WHAT WILL I DO?

Inclusive Community Grants

All faculty, staff and students are invited to apply for an Inclusive Community Grant. The grants provide $250 to $2,500 in funding for a special project during the 2019-20 academic year. These projects address a campus climate concern and promote dialogue among members of the campus community on topics such as race, socioeconomic status, age, gender identity, gender expression, sexual orientation, national origin, religion and disability. The final submission deadline for 2019-20 is February 3, 2020. Visit the president’s office webpage for more information.

Q. What do you enjoy most about being a part of the Ursinus community?
A. I enjoy working at Ursinus because of the collaborative spirit we have in student affairs. I appreciate the relationships I have been able to develop with my colleagues, which helps making the work fulfilling and fun. Having the opportunity to try new ideas and develop programs to enhance the student experience at Ursinus has truly been a great experience.

Q. What is the best part of your job?
A. The best part of my job is the high level of interaction I have with students each day. Each day something new is happening and it is never boring!

Q. What is something you colleagues may be surprised to find out about you?
A. My first official job was working at Sonic drive-in as a carhop (one of the people on roller-skates).

Kim Taylor, associate dean of students/Title IX Coordinator, has published an essay in the book Developing Leadership Skills and Abilities for Student Affairs Administrators. The essay is titled, “Lesson Letters To And From Our Colleagues.”

Patricia Lott, is one of the Woodrow Wilson Foundation’s 32 Career Enhancement Fellows for 2019-20. An assistant professor of African American and Africana Studies, American Studies, and English, Lott is working on a digital history project that examines race and equity at Ursinus. She is also working on a book project about memory and slavery in the North.

OUR MOST IMPORTANT ASSET.

The office of human resources is proud to present to you the inaugural edition of our new quarterly newsletter, intentionally designed to celebrate you. It aims to keep faculty and staff in the know about human resources programs, events and initiatives. We also hope that this helps you to get to know each other better across departments and disciplines as part of our efforts to break down silos.

As stated in the Ursinus 150 Strategic plan, “We are committed to recruiting and retaining quality students, faculty and staff who are committed to promoting the college’s mission. As a high-performing institution, we will serve as a magnet for a modern, diverse, and innovative workforce. We will foster a culture of shared governance, balancing collaborative decision making and open discussion with resolve and action. By expanding access to professional development and learning opportunities for faculty and staff, we will support all employees in their endeavors to excel.”

With that in mind, we are introducing this newsletter and including in it a celebration of the employees who make Ursinus such a wonderful place. This month, we’re focused on some of the ways in which we’re investing in you—the people of Ursinus—through the lens of the four questions.

Sincerely,
Kelley, Cale and Kim

Did You Know?

Ursinus faculty are eligible for discounts through AAA (Contact Mary Hart at hartmary@ursinus.edu).

Rocco’s Pizza in Collegeville
(610-831-0100)

Escape Trappe
(610-489-5877).

Contact us: hr@ursinus.edu ursinus.edu/offices/human-resources

Did You Know?

Celebrating 25 Years of Service to Ursinus College

Randy Markley joined the facilities department as a carpenter in August of 1994. When Charlie Musselman retired, Randy became the campus locksmith. Described by Steve Gehringer as a “go to guy” who always willing to assist and to tend to campus community needs, even in the middle of the night. In addition to serving in a regular capacity at facilities, Randy also volunteers for parking assignments and assists Campus Safety in other ways as needed. Learn more about our Randy in upcoming spotlights on the faculty/staff landing page.
U-TALK EVENT

On November 26, the Bears’ Den was alive with talk, refreshments and jazz music. The second in the new UTalk series had four colleagues share their own interests and stories. Jacqui D’Ercole discussed her love of horseback riding. Through humorous stories and family history, she shared the joys of taking care of horses. Ally Sollena shared her transformation from “not much of a dog person” to a volunteer with local and international dog rescues, highlighting TLC Rescue (To love a Canine Rescue Inc.). Katie Bean discussed the benefits and misconceptions of yoga in her talk “How Yoga Helped Me,” sharing her experience overcoming migraines, ulcers and hives. Ashling Suppan talked about her position as a Wish Granter for the Make A Wish Foundation. Her job is to find out what the child’s wish is. What personal experience could you share with our colleagues? Contact Ashley Henderson for more information.

Goal Setting

Your professional development—and your professional growth here at Ursinus—is important to us. One of the ways we’d like to help you grow here is through setting and achieving professional goals. Earlier this fall, staff assembly’s professional development dialogue group sponsored “Prioritizing What Matters: Setting S.M.A.R.T. Goals,” which will pave the way for the next phase of our performance management program in the spring. The Nov. 1 workshop provided insight into determining what matters to employees and how to set relevant goals around those priorities. Entrepreneur-in-Residence Maureen Campstone led the dialogue with informal discussions from a personal perspective and for personal development. We look forward to sharing more information in the spring.

Professional Development Opportunities

Beginning next semester, we are pleased to announce that our partnership with MidAtlantic Employer’s Association (MEA) to bring a variety of training programs for professional development. The training programs will focus on a variety of topics including leadership development, successful communication and coaching skills. Please look for more information on these opportunities in the spring.

Community Values

Special thanks to the members of the values team for their help in formulating the new community values statement: Heather Lobban-Viravong and Mark Schneider (co-chairs), John Bera, Meghan Brodie, Missy Bryant, Monique Kelly, Terri Ofori, Edward Onaci, Nathan Rein, Domenick Scudera and James Tiggett. Our community values support a diverse campus community of students, faculty, staff, alumni, trustees, and other stakeholders that holds itself accountable. After months of hard work, the college’s values team developed a community values statement—approved by the board of trustees in May—that challenges us to:
- Foster excellence through high expectations and meaningful achievement
- Honor open inquiry and free expression
- Act ethically, responsibly, and sustainably
- Be welcoming equitable, and inclusive

Inclusion Strategic Plan

If you haven’t heard already, Ursinus College now has a strategic plan for diversity and inclusion. We are proud that the Ursinus community is rooted in the belief that liberal education is an engine of individual change and social mobility, capable of transforming students into leaders. To that end, one of the seven pillars of the Ursinus ISO strategic plan is to intensify our commitment to diversity and inclusion. Read our new strategic plan for inclusion at ursinus.edu/about/inclusion-at-ursinus.

Join our Wellness Team

Are you interested in supporting our wellness initiatives? Do you have a passion for promoting health lifestyles? Get involved! Join our wellness committee and help support our initiatives or volunteer with NewU to help with some programming. Please contact Kim Magers in the human resources office for information.
MILESTONE YEARS OF SERVICE

In 2018 the college initiated the Years of Service Luncheon to recognize employees who have served significant milestones of years at Ursinus. This year we are pleased to recognize:

**45 Years**
- Robin Clouser

**40 Years**
- John French
- Cathy Chambliss

**35 Years**
- Cindy Harris
- Lynda Manz
- Doris Moyer

**30 Years**
- Ellen Dawley
- Robert Dawley
- Paul Stern

**20 Years**
- Laura Moliken
- Rebecca Evans
- Gabe Moliken
- Susan Smith
- Erin Hovey
- Jill Leauber Marsteller

**15 Years**
- Diane Hammer
- Denise Hartman
- Leah Joseph
- Yvon Kennon

**10 Years**
- Danielle Klein
- Rick Kohn
- Evaline (E.V.) Miller
- Brian Pfennig
- Dawn Rhoads
- Kelly Sorensen
- Erin Stroble
- James Tiggett

**5 Years**
- Elizabeth Bain
- Jennifer King
- Michael Ragozzino
- Sandy Shore
- Gene Spencer
- Tom Yencho
- Clif Davis
- Carl Blickle
- Cari Freno
- Jasmine Harris
- Ann Karreth
- Christopher Sadowski
- Oscar Useche
- Terrence Williams
- Melissa Krise
- Jeannine Osayande
- Sandie Shady
- Eric Parnell
- Amy Gentile
- Fran Vance
- Brenda Samuels
- Neil Tyson
- Jill Fazzini