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Valerie Smith Named Swarthmore's 15th President

By unanimous agreement Feb. 21, the Board of Managers named Valerie Smith, a distinguished scholar of African-American literature and culture and current dean of the college at Princeton University, the 15th president of Swarthmore College, beginning July 1.

Gil Kemp '72, chair of the Board of Managers, said, "Val is a wise, effective leader with impressive accomplishments that closely align with Swarthmore's values: access and affordability, dynamic undergraduate learning opportunities, and educating students to be leaders who value the common good. Her engaging, collaborative style will be an excellent fit for Swarthmore."

Board member Salem Shuchman '84 chaired the 12-member presidential search committee, consisting of faculty, staff, student, and alumni representatives, and noted that Smith emerged from a deep, highly competitive field of candidates.

As dean at Princeton, Smith has been responsible for the university's undergraduate academic program. Perhaps most significantly, Smith recently chaired a committee that studied the academic and cultural experience of the university's low-income and first-generation students.

Smith came to Princeton in 1980 as an instructor of English and Afro-American studies, receiving tenure in 1986. In 1989, she joined the faculty at UCLA, where she ultimately served as chair of the Interdepartmental Program in African-American Studies. Smith returned to Princeton



Valerie Smith:
"Her engaging, collaborative style will be an excellent fit for Swarthmore." —Gil Kemp '72

in 2001, and as the founding director, led a major expansion of the Center for African American Studies. She was appointed dean in 2011.

Smith received her bachelor's degree cum laude and Phi Beta Kappa from Bates College, followed by a master's and doctorate from the University of Virginia. She is the author of more than 40 articles and three books on African-American literature, culture, film, and photography and is the editor or co-editor of seven further works. At Swarthmore, she will hold tenured appointments in English literature and black studies.

Smith's numerous awards include fellowships from the Guggenheim Foundation and the National Endowment for the Humanities. She serves

on the editorial boards of *Women's Studies Quarterly*, *Criticism*, and *African American Review*, among others.

Smith replaces Constance Cain Hungerford who will continue as interim president until June 30. A deeply respected member of the faculty and provost of the College from 2001 to 2011, Hungerford will resume her position in the Art Department, where she is the Mari S. Michener Professor of Art History.

Please visit www.swarthmore.edu/15th-president for more information about Smith.



Calendar of Events

Thursday, April 16
All-Staff Meeting
10–11:30 a.m.
Lang Concert Hall

April 27–May 4
Spring Health and Wellness Week

Wednesday, April 29
National Walk at Work Day
Noon–1 p.m., Parrish steps

Tuesday, May 5
New Hire Reception
3:30–5 p.m.
Wister Room, Arboretum

Wednesday, May 20
Spring Gathering
2–4:30 p.m.,
Sharples Dining Hall

Submit items of interest to:
humanresources@swarthmore.edu

New law to protect minors

The Pennsylvania state legislature sought to strengthen protections for children in the new Child Protective Services Law (CPSL). It went into effect Dec. 31 and now requires colleges and universities to obtain—as it has for K–12 employees for several years—background clearances for any individuals having routine interaction with children at the College or in a College-sponsored program, activity, or service. This requirement applies to College employees, volunteers, independent contractors, and students. The CPSL also requires mandatory reporting of suspected child abuse directly to the Pennsylvania Department of Human Services.

In October, former Gov. Tom Corbett signed Act 153 into law. The act requires that background clearances *must now also be obtained by employees in colleges and universities who have routine interaction with minors.*

In practice, the act covers:

- any of the College's students under 18 (on average, 50 undergraduate students per year are 16 or 17 years old)
- children in enrichment and summer camp programs

- minors who are taught through Swarthmore's student teaching program, and
- minors who otherwise have contact with faculty, staff, students, volunteers, and independent contractors, whether on or off campus.

The College has begun implementing a first phase of this law for all new faculty and staff. The next phase of implementation requires that *all current* employees, including faculty and staff who have not had the required clearances within the last three years, obtain these clearances by Dec. 31. Frequently asked questions (FAQs) and their answers have been posted on the human resources (HR) website: <http://www.swarthmore.edu/human-resources/act-153-faqs>.

A few times throughout the year, HR will host on-site fingerprinting sessions. Employees who have completed their FBI registration will be invited to attend. Departments are being scheduled in phases.

For additional questions, contact humanresources@swarthmore.edu or ext. 8397.



Anne Garrison remembered

It was with deep sadness that the Swarthmore community learned of the passing March 5 of Anne Garrison, humanities and book arts librarian and staff member of the Swarthmore College libraries, after a long battle with cancer. With the College since 1999, Garrison is remembered for her warmth and humor. Her life was celebrated at a memorial service March 20. She approached her work with a deep scholarly perspective that gave voice to Swarthmore's unique community of

library users. She was readily acquainted with traditional literary research and with emerging areas of scholarship within popular media. She is survived by her husband Michael Magoolaghan, her daughter Eleanor Garrison, age 10, and her mother Joanne Sargeant Garrison.



Wellness

Learn How to Use The Matchbox

Understanding how to use the ultramodern equipment at The Matchbox as well as finding out about wellness programming is easy. Go to the Athletics website's facilities tab, then choose The Matchbox. Next click on the [Here](#) link under the question: Do You Need Help Learning How to Use Matchbox Equipment? This will take you to an online form where you will fill in your contact information and availability. The Matchbox staff will respond shortly to set up an appointment.

Holiday schedule set

The following 2015–16 holiday schedule is intended to help employees plan their work and time off. 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 as well as the academic calendar.

Scheduled holidays for Sept. 1, 2015–Aug. 31, 2016

Thanksgiving: Thursday and Friday, Nov. 26–27 (two days)

Winter Break: Thursday, Dec. 24–Friday, Jan. 1, 2016 (seven days)

Martin Luther King Jr. Day*: Monday, Jan. 18, 2016, or an alternate day (one day)

Fourth of July: Monday, July 4, 2016 (one day)

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

ImagINE project unveiled

By Carrie Compton

Community members gathered March 27 at Science Center 101 to glimpse the outcome of the ImagINE project, a collection of 24 photographic portraits presented alongside each subject's narrative text. In addition to taking in the artworks' powerful messages, attendees heard from a panel of participants and watched a short film featuring ImagINE contributors. The 24 portraits will be displayed throughout campus for the next year.

"Through these photographs and stories, we hope to inspire appreciation of the unique differences each individual brings to the fabric of our community," said Zenobia Hargust, ImagINE Committee chair.

Pamela Prescod-Caesar, vice president for human resources, conceived the project after hearing about similar initiatives during a meeting of the national college and university human resources professional association to which she belongs. She brought the idea back to the College's Diversity and Inclusion committee, then applied for a Community Development Grant.

"We felt a project of this type could help to move our community to collectively 'ImagINE' and cultivate spaces and possibilities where our unique differences and similarities could be understood, appreciated, and celebrated," said Prescod-Caesar.

The President's Office endorsed the grant for what became the ImagINE project, which was inspired by a three-year-old diversity initiative at the Rhode Island School of Design (RISD).

Adam Mastoon, the pioneering photographer behind the RISD initiative, spent two days on campus in October photographing a cross-section of faculty, staff, and students.

"Participants took the risk to be immensely vulnerable," said Mastoon. "That creates a great opening of communication, which directly im-

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—Adam Mastoon, photographer, RISD initiative

pacts people who view the work."

As the portraits show, participants used the opportunity to share their innermost reflections on everything from discrimination to painful personal crises, creating pathways for community dialogue.

"Much work is being done on campus to cultivate meaningful conversations, which will further develop our campus as a whole," said Hargust. "Hopefully, reflecting on this project and its artwork will support those efforts."

Mastoon, who has participated in projects like ImagINE in a variety of academic settings, also thinks the Swarthmore effort will be transformative.



"This group of 24 has led the community into a deeper dialogue," said Mastoon. "I know that's going to take the Swarthmore community into an even deeper inquiry about diversity."

The 24 community members featured are: Sanaa Ali-Virani '15; Efua Asibon '16; Margaret Bost '17; Nanci Buiza, assistant professor of Spanish; Christopher Capron '15; Yvonne Chireau, professor of religion; Mark Davis Jr., technical support specialist, Information Technology Services; Allison Dorsey, professor of history; Katherine "Kat" Galvis '17; Adrián Gras-Velázquez, visiting assistant professor of Spanish; Nina Harris, violence prevention educator and advocate; Martha Hernandez, environmental services technician; Allison Hudak, assistant athletic trainer; Meghan Kelly '18; Louis Laine '16; Susan Lewis, administrative coordinator, Dean's Office; Milton Machuca-Gálvez, visiting assistant professor and coordinator of Latin American studies; Edwin Mayorga, educational studies instructor; Barbara Milewski, associate professor of music and department chair; Kristin Moore, associate director of financial aid; Valerie Morse, dining assistant; Natasha Peña '15; Abhinav Tiku '18; and David Toland, environmental services crew leader.

ImagINE committee members

- Amer Ahmed, dean of the sophomore class and director of the Intercultural Center
- Carrie Compton, writer and editor
- Joel Cooper, chief information technology officer
- Zenobia Hargust, human resources manager
- Pamela Prescod-Caesar, vice president for human resources
- Lilliana Rodriguez, associate dean of diversity, inclusion, and community development
- Sunka Simon, professor and coordinator of German studies and associate provost
- Summer Sloane-Britt '16
- Roberto Vargas, reference and digital projects resident
- Martin Warner, registrar
- Tina Zhu '17



New Faces

On Sept. 8, **Joseph “J.T.” Duck** brought his keen sense of what is effective in recruiting the best and brightest students to Swarthmore as the new director of admissions.



Most recently associate director of admissions at MIT, **Duck** said, “To a person, every student, faculty member, and staff member I met during my interview process was engaging, compassionate, and thoughtful, which are wonderful qualities to find in members of a close-knit community.” **Duck** added that he looked forward to reconnecting with a place that values Quaker traditions and philosophies.

His more than 15 years of higher education and college counseling experience also includes stints at Haverford College, Brandeis University, and Boston University Academy. **Duck** has managed database systems, designed, implemented, and monitored application-review systems, managed staff, and developed annual training programs.

“J.T.’s references note that he has brought offices to new levels of achievement and had a lasting impact and that he is a great mentor and friend to students, families, and colleagues alike,” said Vice President and Dean of Admissions Jim Bock ’90.

Duck earned a bachelor’s in comparative literature (French and English) from Haverford College and a master’s in higher education administration from Harvard University.

Varo L. Duffins joined Swarthmore as its director of financial aid Jan. 19, with a mastery of federal and institutional aid methodologies as well as experience in the development of training and outreach programs.



“**Varo** brings with him more than 20 years of experience as a leader in admissions and financial aid,” said Vice President for Finance and Administration Greg Brown. “He has an abiding commitment to access, education, and outreach efforts.”

In his role at Swarthmore, **Duffins** will work closely with the Board of Managers’ Committee on Admissions and Financial Aid and various campus constituencies to ensure that the College’s financial aid programs reflect its deep commitments to socioeconomic diversity, access, and affordability.

Duffins was previously the senior associate director of financial aid at Franklin & Marshall College. He worked strategically and collaboratively on that college’s admissions and financial aid efforts, taking a leadership role in the implementation and strategic use of the Net Price Calculator and making strides toward paperless operations.

Duffins received a bachelor’s in biology from the University of Delaware and a master’s in higher education administration from Drexel University.

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 Sept. 1, 2014 and March 1 and who have not already been recognized in the *Garnet Connection*:

Daniel Alamia, associate director of advancement research, Development

Joseph Cardella, shuttle driver, Public Safety

Celia Caust-Ellenbogen, archive associate, Friends Historical Library

Kevin Collins, cook, Dining Services

Noemí Fernández, manager, Student Wellness Program

William Flannery, heat plant operator, Facilities Management

Michael Gillum, director, Gift Planning

Roy Greim, communications intern (through June 12), Athletics

Jarett Haley, graduate assistant (through April 30), Career Services

Jason Hamilton, user technology support specialist, McCabe Library

Jericho Henry, shuttle driver, Public Safety

Jonathan Joseph, interim patrol officer, Public Safety

Bradley Kane, associate director, The Swarthmore Fund

Nathasha Krautheim, dining assistant, Dining Services

Dion Lewis, dean of the junior class and director of the Black Cultural Center

Sandra Lopez-Cortez, gardener, Facilities Management

Heather Loring-Albright, coordinator of residential communities, Dean’s Office

John McGowan, catering assistant, Dining Services

Anne O’Donnell, associate director of leadership giving, Development

John Rivello, post office assistant, Post Office

Kelsi Shields, checker/cashier, Dining Services

Timothy Thompson, cook, Dining Services

Keith Washington, technician, Environmental Services

Jasmine Woodson, reference and instruction resident (through Sept. 30), McCabe Library



Milestones

Mark Anskis, associate director of media communications, and wife Lindsay welcomed their first child, Ian William Feb. 19.

Baby Robert was born Feb. 23 to **Kim Fremont**, human resources information systems manager, husband Scott, and big sister Charlotte, 2. Robert weighed 8 pounds, 12 ounces and was 21 inches long.

Caitlin Halloran, assistant director of Alumni Relations, was wed March 27 to Brandon Edwards.

Rose Maio, administrative coordinator in the Department of Sociology & Anthropology, welcomed her third grandchild, Joshua Charles Vondran, Oct. 2. He weighed 7 pounds, 8 ounces.

Institutional Research Associate **Jason Martin** and wife Kelly welcomed son Samuel Jeremiah Aug. 16.



Brett Charles, born Feb. 19 to **Erin Massey**, associate director in Career Services, and husband Chris, joins big brothers,

Dean, 5, and Alec, 3. Brett weighed 8 pounds, 2.5 ounces and was 20.5 inches long.



In May, **Christi A. Pappert**, facilities and services administrative coordinator, will graduate from Saint Joseph's University, Philadelphia, with a bachelor's in psychology. She earned her degree over many years while working full time and attending classes part time.



HR News

New commuter benefit

Swarthmore College enhanced its commuter benefit program March 1 with debit cards that will provide a convenient and time-saving way to use public transportation.

Employees in the College's TransitCheck commuter program were automatically enrolled in the Commuter Benefits Reimbursement Account through PayFlex. In early March, all participants in this new reimbursement account without a flexible spending account through PayFlex received a debit card at their homes. Employees enrolled in PayFlex will use their current debit card. In both cases, these cards will save employees time and make purchasing transit passes more convenient.

Remember:

- Funds will accumulate in the PayFlex account for paycheck deductions made after March 1.
- To change the monthly commuter benefit contribution amount, contact human resources (HR) for the required paperwork.

For any questions or to sign up, please do not hesitate to contact HR at ext. 8397 or humanresources@swarthmore.edu.

Staff milestones



In May 2014, Compensation and Benefits Specialist **John Cline** passed his Professional in Human Resources (PHR) exam and also completed the Certificate in Human Resources Management program through Villanova University.



Zenobia Hargust, organizational development and HR operations and deputy Title IX coordinator, passed her Senior Professional in Human Resources exam Jan. 3.

Keep the coaching conversations going

Ongoing communication between staff members and supervisors about performance goals is key to creating an environment of transparency and professional support in the workplace. These conversations reinforce desired performance outcomes and provide opportunities for future development and redirection, as needed.

All staff members should receive an annual assessment, summarizing their achievements and establishing goals for the upcoming year. All performance assessments should be submitted to human resources (HR) no later than Aug. 14. For more information, please visit the [Performance Assessments and Coaching](#) page on the [HR website](#) or contact an HR representative at ext. 8398.

Surveying the Swarthmore experience

The Swarthmore College Self-Study on Learning, Working, and Living has been organized to identify what we each expect of and experience within our community.

In the spring, students, faculty, and staff were invited to share their thoughts and experiences in a confidential survey, with the findings to be released in fall 2015. This information will prompt conversations about

what was learned and the next steps needed to reinforce what is going well and to address areas for improvement.

The study will explore the collective impressions of the College and how individuals experience the community differently, based on their identities and groups to which they belong.

This self-study project was initiated by the Dean's Office and is sup-

ported by the College's senior leadership. A committee of students, faculty, and staff organized the study and developed the survey. The project is being coordinated with the support of Rankin & Associates, a firm with experience assessing campus culture and climate at more than 100 other colleges and universities.

For more information, visit the study's [website](#).

Winter Gathering



The annual Winter Gathering, held Dec. 11 in the Lang Concert Hall, honored employees' service to Swarthmore. Six employees were recognized for reaching the quarter-century mark with the College. Other honorees included one retiree and two employees with 35 years of service, five with 30 years, 12 with 20 years, 22 with 15 years, and 18 with 10 years. The preceremony music was provided once again by Andrew Hauze '04, music instructor/concert manager.



Receiving honors for their 30 years of service are, from left, Robin Jacobsen, systems analyst, Information Technology Services; and Mary Hasbrouck, technology coordinator, Facilities & Management; for 35 years, Barbara Addison, technical services librarian, Peace Collection and Friends Historical Library, with Interim President Connie Hungerford.



Interim President Connie Hungerford (front row, second from left) congratulates the following staff members for 25 years of service: from left, front row, Heather Dumigan, technical support services, Information Technology Services; William Evans Jr., gardener, Scott Arboretum; and Claire Ennis, facilities management coordinator, Facilities Management; second row, Ralph Thayer, director of maintenance, and Andrew Bunting, curator, Scott Arboretum. (Not pictured: Maurice Eldridge '61, vice president for College and community relations and executive assistant to the president.)