

Inauguration of College's 15th President



Valerie Smith greets well-wishers.

Valerie Smith, a distinguished scholar of African-American literature and culture, was installed as the 15th president of Swarthmore Oct. 3 during a ceremony in the Lamb-Miller Field House. In addition to remarks by President Smith and Chair of the Board of Managers Tom Spock '78, the installation featured community greetings from Tom Stephenson, representing the faculty; Lynne Cottman, a 42-year College staff member in Dining Services (pictured right); Christine Kim '17 and Stephen Sekula '17, co-presidents of Student Government; Kimberly Wright Cassidy '85, representing alumni; and Tim Kearney, mayor of Swarthmore, along with greetings



Lynne Cottman

from other institutions of higher education. The ceremony also included performances by the Gamelan Semara Santi and the Chester Children's Chorus.

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Calendar of Events

Through Nov. 6
 Benefits Open Enrollment

Wednesday, Nov. 4
 Compensation Study Community Meetings
 9–10 a.m. and 1:30–2:30 p.m.,
 Bond Hall

Nov. 4–6
 Faculty/Staff Development Week
 Details on Campus Calendar

Friday, Nov. 13
 Swarthmore College Self-Study on Learning, Working, and Living
 10:30 a.m.–noon and
 12:30–2 p.m., Lang Performing Arts Center Cinema

Thursday, Nov. 19
 All Staff Meeting
 10:30 a.m.–noon,
 Lang Concert Hall

Thursday, Nov. 19
 New Hire Reception
 3:30 p.m.–5 p.m., Bond Hall

Thursday, Dec. 10
 Winter Gathering
 10 a.m.–noon, Lang Concert Hall

Submit items of interest to:
humanresources@swarthmore.edu

Open Enrollment Season for Faculty, Staff

As Halloween approaches, it's that time of year again: Open Enrollment, which will run until Friday, Nov. 6.

Important update: Annually, the new plan year will begin Jan. 1.

This means any changes you choose during the 2015 open enrollment will be effective on Jan. 1, 2016.

As in the past, please review your benefit elections carefully. If you plan to make changes to your health/dental/vision insurance selections or plan to open or continue a flexible spending account (FSA) or a health savings account (HSA), you must make an active election through [mySwarthmore](#).

For more information on open enrollment, please visit the human resources (HR) [website](#).

High Deductible Health Plans (HDHP) and Health Savings Accounts (HSAs)

If you enroll in the high deductible health plan (HDHP) and are a full-time, benefits-eligible employee, *the College will make an annual contribution to your health savings account (HSA) in the amount of 50 percent of the medical insurance deductible.*

An HSA allows employees to save pre-tax money through payroll deductions and to use those funds to pay for qualified medical expenses.



Wellness

With the new academic year well under way, the members of the Committee on Work Life Initiatives are excited by renewed emphasis on community wellness. The committee is partnering with Student Health and Wellness and Athletics to create robust wellness programming for all members of our community.

In September, the Independence Blue Cross Mobile Express arrived on campus and provided flu shots and other educational health materials. Flu shots and biometric screenings also were offered at the Benefits and Wellness Fair.

The Athletics Department soon will have a schedule of free fitness classes, open to all members of the College community. Later this semester, Swarthmore will host a Fitbit Movement challenge to inspire community members to take strides to being more active. Consider stopping in and enjoying The Matchbox, the state-of-the-art fitness center, or exploring the beauty of the campus walking trails. Let's get moving.

During Faculty/Staff Development Week in November, there will be workshops on Mindfulness and Healthy Cooking, along with a heart-pumping Zumba class. In partnership with Family Foods, on-campus nutrition counseling will continue.

The community will also once again participate in the Maintain Don't Gain Challenge. This program supports healthy living and weight management over the holidays. Weigh in session will be held the week of Nov. 16, with more details to come.

If you have any suggestions about future programming, please email wellness@swarthmore.edu.

In remembrance



In July, the Swarthmore community mourned the loss of Alan Berkowitz, Susan W. Lippincott Professor of Modern and Classical Languages and Professor of Chinese. Friends, family, and colleagues remembered Berkowitz, who joined the College faculty in 1989, at a memorial service in September in the Scott Outdoor Amphitheater.

After earning a bachelor's in Asian studies and comparative literature from the University of Vermont, Berkowitz completed a master's and doctorate in classical Chinese language and literature at the University of Washington. His primary research interests spanned the poetry and culture of the Six Dynasties and Tang period of Chinese history. He also studied the cross-section of traditional literature and thought; individualism in conduct and portrayal; and with relation to environmental studies, mountains, tea, and culinary traditions.



The community has also mourned Cornell Science Librarian Meg Spencer, who died in a car accident in September. Her life was celebrated with a memorial last month in a packed Lang Concert Hall, where she was remembered by friends and family as someone who shared her wit, knowledge, and, perhaps most significantly, her love of books and reading.

Spencer came to Swarthmore 34 years ago as a research assistant in the Psychology Department. She joined the library staff in 1983, later serving as acting science librarian until she formally took on the role in 1999. For more than 10 years, she co-led an internship program to interest undergraduates and underrepresented U.S. minorities in pursuing careers in library science. Spencer received a bachelor's degree from the University of Richmond and a master's degree from Drexel University.



New Faces



Alice Holland came to campus July 1 as the new director of Health and Wellness Services. She brings a vast array of experience and knowledge of student health and wellness issues with a focus on diversity and inclusion.

Beginning in 2013, she served as director of Student Health Services at Quinnipiac University, in Hamden, Conn., where she developed a strategic plan for inclusion, multiculturalism, and globalism and established A Sexuality 101 and Ally Training. She was the director of Student Health Services at The Pennsylvania State University–Berks Campus from 2005–2013.

She earned her bachelor degrees at Cedar Crest College, Allentown; a master's at Misericordia University in Dallas, Pa.; and from Widener University, Chester, Pa., her master's and doctorate in human sexuality. She is also a nationally certified sexuality educator.

Andrew Moe joined Swarthmore as a senior assistant dean of Admissions and director of access and programming Aug. 31 after nearly eight years at Vanderbilt University. At Swarthmore, he will help with outreach to low-income, first-generation, rural, and community college students, and other underrepresented populations.

Moe developed outreach initiatives such as Vanderbilt Unplugged to reach under-served markets, coordinated Vandy Fan for a Day program for low-income and first-generation college students in

metropolitan Nashville, Tenn., and served on Vanderbilt's multicultural admitted student weekend committee.

Moe earned bachelor's degrees in political science and in journalism and mass communication with a concentration in public relations and strategic media. He received a master's of education in higher education from Vanderbilt and is a doctoral student in education in higher education at the University of Pennsylvania.



Michelle Ray joined the Dean of Students division as the case manager and grievance adviser to support students involved in student conduct issues, from academic misconduct to sexual assault and harassment. She will also help educate the community about the College's process and policies, and students' rights and responsibilities.

Most recently a part of the University of Pennsylvania's Division of Equity and Access in the PennCap Office, **Ray** worked with pre-freshman. Previously at the university, she worked in the areas of crisis intervention, student conduct, and graduate student residence life /programming.

She earned a master's degree in student affairs in higher education from the Indiana University of Pennsylvania.



Jonathan Riggs is the new editor of the *College's Bulletin*. Most recently, he was a writer/editor at the Tuck School of Business at Dartmouth College and created a wide range of editorial and video content, managed communications efforts, and helped to grow multiple publications.

Prior to Dartmouth, **Riggs** served as the director of

communications at the Davis School of Gerontology at the University of Southern California (USC) and as the managing editor of *Instinct*, a monthly magazine. He also taught writing at the undergraduate level.

Riggs earned a bachelor's in journalism and in English from the University of Kentucky as well as a master's in professional writing from USC.

New Hires

To introduce new members of our community, the *Garnet Connection* will list recently hired staff, as space permits. Below are the individuals who began working at the College between March 1 and Oct. 1, and who have not already been recognized in the *Garnet Connection*:

Emily Almas, assistant dean, Admissions Office

Christie Ashton, staff accountant, Business Office

Alejandra Barajas '15, admissions counselor, Admissions Office

Rebecca Bernstein, Title IX fellow, Office of the President

Scott Cassidy, production manager/technical director, Department of Theater

Celia Caust-Ellenbogen '09, archive associate, Friends Historical Library

Kathryn Cording, post-doctorate psychology resident, Counseling and Psychological Services

Michelle Crumsho, administrative assistant, Communications Office

Susan Eagar, events manager for development and alumni relations, Donor Relations

Mynetta Edwards, coordinator, Finance & Administration

Whitney Eggers, development fellow, The Swarthmore Fund

Amanda Elam, post-doctorate research fellow, Psychology Department

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New Hires – Continued from page 3

Frank Esposito, dining events and operations manager, Dining Services

Meghan Gebhard, administrative assistant, Art Department

Frank Grunseich, director of investments, Finance and Investment Office

Brandon Hodnett, director of communications, Athletics

Stephanie Holznagel, administrative assistant, Dean's Office

Jeanette Honig, concert and production manager, Music Department

Jennifer James, 2015–16 education intern, Scott Arboretum

Michael Jordan, painter, Facilities Management

Thomas Kincade, patrol/communications officer, Public Safety

Hannah Lehmann '13, civic education and engagement fellow, Lang Center for Civic and Social Responsibility

Shawn Lehmann, Institutional Review Board manager, Provost's Office

John McNamee, patrol/communications officer, Public Safety

Maria Mejia '15, writing associate and Swarthmore Summer Scholars Program intern, English Literature

Carmen Moedano, post-graduate clinical fellow, Counseling and Psychological Services

Richard Plummer, sous chef, Dining Services

Tayarisha Poe '12, Film and Media Studies intern, Film and Media Studies

Domenic Porrini, HVAC mechanic, Facilities Management

Marcella Pringle, patrol/communications officer, Public Safety

Carole Risoli, cook, Dining Services

Martha Roelandt, associate director of reunion giving, The Swarthmore Fund

Michael Rolli, Crum Woods restoration assistant/gardener, Facilities Management

Marta Roncada '14, production intern, Theater Department

Zak Slivinski, patrol officer, Public Safety

Melissa Tier '14, sustainability coordinator, Office of Sustainability

Mary Tipping, curator, Scott Arboretum

Cynthia Urick, contracts and purchasing manager, Business Office

Daniel Wittels, assistant dean of admissions, Admissions Office

Arto Woodley, scholar in residence, Lang Center for Civic and Social Responsibility

Nona Yancey, technician, Environmental Services

Community Gathering ushers in new year



Under sunny skies and a cool breeze, hundreds of students, staff, and faculty members came together on a September afternoon on Parrish Beach for the annual Fall Community Gathering.

The celebration marks the start of the new academic year and gives community members a chance to welcome new colleagues to the College and interact with those they may not often encounter.

The celebration kicked off with a welcome from President Valerie Smith, who posed for photos with students and staff alike. As the afternoon continued, community members formed circles on the grass to enjoy shared conversation and a barbecue lunch from Dining Services, while student DJs sparked an impromptu dance party.



Biking to work

Peddling to work on May 15 as part of the Bicycle Coalition of Greater Philadelphia's Bike to Work Day celebration was a crew of Swarthmoreans led by Jen Moore, administrative assistant in the History Department and assistant coach of the softball team. The group rode 12 miles from Clark Park at 43rd and Baltimore in Philadelphia to the College's rose garden. Pictured at the end of the ride are (from left): Moore; Joshua Throckmorton, coordinator, Writing Associates Program; Anne O'Donnell, associate director of leadership giving, Development and Alumni Relations; Milton Machuca-Gálvez, visiting assistant professor of Latin American studies and anthropology; Michael Jones, director of the Language Resource Center; Carl Grossman, associate professor of physics; Thomas Limouze, assistant men's and women's swimming coach; and Patricia White, professor of film and media studies.



HR News

The new benefits specialist, **Diane Echternach**, joined the Human Resources (HR) Office in July and is already providing benefits support with **John Cline**, manager of compensation and benefits, during a transitional period as **Michele Mocarsky**, director of compensation and benefits, is on a leave of absence.

Prior to joining the College, **Echternach** spent more than five years working in benefits at Radnor Township and Lower Merion school districts. She managed all employee benefits across all groups. She holds a bachelor's degree in long-term care administration from York College of Pennsylvania.



This September, **Briann Sheldon** became an HR assistant, having more than 10 years of administrative experience,

specializing in office management and logistics.

Her most recent work was with Ivystone Group as an HR specialist.

Previous to that, she was the administrative assistant to the global assistant vice president at hibu (formerly Yellowbook). She served as the administrative contact for more than 175 dispersed and remote employees.

Sheldon's vast administrative experience and her cheerful personality will be a great addition to our main HR Office.

As the new manager for talent and retention also beginning in



September, **Amanda Boland Puchon** will fulfill a vital role for the HR Office, while using her strategic recruitment and retention skills.

"She will bring innovative recruitment strategies and high energy to HR and the College," said Pamela Prescod-Caesar, vice president for HR.

With more than seven years of HR generalist experience, **Puchon** spent the past several years working at Temple University as an internal consultant, providing counseling and training to current and new employees. In addition, she is an active member of the Society for Human Resources Management.

Puchon holds a bachelor's degree in business administration and a master's degree in HR management, both from the Temple University.



Soph Horn joined the HR team in October as information systems manager. He has more than 13 years of higher education experience, most

recently with the University of the Sciences in Philadelphia.

"His warm personality, good sense of humor, and his commitment to the team will be a wonderful asset to HR and the College," added Prescod-Caesar.

At the University of the Sciences, **Horn** created and implemented new technology systems and provided technical training. In addition to his HR information systems knowledge and skills, he has broad experience in financial reporting, payroll, and benefits.

He received a bachelor's degree in mathematics from Albright College and is pursuing an MBA.



Milestones

Jane Pedrick Aull, senior alumni information specialist in Alumni Records, and husband Ray welcomed Eliza Charlotte Aull Friday, Aug. 21, weighing in at 8 pounds, 5 ounces. Big brother Bennett, age 2, was very excited to meet his little sister.

Hugo Forrest Irizarry was born April 30 to **Liz Derickson '01**, assistant dean in Academic Affairs, and her husband Jamil Irizarry.

Kaitlyn Litwinetz, academic support coordinator for the Mathematics and Statistics Department, husband Nick and big brother Calvin welcomed Blake Elizabeth Larkin Sept. 17. The baby girl was 6 pounds, 10 ounces and 19 inches long.



Michaela Rose Mocarisky

On Sept. 3, **Michele Mocarisky**, director of benefits and compensation in the Human Resources Office, and husband Kevin Kline celebrated the birth of daughter Michaela Rose, who weighed 6 pounds, 9 ounces and was 20 inches long.

Noa Sage Shieber was welcomed by **Lesa Shieber**, associate registrar, husband Joseph, and big brother Samuel, age 4.

Born March 23, Noa Sage weighed 6 pounds, 10 ounces and was 21 inches long.



Makoto Leo Poole

Kozue Tsunoda, senior associate director of leadership giving and gift planning in Development, and husband Nathan Poole welcomed their first child, Makoto Leo Poole, Aug. 24. He weighed in at 6 pounds, 9 ounces.



Robert Warren Jr., a 16-year veteran of the Public Safety Department, currently serving as corporal and field training officer, married Kim Quillen on Sept. 20. He is the stepfather of high school freshman Tori and father of Spencer Warren, who attends George Washington College in Chestertown, Md. He is also the father of a son, Morgan. **Warren** and his bride enjoy annual visits to Florida.



Spotlight on Carebridge and Health Advocate

The Human Resources (HR) Office would like to take a little space to shine a spotlight on two of the many programs available to benefits-eligible employees.

Carebridge

Carebridge Life Resources provides services and support for the common—and uncommon—personal and family challenges for benefits-eligible employees and their dependents. The services are free and are just a click or toll-free phone call away at 1-800-437-0911. All services provided by Carebridge are confidential; the College receives no information about an employee's personal use of this benefit.

Carebridge Life Resources also offers a valuable online resource tool packed with information on a large variety of topics: personal wellbeing, relationships, money management... even pet care. Signing up for access to the website is quick and easy. The link is www.myliferesource.com, and use the Swarthmore access code: YXDEY.

To consult an experienced, board-certified counselor 24 hours a day, 7 days a week, 365 days a year, email clientservice@carebridge.com or call 1-800-437-0911. The Carebridge counselor will provide a response to your questions by email or a phone call.

Health Advocate

Health Advocate is a service for benefits-eligible employees that provides help in navigating health care- and insurance-related issues. A unique feature of this benefit is that it is available not only to you, but also to spouses or domestic partners, and dependent children, and parents and parents-in-law.

It is easy to get help by contacting the Health Advocate either online at www.healthadvocate.com/swarthmore or via phone at 1-866-695-8622. All Health Advocate services are free and completely confidential.

For any questions about these highlighted benefits, contact the HR Office at 610-328-8397.

Inauguration – continued from page 1

The soggy weather did not dampen the enthusiasm for the inaugural weekend. In addition to the formal installation ceremony, there was music, dance, and theatrical performances and readings by students, staff, alumni, and faculty; the Changing Lives, Changing the World Symposium featuring alumni panelists and faculty moderators; a community-wide celebration with performances by OASiS, Rhythm n Motion, Terpsichore, Isaac Akrong and the African Drum and Dance Ensemble, and five a cappella groups; and a DJ dance party under the tent on Parrish Beach.

