

- 2 **BENEFITS OPEN ENROLLMENT**
- 4 **NEW HIRES**
- 5 **MILESTONES AND WELLNESS**
- 6 **AWARDS**
- 7 **CULINARY NEWS**
- 8 **PUBLIC SAFETY**
- 9 **ENVIRONMENTAL SERVICES**

Swarthmore Commits to Zero Waste!

OUR GOAL IS **ZERO WASTE** AT SWARTHMORE

WHAT DOES THIS MEAN?



80% of Swarthmore's waste will be diverted from the Chester incinerator by 2022.

WHY ARE WE DOING THIS?

To reduce the environmental impact of waste on the campus community and the broader community beyond.



Improve air quality on campus and in Chester.



Reduce greenhouse gases emitted from burning waste.



Reduce noise pollution and safety risks by reducing collection by large trucks.



Remove dozens of dumpsters by centralizing waste.



Turn more waste into compost by expanding compostable collection.



Ensure more waste is recycled by improving recycling collection.



HOW ARE WE GOING TO DO IT?



NEW & CONSISTENT BINS ON CAMPUS



EXPANDED COMPOSTING

WHAT'S YOUR PART?



LEARN BEST PRACTICES for disposing of waste.



SORT YOUR WASTE into the proper bins.



ENCOURAGE OTHERS to use best practices.



BE ALERT for ways to reduce waste before it gets to campus.

Swarthmore has announced the goal of becoming a Zero Waste Campus! Our near-term target is to recycle or compost 80% of our waste by 2022.

Continued on page 2



Calendar of Events

November 6 – 20
Benefits Open Enrollment

November 14
She's Got It
Hosted by TIAA
The Inn at Swarthmore
4 – 6 p.m.

November 16
All Staff Meeting, Lang Music Building
10:30 a.m. – 12 p.m.

December 7
Winter Gathering, Lang Concert Hall
10:30 a.m.

December 25, 2017 – January 2, 2018
Winter Break

January 19, 2018
Garnet Club Breakfast
Courtney Smith House
8 a.m.

This goal was identified after a study led by two President's Sustainability Research Fellows, in collaboration with a faculty, staff, and student Waste Reduction Working Group. The Zero Waste Plan includes a multi-year strategy to improve bins and signs in buildings, reduce vehicle trips to and from campus by centralizing waste management, and educate our community about waste sorting practices and tactics to reduce waste.

SAVE THE DATE FOR OUR SPRING GATHERING!

Thursday, May 31, 2018
2:30 – 4:30 p.m.

BENEFITS: COMING ATTRACTIONS

We are happy to announce that in 2018, we will introduce two new resources to the Swarthmore community:

Care.com

To address the ongoing need for work-life resources for our community, we soon will launch a pilot program of the Care.com dashboard. This valuable tool will enable you to access child care, pet care, adult and senior care, and home care resources with ease.

Benefitfocus

Benefitfocus is an online benefits administration system that helps you make smart choices about your benefits. In an increasingly complex benefits landscape, this tool lets you find the information you need, when you need it, all while helping you keep an eye on the big picture.

Stay tuned for more detailed information on these new resources.

Benefits Open Enrollment Period

This year's Benefits Open Enrollment period runs from November 6, 2017 to November 20, 2017.

Open Enrollment is **active**, meaning **all employees are required to confirm their benefits elections and dependent information online through MySwarthmore.**

If you need information or support in making benefits decisions, we are here to help! An Online Enrollment Assistance Session will be held in Trotter 201 on Tuesday, November 14 from 8:30–9:30 a.m. During open enrollment period, you may also make an appointment to meet with a member of our Benefits Team by contacting Connie Baxter at 610-328-7359.

2018 Plan Updates

Over the last several years, we continue to experience the impact of a rapidly changing benefits landscape. The rising cost of healthcare, coupled with an evolving regulatory environment and the implementation of the Affordable Healthcare Act, has been challenging for many employers. The College strives to ensure competitive employee benefits as each year we address the phenomenon of increasing costs. In an effort to be proactive, we recently launched the first phase of a multi-year study to review our suite of benefits. During this time, we are reviewing benchmarking data from peer institutions, as well as gathering information from our community to gain a deeper understanding of the value of the College's benefits programs. This information will help shape our benefits programs in ways that continue to reflect the unique needs of our community.

The following plans will experience changes in 2018. For more detailed information, please refer to the

Benefits Guidebook, available online during open enrollment. Hard copies may be requested through Human Resources.

Delta Dental Plans

You will now receive diagnostic and preventative care without affecting your maximum. You'll keep your mouth healthy — and save benefit dollars for when you really need them. Diagnostic and preventative care includes routine exams, cleanings, x-rays and related treatments, as defined by your dental plan.

HMO Plan

The HMO plan will be offered with no payroll contribution for full-time employees with Employee Only coverage, or with Employee + One Child coverage. All other HMO participants will see a minimal increase of approximately 0.5% to the current payroll deduction for insurance. There are no copay changes to the HMO plan.

PPO and POS Plans

Both the PPO and POS plans will experience a minimal increase of approximately 0.5% to the current payroll deduction for insurance. There are no changes to copays for either plan.

HDHP Plan

The College will make a bi-annual contribution to the health savings account (HSA) of full-time, benefits-eligible employees enrolled in the high deductible health plan (HDHP), in the amount of 50 percent of the medical insurance deductible. An HSA allows employees to save pre-tax money through payroll deduction and use those funds to pay for qualified medical expenses. HDHP Information Sessions will be held during the enrollment period.

We Bid Farewell to Stu Hain

C. Stuart “Stu” Hain, Vice President for Facilities and Capital Planning, will be retiring from his position on Dec. 31, 2017. Stu has been a vital part of Swarthmore for over a quarter of a century, and he has overseen our facilities through times of enormous change and expansion. Over the years, Stu has shown great love for and commitment to our institution and its people.

In his current role, Stu oversees Capital Planning, Environmental Services (EVS), Facilities, Grounds Maintenance, The Scott Arboretum, the Lang Performing Arts Center, and Environmental Health & Safety. During his time at Swarthmore, Stu has worn many hats, also leading Dining Services, the Campus & Community Store, Public Safety, Summer Programs and Mail Services.

Stu has always been willing to go above and beyond the call of duty whenever and wherever he is needed, and his efforts have dramatically improved our campus facilities. He has shepherded every major new construction project in the past 30 years, including: LPAC, Kohlberg Hall, the Science Center, Alice Paul and David Kemp Residence Halls, the Matchbox, the Dana Hallowell Infill project, the Whittier Place Academic Building and Town Center West (including the Inn at Swarthmore, the Broad Table Tavern and the relocated and reimagined Swarthmore Campus & Community Store). In addition, he has overseen major renovations in Trotter Hall, the Worth Health Center, Parrish Hall, 101 S. Chester Road, and in virtually all other parts of campus. This summer, under Stu’s leadership, PPR Apartments on Chester Road were completed, and work began on the creation of the Hormel/Nguyen Center at Sproul Hall and, of course, on the Biology, Engineering and Psychology (BEP) Building.

Stu’s deep commitment to our

Swarthmore Recognized for Commitment to Diversity

Swarthmore has been honored with a Higher Education Excellence in Diversity (HEED) Award. Given by *Insight Into Diversity* magazine, the oldest and largest diversity magazine and website in higher education, the HEED award is “the only national award that honors individual institutions for being outstanding examples of colleges, universities, or health profession schools that are committed to making diversity and inclusion a top priority across their campuses.”

Open to all accredited U.S. colleges and universities, the HEED award considers an institution’s achievements in diversity through assessing its programs, initiatives, and outreach; its commitment to supporting underrepresented students; and its efforts to recruit and retain diverse

staff members.

Swarthmore diversity efforts are comprehensive and touch all aspects of the College. The office of Diversity, Inclusion, and Community Development, led by Associate Dean for Diversity, Inclusion, and Community Development T. Shá Duncan, collaborates with colleagues in the Provost’s Office, Human Resources, and the Dean’s Office, including the Black Cultural Center, Intercultural Center, Interfaith Center, and Women’s Resource Center, to help foster dialogue, collaboration, and education among students, faculty, and staff.

We commend Shá and her colleagues for their exceptional work, and are proud of the work we do collectively to make Swarthmore a place that welcomes and values every unique voice.

institutional mission and core values is reflected in each of these projects. His leadership style is highly consultative and embodies the civic-mindedness and collaborative spirit of Swarthmore. Because of his leadership, our campus is more accessible; our construction and renovation projects adhere to strict environmental standards; our energy usage and related carbon footprint have declined, despite the addition of more space; and plans are underway to assure energy resiliency and improved management of our campus waste stream. Stu leads by example, and we will all miss his quiet, steady presence, and his quick yet kind sense of humor.

Please join us in wishing Stu and his wife Judith all the best as they prepare for the next chapter in their journey together.

Valerie Smith, President

Greg Brown, Vice President for Finance and Administration and Treasurer

RECEPTION FOR STU HAIN

Thursday, November 30
3–5 p.m.
The Inn at Swarthmore



SWARTHMORE
Campus+Community
STORE

Come by and visit us at the Swarthmore Campus & Community Store! Faculty and staff enjoy a 10% discount, and we accept Garnet Cash, so don’t forget your OneCard.



New Hires

Join us in welcoming these individuals who began working at the College between April 1 and October 1 and have not already been recognized in *the Garnet connection*:

Mira Baric, Administrative Assistant, Dean's Office

Raven Bennett, Interim Title IX Fellow, Office of the President

Nicholas Borak, Patrol/Communications Officer, Public Safety

Sharayah Bower, Administrative Assistant, English Literature

Christopher Capron, Admissions Counselor, Admissions

Victoria Cornaglia, Dining Assistant, Board Operation

Michelle Crouch, Associate Director, Prospect Development, Advancement

Adam Gaubinger, Clinical Social Work Fellow, Counseling and Psychological Services

Brenna Heintz, Assistant Dean of Admissions, Admissions

Bryone Henry, Environmental Services Technician, Environmental Services

Jennifer Kennedy, Finance and Administrative Coordinator, Finance and Investment

Cooper Kidd, LGBTQ+ Fellow, Intercultural Center

Abigail Komlenic, Associate Director of Advancement Analytics, Advancement

Michael Lambui, Production Intern, Theater Department

Erin Leuthold, Assistant Director, Student Disability Services

Patrick Lewis, Investment Analyst, Finance and Investment

Susan MacQueen, Community Outreach Coordinator, Scott Arboretum

Rolf Mikkelsen, System Programmer/Developer, Information Technology Services

Samantha Nyovanie, Chemistry Lab Research Assistant, Chemistry and Biochemistry

Margaret O'Neil, Urban Initiatives Fellow and Teaching Assistant, Lang Center for Civic & Social Responsibility

Kiera Parece, Research Manager and Academic Assistant, Psychology

Ari Pizer, Postdoc Psychology Fellow, Counseling and Psychological Services

Michael Ramberg, Jewish Student Advisor, Dean's Office

Catherine Roeder, Administrative Assistant, English Literature

Jenna Rose, Assistant Director, Student Disability Services

Heitor Geraldo Santos, Civic Education and Engagement Fellow, Office of the President

Alexandra Sastre, Senior Communications and Marketing Associate, Communications Office

Melita Schmeckpeper, Education Intern, Scott Arboretum

Christopher Serzan, Maintenance Mechanic, Maintenance

Cynthia Staniszewski, Director of Development, Chester Children's Chorus

Michelle Stark, Residential Communities Coordinator, Dean's Office

Jason Stump, EVS Technician, Night Shift, Environmental Services

Nakia Waters, Program Coordinator FIF & BCC, Black Cultural Center

Samuel Waters, Residential Communities Coordinator, Dean's Office

Roderick Wolfson, Planner/Project Manager, Capital Planning and Project Management

Human Resources Welcomes:



Anthony (Tony) Natale, Manager of Employee Engagement (interim)

Tony Natale has joined the HR team as the interim Manager of Employee Engagement. Tony received his MBA in Management from Saint Joseph's University and has 38 years of experience in employee relations, retention and training, compensation, benefits administration, executive recruiting, strategic staffing planning and succession planning. Most recently, he served as the Director of Human Resources for Airgas USA's east region, supporting and retaining talent.



Georgina Texeira, Associate Director of HRIS (Human Resources Information System) and Project Management

Georgina Texeira has joined the HR team as the Associate Director of HRIS (Human Resources Information System) and Project Management. Georgina comes to Swarthmore after 11 years at Saint Joseph's University, where she provided technical support to Payroll, the Bursar's Office, Human Resources and Finance. During her time at Saint Joseph's, she completed her M.A in Business Intelligence and taught courses in Business Analytics, Data Modeling, and Critical Performance Management through the Decision and System Sciences department.



Milestones



Michele Mocarsky, Director of Compensation and Benefits, her husband, and their daughter Michaela welcomed a new member of their family, Connor Klein, on April 11, 2017.



Dan Alamia, Associate Director of Advancement Research, and wife Jennifer Oglesbee welcomed Simon Alamia on May 23, 2017. Simon joins big sister Helen.



Steph Holznagel, Administrative Assistant in the Dean's Office, and Kaebea Dennis welcomed Kingston Dennis on June 8, 2017.



Rachel Head, Assistant Dean and Director for Student Engagement, welcomed Cecelia Josephine Selah Head on June 28, 2017.



Marian Fahy, Administrative Assistant in Athletics, became a first-time grandmother on July 29, 2017. Her son Patrick and his wife Emily had a baby girl, Claire Violet, 6lbs., 15 oz. She's a beauty with a healthy set of lungs!



Caroline Ahjoong Keefer was born to proud parents **Pattie Kim-Keefer** and Brian Keefer on Sept. 3, 2017. No siblings, unless you count Milo (dog).



Josie Grace Orchowski was born on August 26, 2017 to proud parents

Leah Orchowski, Nurse Practitioner, Health Center, and Neil Orchowski. Josie joins big brother Mac and big sister Reese.



Ryan Raymond Fremont was born to **Kimberly Fremont**, Assistant to the Provost for Administration, and Scott Fremont on September 14, 2017. Ryan joins big sister Charlotte and big brother Robert.



Brieann Sheldon and Jason Sheldon welcomed Array Matthew Sheldon on September 18, 2017. Array joins big brother Cassius.



Mark Anskis, Associate Director of Communications, and wife Lindsay welcomed baby Parker on September 19, 2017. Parker joins big brother Ian.

FALL GROUP EXERCISE CLASSES

There's still time to jump in on an exercise class this fall! For more information, including class descriptions, visit: swarthmoreathletics.com/sports/2016/10/7/groupexercise.aspx

Monday from 12–1 p.m.
Stability Yoga with Kathy DiGiorgio
Monday from 7–8 p.m.
Aligned Flow Yoga with Greg Hedler

Tuesday from 12–12:55 p.m.
Stretch, Relax & Restore with Cathy Raymond
Tuesday from 1–1:55 p.m.
Advanced Pilates with Cathy Raymond
Tuesday from 5–5:30 p.m.
SwatHIIT with Isabella Levine

Wednesday from 12–1 p.m.
Pilates with Cathy Raymond
Wednesday from 7–8 p.m.
Zumba with Mary Kingston

Thursday from 4:45–5:45 p.m.
Power Yoga with Emily Forte

Friday from 12–1 p.m.
Total Body Training with Chris McPherson

TURKEY TROT FITBIT CHALLENGE

NOVEMBER 1 - 30

Register Now!
bit.ly/swatturkeytrot



SwatFIT 2017
BROUGHT TO YOU BY:
SWARTHMORE COLLEGE HR & ATHLETICS

Questions?
Email Max Miller
mmiller5@swarthmore.edu



Jeff Jabco Wins 2017 Rutgers Gardens Hamilton Award

This September, Jeff Jabco, Director of Grounds and Coordinator of Horticulture for the Scott Arboretum, received the 2017 Hamilton Award from Rutgers Gardens. The Hamilton Award, named in recognition of former Rutgers professor and Gardens director Bruce “Doc” Hamilton, is a national award given to “an unsung hero, a quiet leader, or patient mentor in the field of horticulture.”

Just as “Doc” Hamilton was known for his generous, teacherly spirit and passion for gardening, Jeff has dedicated himself both to horticulture and education throughout his long career. He has been the Coordinator of Horticulture at Scott Arboretum since 1990, and throughout his time at Swarthmore he has made sure that the grounds of our 425 acre campus are not only beautiful to look at but serve as a valuable educational resource for all who live, work, and visit the College.

Let’s congratulate Jeff for the well-deserved recognition of his contributions to Swat!

We share milestones and new faces, news on what’s been happening around campus and what’s up next. But we want to know—what would you like to see in the Garnet connection?

humanresources@swarthmore.edu

SWARTHMORE WINS SUSTAINABLE CAMPUS EXCELLENCE AWARD

This summer, Swarthmore received a 2017 Sustainable Campus Excellence Award from the International Sustainable Campus Network. The ISCN recognizes “sustainable campus projects that demonstrate leadership, creativity, effectiveness and outstanding performance in the areas of Building and Innovative Infrastructure, Campus Planning and Management Systems, Innovative Collaboration and Student Leadership.” Because of its leadership in carbon pricing, Swarthmore was granted the Excellence in Innovative Collaboration award. The award recognizes the College’s ongoing commitment to sustainability and to advancing carbon pricing solutions to climate change. For more on the College’s sustainability efforts, visit: swarthmore.edu/sustainability



Gina Goodwin Recognized as NAPW VIP Woman of the Year

Gina Goodwin, Patrol Corporal on the Public Safety team, was recently honored by the National Association of Professional Women (NAPW). The NAPW is the largest business network for professional women in the United States, providing resources and opportunities for women to connect and empower each other.

Gina was named a NAPW VIP Woman of the Year, honored both for her professional success, and for “positively [impacting] the lives of others in [her] community.” Since joining Swarthmore in 2014, Gina has been a positive presence on campus, helping keep us all safe. Join us in congratulating Gina on her achievement!

One Card for You!

Whether you’re sitting down for a bite or grabbing a to-go box, a meal plan lets you eat with ease. \$60 gets 10 meals, and \$110 gets 20 meals added to your OneCard.

For even more variety, just add Garnet Cash to your OneCard. With Garnet Cash, you can use your OneCard like a debit card and purchase food at any campus dining or retail location, including Sharples, Essie Mae’s, the Science Center Coffee Bar, the Kohlberg Coffee Bar, and the Swarthmore Campus & Community Store.

Visit swarthmore.edu/onecard or stop by the OneCard office in Parrish for more information.



Culinary New Hires

Swarthmore Expands Culinary Community

We have several talented new additions to the Swarthmore culinary community! New to the Dining team are Amanda Karpen, who will serve as its Associate Director, and Josh Szczypiorski, who will serve as its Production Manager. Chef Michael Dorris also recently joined the Broad Table Tavern at the Inn at Swarthmore as Executive Chef. Whether you're enjoying lunch at Sharples or dinner at Broad Table Tavern, here's your chance to get to know some of the new people who keep you eating well.



Amanda Karpen, Associate Director of Dining Services

Amanda spent 11 years as a part of the award-winning Virginia Tech Dining Services program, where she was involved in a variety of areas, including operations management and purchasing coordination. She earned both her undergraduate degree and masters in business administration from Virginia Tech.

Originally from Virginia, Amanda is excited to make her new home in Pennsylvania. She found Swarthmore College after her husband, Josh, took a job as the Northeast Territory Manager for Parker Hannifin Engineering. Amanda has three kids, four cats, and two dogs that keep her busy outside of work. In her spare time, she enjoys gourmet cooking, acting in theater and improv groups, and spending time with her family and friends. Amanda is proud to be a new "Swatie," and looks forward to fostering a love of the Swarthmore community through food and service.



Josh Szczypiorski, Production Manager, Dining Services

Josh graduated from St. Joseph's University in 2004 and has worked in food service ever since. He began his career at Giant, moved on to Wawa, and then to Villanova University, where he was a part of their dining department for 9 years. He is excited to help Swarthmore's Dining team secure more delicious food, and to help implement new systems to further enhance their services.

In his free time, Josh loves to tackle new entrepreneurial ventures and to spend as much time as possible with his family, including his 11-year-old daughter. He was drawn to Swarthmore both because of its beautiful campus and its solid reputation for Dining services. He is excited for what's to come and feels like Swarthmore is truly a great fit.



Chef Michael Dorris, Executive Chef, Broad Table Tavern

Hailing from Chester County, Chef Michael Dorris appreciates the simplicity, elegance and pleasure food brings to day to day living. He trained in some of the finest kitchens in England, Switzerland, and New York City, and his international experiences enable him to add a diverse flair to his culinary creations. Chef Michael received his bachelor's degree from Johnson & Wales University, and he spent several years developing his craft. Holding true to Broad Table Tavern's core values of authentic farm to table dining, Chef Michael is designing a dynamic menu that will showcase the best of local farms, purveyors, and vendors.



IN MEMORY OF PAUL H. ESTOCK

Paul H. Estock, 72, passed away October 4, 2017 at Riddle Memorial Hospital in Media, Pa. Born in Chester, Pa., he was a resident of Trainer, Pa., for 23 years before moving to Brookhaven, Pa. He was a graduate of Chester High School, class of 1963. After working for Kimberly-Clark for 35 years, he retired and went on to drive a shuttle at Swarthmore College. Paul enjoyed working on cars. He was predeceased by his first wife Marguerite "Peg" Estock; his parents Paul and Ruth Estock; and his siblings Art and Jane Estock. He is survived by his beloved wife of 19 years Charla Estock; his sons Paul Estock, Brian Estock, Sean Estock, and Kyle McKnight; his sister Joyce Ramsey; nine grandchildren; and two great grandchildren.

We are grateful to Paul for his service to Swarthmore, and he will be missed.

Scheduled holidays for Sept. 1, 2017 – Aug. 31, 2018

Thanksgiving: Thursday and Friday, Nov. 23–24 (two days)

Winter Break: Monday, Dec. 25–Tuesday, Jan. 2 (seven days)

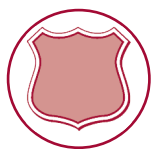
Martin Luther King Jr. Day: Monday, Jan. 15 (one day)

Memorial Day*: Monday, May 28, or an alternate day (one day)

Fourth of July: Wednesday, July 4 (one day)

Most offices will be closed on the scheduled holidays. However, some offices must remain open, so staff members should check with their supervisors on departmental requirements. The holiday schedule is determined annually based on how holidays fall in the week and the academic calendar.

**Please remember that the alternate holiday option for Memorial Day must be used during the September-to-August time period and cannot be carried into the next calendar year.*



Public Safety

**The safety of our community
is our number-one priority,
but we can't do it without you!**



Garnet Safety Award Winners

One new initiative is the Garnet Safety Award. Professor Anthony Foy and two students, Alexander Jin '19 and Barbara Pham '17, received the award for their actions this summer. Thank you Barbara, Alexander, and Professor Foy for helping keep our community safe!

New BPN Program to Help Prevent Theft on Campus

You may begin to see Building Patrol Notices around campus. If in the course of their duties an officer observes unattended property, the officer may take the item for safekeeping and leave a

BPN in its place, alerting where you can go to retrieve the item. This is part of our ongoing efforts to heighten the visibility of officers and to remind you of your own role in helping to prevent opportunity theft.

Emergency Notification Test Update

Over the past several weeks, Public Safety has endeavored to heighten community awareness in the event of a serious incident on campus. As a result of our last Emergency Notification Test, we identified some areas for improvement. Subsequently, there will be another test of our notification tools on campus over fall break. Please take a moment to make sure your contact information is current and accurate in mySwarthmore and to review the College Emergency Response Guide: swarthmore.edu/public-safety/emergency-response-guide

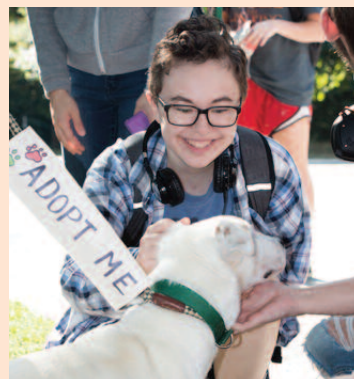
Field Day Celebrates National Campus Safety Awareness Month

September was National Campus Safety Awareness Month. This year we partnered with Health and Wellness, Office of Student Engagement, Athletics and the Domestic Abuse Project to host several events, including Field Day, where students, faculty, and staff enjoyed food from the grill, games, and visits from some furry friends.

We invite you to let us know how we are doing. Please take a moment to share your thoughts. If you are involved in an event or incident, you may receive an anonymous online survey. For more information please write to mhill1@swarthmore.edu



Photos by Laurence Kesterson



Simona Dwass '19

Environmental Services News

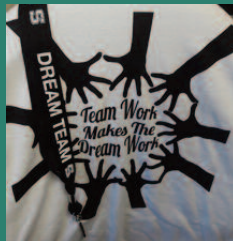


The Environmental Services Leadership Team (from left): Tyrone Dunston, Director of Environmental Services; Chip Proctor, Manager of Administration; Bill Dunbar, Day Shift Supervisor; Rodney Milstead, Day Shift Crew Leader; Stu Hain, Vice President for Facilities and Capital Projects; Val Gibson, Purchasing/Project Coordinator; Ursula Young, Day Shift Supervisor; Stephen Lockard, Night Shift Supervisor; Sharon Pierce, Night Shift Crew Leader; and Hank Robinson, Day Shift Crew Leader.

Meet the Dream Team!

The new leadership brings diversity and balance to the department. The entire leadership team has taken a vote and renamed themselves "The Dream Team." We even had bracelets, t-shirts, and lanyards made for EVS week, which were given to our entire staff marking the occasion. Here's to the Dream Team, and welcome to our new members!

Stephen Lockard, Night Shift Supervisor: Steve comes from a healthcare background and brings a diverse outlook to the team that has been both visible and positive. Steve has gained tremendous positive ground in the little time that he has been here. His ability to encourage team building and facilitate effective training has moved us all forward, and his investment in serving our community is evidenced by the many communications and emails we receive praising his quick and positive response to issues!



experience in summer programs and Alumni and Commencement planning. Since joining Swarthmore, Bill has increased staff motivation and done a great job with summer programs. Bill believes in staff recognition and has made phenomenal progress within employee morale. In the little time that Bill has been here, he has built many strong partnerships across campus that have generated positive results within the buildings he oversees.

William Dunbar, Day Shift Supervisor: Bill comes from Drexel University with

Christopher "Chip" Proctor, Manager of Administration: Chip comes from Drexel University, where he was the supervisor for Academic and Dorm space, and he also has a background in EVS management. Chip has gained so much ground since joining our team six months ago. His participation with the Sustainability and Waste Group has been remarkable, and he has helped the College make tremendous strides toward its waste goals. Tyrone Dunston, our Director of Environmental Services, recruited Chip to join the leadership team, and he feels it has been one of best decisions he's made since joining Swarthmore College!

EACH FALL, our **Community Gathering** is a chance to relax, reconnect, and celebrate the start of the new academic year. It has quickly become a favorite campus tradition, and this year, the focus was on sustainability. This was the very first zero-waste Community Gathering, featuring delicious food, compostable waste materials, and fun activities.

Thanks to the planning committee and the many departments across campus who supported this event, especially our Dining team for their hard work and culinary skill, and Environmental Services for their green clean-up efforts.

Check out this video, capturing the fun, food, and sunshine!
swarthmore.edu/news-events/watch-community-gathering