sean Houston at Julie's job shadowing with the Custodial Team!

Meet the Council

April 17
3:00 pm - 4:00 pm
Paganucci Lounge
'53 Commons

April 22
10:00 am -11:00 am
Paganucci Lounge
'53 Commons

April 22
10:00 pm-11:00 pm
McKenzie
Large Conference Rm

Exciting news! The Culture and Employee Belonging (CEB) Council is thrilled to invite you to our upcoming "Meet the Council" events, where you'll have the chance to connect with us, learn about our mission, and discover how you can get involved.

At this special event, you'll:

- Get to know the passionate members of CEB.
- Hear inspiring stories and insights about our commitment to fostering a culture of belonging.
- Learn about upcoming initiatives, events, and opportunities to engage with CEB.
- Connect with like-minded colleagues who share your dedication to creating an inclusive workplace.

Whether you're a new hire or a seasoned team member, this event is for you! Come meet the faces behind our efforts to champion a workplace that embraces a positive environment, diversity, and belonging within our organization.

Save the dates and mark your calendars now!

We can't wait to see you there.



Robin Guay
Retirement



Thank you for 41 years of
service to Dartmouth!!

