



## Training Needs Assessment

Message from Environmental Health and Safety (EHS)

**All Campus Services employees are required to complete this assessment.**

Environmental Health and Safety needs your help! We've developed a Training Needs Assessment to make sure everyone in Campus Services (CS) stays safe and gets the right training. It is mandatory for all CS employees to take part in this assessment. By completing the survey, you will help us gain valuable insights into the specific roles and tasks performed by each employee, as well as identify any necessary safety rules and training. This survey will assist EHS and CS in determining the necessary OSHA regulations associated with each job and allow us to streamline training needs and formulate safety requirements for each job description.

The survey is designed to be user-friendly, with simple "yes/no/I don't know" responses to questions. It should take 5-7 minutes to complete. **The survey opens today, April 26th and closes on May 10th.**

You can participate [here](#) or look for the assessment via email and paper copies in the coming week. Your input is invaluable and necessary in helping us keep our workplace safe and OSHA compliant for all!

Thank you for helping out!



**[Click here to complete the survey or use the QR code.](#)**



## Team Building

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



Has your team taken part in the Culture and Employee Belonging Council team-building activity?

Each month the CEB Council will send you an icebreaker question to pose to your team monthly. 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.

# Event Corner

**First Friday  
\$5 Meal**

**Friday, May 3**  
**'53 Commons Dining Hall**

First Friday's \$5 meal. Campus Services employees can enjoy a \$5 meal at '53 Commons on the first Friday of the month.  
**Please note the June First Friday \$5 meal is cancelled due to an event.**

## Summer Events to Add to Your Calendar

<b>Dartmouth Dining Picnic</b>	<b><u>Monday, June 17th</u></b> <b>Storrs Pond</b>	<b>Summer fun for Dining employees!</b>
<b>Third Shift Summer Breakfast</b>	<b><u>Wednesday, June 26, 2024</u></b> <b>5 a.m.</b> <b>'53 Commons</b>	<b>Third Shift Breakfast Games, Prizes, Raffles</b> <b>Great food and fun!</b>
<b>Campus Services Annual Summer Picnic</b>	<b><u>Friday, June 28, 2024</u></b> <b>11:30 am to 2 pm</b> <b>Fullington Farm</b>	<b>CAR SHOW</b> , food, fun, games, raffles, and more! <b>Families are welcome.</b>
<b>Third Shift Town Hall and Team Building</b>	<b><u>Wednesday, July 24, 2024</u></b> <b>5 am</b> <b>'53 Commons</b>	<b>More information coming soon!</b> 
<b>Town Hall and Team Building</b>	<b><u>Friday, July 26, 2024</u></b> <b>BEMA</b>	 <b>More information coming soon!</b>

**Please take note: June's First Friday \$5 Meal is cancelled due to an event in '53 Commons**

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

## Above and Beyond

To nominate someone fill out the form at this QR code, [click this link](#) or contact [Ymani.S.Hawkins@Dartmouth.edu](mailto:Ymani.S.Hawkins@Dartmouth.edu)



## Environmental Health and Safety Conference Room Window Transformed by DPMS

Thank you to DPMS, Mike Sauer and Monica Godfrey

Look at the great job DPMS did with our conference room window. It's awesome! Thank you, Mike!!

Regards, Annette Chism



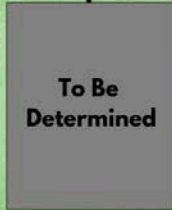
# Meet Our Team - Campus Services Leadership



**Josh Keniston**  
SVP Capital Planning  
and Campus Operations



**Julie Findley**  
CFAO &  
Deputy to SVP



**To Be  
Determined**  
VP Energy  
and Facilities



**Dave Newlove**  
AVP Business  
and Hospitality



**Jessica Nylund**  
AVP Real Estate  
and  
Special Counsel



**Annette Chism**  
Director  
Environmental  
Health & Safety



**Sunnie McPhetres**  
Director of  
Childcare



**Rosi Kerr**  
Director of  
Sustainability

## A Dash of Dining

### Catering to Matters of Health

Renee Plodzick, once again joined Dining for an afternoon at 53 Commons, to participate in a “meet and greet” with students on Wednesday March 17. Renee was on campus to help promote the health benefits of plant-based eating and living well, through good nutrition and movement. Dining got lots of wonderful feedback from students about the salads served at Farmstand.

Students were given the opportunity to test their knowledge about plant-based eating and making healthy choices by answering questions. If they answered correctly, they won a signed copy of Renee’s newest cookbook, *Eat Well, Move Often 2*.

Proceeds from the sale of her cookbooks go to supporting the needs of cancer survivors.



Thank you to Beth Rosenberg for the article and photos.

Attention, all Star Wars enthusiasts and seekers of galactic amusement! If your space adventures take you to campus on Saturday, May 4th, consider venturing to '53 Commons for your nourishment needs. Dining has concocted surprises to ensure the Force is strong for your dining experience!



## Principle of the Month for May: Consideration

Confucius once said, "Consideration for others is the basis of a good life, a good society." At Campus Services, we embody our own society: a diverse blend of generations, departments, levels of leadership, roles, and more. Each of us is unique, and as a result, we need to be addressed and cared for as such. The principle of "consideration" challenges us to reflect on the needs of others and impels us to meet those needs.

As we enter May, we also recognize it as Mental Health Awareness Month, a time to spread awareness, reduce stigma, and provide support. Let's take this opportunity to prioritize mental health, support one another, and foster a culture of well-being within our workplace.

Together, let's make May a month of empathy, understanding, and support.

### Leadership Tip:

Consider the entirety of your employees. When they feel valued, they are more likely to show up to work and give 100%. Recognize and appreciate your colleagues' hard work and contributions. A simple "thank you" or acknowledgment can go a long way in showing consideration.

### Employee Tip:

Consider the effort required for a leader to effectively engage a team of diverse workers. By being open-minded, cooperative, and receptive to different perspectives, you contribute to a more inclusive and supportive work environment. By actively participating and offering your unique insights, you help create a workplace where everyone feels valued and heard.

**Do You Want To Help  
Create Positive Change  
for Campus Services?**

**Join the  
CEB Council**



Click here  
or use the  
QR code  
to apply.

The application for the Culture and Employee Belonging (CEB) Council is closing soon on **April 30, 2024!**

If you're passionate about creating meaningful experiences for our campus community and are interested in joining the CEB Council, I encourage you to submit your application today. Please see the CEB Council FAQs Sheet on the next page.

Thank you for considering this exciting opportunity to get involved and make a positive impact on our campus. If you have any questions or need further information, please don't hesitate to reach out to [Ymani.S.Hawkins@Dartmouth.edu](mailto:Ymani.S.Hawkins@Dartmouth.edu).



# Culture and Employee Belonging (CEB) Council FAQs

## **Q: What is the CEB Council?**

**A:** The Culture and Employee Belonging Council is dedicated to creating a work culture in which we listen and learn from employee experiences to make positive changes that will increase a sense of belonging, celebrate diversity, and provide equal access to resources and tools for every employee to excel. The time commitment for the CEB Council is two hours per meeting, held twice a month. Outside readings and work are encouraged but not mandatory. We welcome individuals from all departments, shifts, and roles to join us in this important endeavor. Please be mindful there are limited spots available.

## **Q: What's in it for me? Why should I join the CEB Council?**

**A:** Joining the CEB Council presents numerous benefits, including:

- **Voice and Representation:** Ensure that the voices of leadership are heard and represented in DEI initiatives and decision-making processes.
- **Professional Development:** Enhance your leadership, communication, and conflict resolution skills, valuable in any workplace setting.
- **Increased Employee Engagement:** Positively influence employee engagement, morale, and commitment to Campus Services.
- **Access to Resources:** Gain access to valuable resources, training, and educational opportunities related to DEI, enabling you to better support your teams.
- **Leading Change:** Drive meaningful change that creates a more diverse, equitable, and inclusive workplace for all employees.

## **Q: What is the Council NOT?**

- A:**
- A forum for personal or individual grievances. Instead, it focuses on collective initiatives to foster a more inclusive and equitable workplace for all.
  - A place that excludes certain identities as a result of privilege or lack thereof. Inclusion means ALL and ALL are welcomed.
  - A space that only advocates for certain departments/roles/levels of leadership/populations. The CEB Council advocates for fairness and equity for all individuals, recognizing that systemic barriers and biases exist that disproportionately effect certain groups.

