



Human Resources News

HR Updates, Initiatives, and Related Resources

Tuition Exchange: The Tuition Exchange Program (TEP) is accepting applications for the 2027/2028 academic year starting July 1, 2026! Therefore, with this earlier date, the University's [Tuition Exchange policy](#) has been updated to reflect new timelines. Full-time faculty and staff members, with at least three years of full-time service with the University who have a dependent child eligible for college in the Fall of 2027 and who are interested in applying for a TEP scholarship, should complete a [preliminary TEP application form](#) and return it to Human Resources any time between July 1, 2026 and October 1, 2026. For additional information and for a list of participating schools, log onto www.tuitionexchange.org. Please contact either [Claudia Cavallaro](#) or [Caitlin Ferreria](#) with questions on this program.

9th Annual edHEALTH Walking Challenge: Starting June 1, lace up your walking shoes for the 9th Annual edHEALTH Walking Challenge! Who will be Salve's top stepper this year? Please visit [pg. 5](#) for more information.

Harvard Pilgrim's Living Well Program: All employees (whether enrolled in the University's medical plan or not) who earn 2,000 or more points by June 30 are eligible to be entered into raffle drawings. Don't forget: Staying engaged throughout the program not only boosts your wellness — it also increases your chances to take home a prize! Learn more by visiting the [Living Well Program Flyer](#).



Wellness Activities: Employees are invited to take part in upcoming wellness events this summer. This month, join a Lunch and Meditation session at Mercy Commons: bring your lunch, connect with colleagues, and enjoy a 20-minute guided meditation. Please visit [pg. 3](#) for additional details.

Performance Review Process: May marked the beginning of our annual performance review process. Employees are encouraged to begin completing their self-evaluations; which can be found on the [HR Forms and Requests Page](#) under the Performance Management Forms section. *All employees are required to complete and submit their self-evaluations to their supervisor by Tuesday, June 30.*

Welcome New Hires!



Alexander Dukette
Public Safety Officer
Office of Public Safety

Welcome
to Salve Regina
University



Baffour Mireku
Systems Administrator
Office of Network Services



INSIDE THIS ISSUE

HR Updates, Initiatives, and Related Resources	pg. 1
Welcome New Hires!	pg. 1
Ice Cream Social	pg. 2
Employee Health Hub	pg's. 3-4
edHEALTH Walking Challenge	pg. 5
Learning and Development Corner	pg. 6
Years of Service Awardees	pg's. 7-9
Mental Health First Aid	pg. 10
Our Mission . Our Moment Campaign	pg. 10
CPR/AED, Stop the Bleed, and Basic Self-defense Training	pg. 11
Important Dates	pg. 12

drum role please.....

Introducing

The newest member of the HR team, **Riley Irene Ferreira.**



Employee Appreciation

Ice Cream Social

Menu

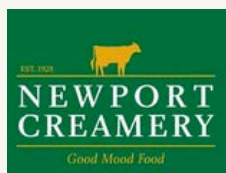
- Cookies and Cream
- Mint Chocolate Chip
- Raspberry Chocolate Chip (Frozen Yogurt)
- N.Y. Cheesecake
- S'mores Galore
- Del's Lemonade
- Popcorn

Save
THE DATE

08 . 04 . 2026

OCHRE COURT
LAWN

12:30 - 2:30PM



Employee Health Hub !

Wellness encompasses several key pillars that are interconnected and contribute to overall wellness.

The pillars are: **physical, intellectual, mental, emotional, social, spiritual and financial.**

Taking care of each aspect helps create a balanced and fulfilling life!

Check out wellness activities and helpful information related to these pillars right here in the Employee Health Hub.



Please join us for this upcoming Lunch and Learn workshop: Lunch and Meditation at the Mercy Commons for Faculty and Staff

Tuesday, June 16

12 - 1pm in the Mercy Commons, Our Lady of Mercy Chapel

 **REGISTER NOW**

 **worth: 200 pts.**

Take a break from the rush of your day and treat yourself to a peaceful midday escape at the Mercy Commons. Pack your favorite lunch and join colleagues for a laid-back, welcoming gathering in a calm, inviting space. Afterward, ease into a soothing 20-minute guided meditation designed to help you unwind and recharge. It's the perfect summertime reset—leave feeling refreshed, renewed, and ready to take on the rest of your day with clarity and calm.



The Science of Sun Protection - Provided by Living Well at Harvard Pilgrim

Summer means more time outdoors, but UV exposure adds up quickly. Understanding how sun damage occurs and how sunscreen works helps you protect your skin effectively.



What UV Rays Do to Your Skin

The sun emits two types of ultraviolet radiation that reach your skin: UVA and UVB. UVB rays cause sunburn and directly damage DNA in skin cells, increasing skin cancer risk. UVA rays penetrate deeper, breaking down collagen and elastin, which causes premature aging, wrinkles, and dark spots. Both types contribute to skin cancer. Damage accumulates over time; even without visible sunburn, UV exposure causes cellular damage that builds up year after year.

How SPF Works

SPF (Sun Protection Factor) measures how well sunscreen protects against UVB rays. SPF 30 blocks about 97% of UVB rays, SPF 50 blocks about 98%. Higher numbers offer minimal additional protection, for example, the difference between SPF 50 and SPF 100 is less than 1%. "Broad spectrum" sunscreen protects against both UVA and UVB rays - always choose broad spectrum products. Sunscreens work in two ways: mineral (physical) or chemical. Mineral sunscreens contain zinc oxide or titanium dioxide and sit on top of your skin, reflecting UV rays away like a shield. They work immediately upon application but can leave a white cast. Chemical sunscreens contain ingredients like avobenzone or oxybenzone that absorb into your skin and convert UV rays into heat, which is then released. They blend in more easily but need 15 minutes to become effective. Both types are effective - choose based on your preference!

Best Practices for Sun Protection

Use SPF 30 or higher broad spectrum sunscreen. Apply generously. You need about one ounce (a shot glass worth) to cover your whole body. Apply 15 minutes before going outside and reapply every two hours, or immediately after swimming or heavy sweating. Sunscreen isn't fully waterproof despite labels, "water resistant" means it works for 40-80 minutes in water before reapplication is needed. You should also wear protective clothing, wide brimmed hats, and sunglasses with UV protection. Remember that UV rays penetrate clouds, so wear sunscreen even on overcast days. Don't forget commonly missed spots: ears, lips, back of neck, tops of feet, and hands. Check sunscreen expiration dates as expired sunscreen does lose effectiveness.

WELL WITHIN REACH **Podcast Corner**



[Summer Travel Q&A: Expert Tips for Staying Safe and Healthy](#) **Hosted by Jill Morgan**

Jill Morgan tackles the essential topic of summer travel safety and health. As families and individuals plan vacations and outdoor activities, Jill answers common questions about how to protect yourself and your loved ones from illness and accidents that can disrupt holiday plans. From the importance of keeping up-to-date on vaccinations to fundamental hygiene practices like handwashing and respiratory etiquette, the episode explores how simple, proactive steps can help prevent the most common summertime pathogens and issues. Jill provides practical advice for using bug spray, sunscreen, and first aid kits, and highlights the importance of water and food safety, as well as awareness around heat-related illnesses.

Employee Health Hub !

Health and Wellness activities offered by our trusted vendors!



Harvard Pilgrim
HealthCare

Free Webinar Series!

Whether you are looking to shake it up, stretch it out, or get centered, we've got you covered with Cardio Dance, yoga, guided mindfulness & wellness webinars, all which are now available to everyone through the [Living Well at Home](#) program. All classes and webinars are at no cost to you and easy to access via Zoom.

Click the link below to explore each webinar's details and join in!

[Wellness Wednesdays | 1:00—1:30pm](#)

- **June 3:** Grounded: Nature-Based Mindfulness for Health
- **June 10:** Caribbean Culinary Traditions
- **June 17:** Get Grilling: Plant-Powered BBQ
- **June 24:** Keep Your Cool: Heat Safety Tips

Fitness & physical activity

If you're looking to add physical activity — like Tai Chi, yoga and strength training — into your daily routine, check out their Living Well at Home [virtual fitness classes](#).

Access past well-being webinars any time by visiting the [Living Well YouTube Channel](#).



Additional Free Living Well Resources

Access [recorded mindfulness sessions and educational videos on demand](#) and connect with Harvard Pilgrim's mindfulness program on [Facebook](#) and [Instagram](#)!

Want to learn more about Salve's Medicare Resources? Visit the links below to learn more:

[Consultations and Workshops](#) [Take a Medicare Course](#)
[Medicare Resources & FAQ's](#)



Life & Work Resources

Each month, Health Advocate highlights a new wellness topic and provides additional resources, including webinars, for your benefit! Go to [Health Advocate](#) and navigate to the **Welcome** banner. Select "Quick Start" and then "Search all life & work resources." Once in the site, you will be able to access the monthly webinar below!

Monthly On-Demand Webinar [Wellness Wisdom for Women](#)

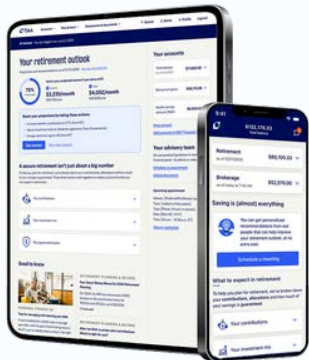
Women have access to a wealth of health information to help them stay informed. In addition to learning the facts, women also have their intuition and instincts about their bodies. This webinar covers important health information as well as how to be in touch with our bodies to increase our awareness of the silent risks that threaten our wellness. We will discuss what makes women's wellness unique in the areas of heart disease and stroke and the key factors for promoting overall wellness: nutrition, sleep, and exercise.



[Simple ways to stay active this summer](#)

Discover simple, enjoyable ways to stay active this summer without the pressure of strict workout routines. This article shares easy tips for making movement a natural part of your day—from outdoor walks and water activities to staying active with friends, family, and pets. Whether you're traveling, enjoying the warm weather, or just looking for small ways to move more, these practical ideas can help you feel energized, healthy, and motivated all season long!

TIAA Live Webinars and Online Features



All Salve employees are invited to attend webinars offered through [TIAA's virtual environment](#). Explore TIAA's Webinar Lounge featuring monthly pre-recorded webinars! These informative, interactive workshops will give you strategies and tactics to help you achieve your financial and retirement goals. TIAA webinars can be logged as 200 points on the [Harvard Pilgrim Living Well portal](#).

Retirement planning just got easier... Your TIAA online account now features an easy-to-use dashboard, personalized guidance and powerful savings tools—plus a sleek new mobile app experience for planning on the go. Explore what's new by clicking [HERE](#).



Questions? Please contact Caitlin Ferreira at caitlin.ferreira@salve.edu or ext. 2165



9th Annual edHEALTH Walking Challenge

Walk this way to a healthier you!

June 1 - July 5

edHEALTH, the higher education and secondary school healthcare collaborative, is once again partnering with Harvard Pilgrim Health Care and IncentFit to host its annual Walking Challenge. Partner with your colleagues to compete against other schools that are part of edHEALTH.

*To participate, you must sign up for the challenge within the first 10 days in order to have your steps count toward your team. Use sign up code **SalveRegina**.*

Your Challenge Goal

Take steps every day toward your well-being! Aim to reach or exceed at least 35,000 steps each week (averaging 5,000 per day). By meeting this goal, you'll be eligible for entry in award opportunities.

How to get started in the walking challenge:

To utilize the mobile app, download the **NEW** IncentFit Recharge experience from the App Store or Google Play. The new icon is blue & white, vs. the prior green & white icon. If you happen to log in to the old phone app, no worries, it will remind you. Alternatively, via your computer, visit www.incentfit.com/login/. Log in with your existing credentials, and proceed to "How do I join the challenge?" section.

To make a NEW account:

1. At the IncentFit home screen, enter your Email and click/tap "Next."
2. You will then be prompted to enter your school Sign-up Code. Use sign up code **SalveRegina**. Please note codes are case sensitive.
3. You then will be asked to enter an email address and create a password. Please remember this information as you will use those credentials to log in. You will also be asked to enter your first and last name.

How to join the challenge:

Once logged into your IncentFit account, click/tap Challenges from the main menu. Find your school team and click/tap the "Join Team" button.

How to sync a step/fitness tracker app/device:

1. Log in to your [IncentFit](http://www.incentfit.com) account and select the three lines in the top right corner of the app. Select "Challenge" from the menu.
2. Locate your app/device on the list.
3. Click "Start Auto Syncing" and follow the onscreen instructions. Be sure to read all the information when connecting, as some devices have specific instructions. For most devices, you must share "Profile" and "Exercise/Activity" to sync properly.

Note: Google Fit/Samsung Health (Android) and Apple Health (iPhone) are free apps that turn your phone into a pedometer. To sync data from these services, be sure to open the IncentFit mobile app or log into the IncentFit website every few days. Most other tracker services such as Fitbit and Garmin will sync automatically every 24 hours once synced with your IncentFit account.

If for any reason you cannot meet the goal of the walking challenge, you are still invited to join. Contact LivingWellSupport@Point32Health.org for other ways to participate.

If you need any technical assistance with log in, views or syncing etc., please email IncentFit Support at support@incentfit.com.

For additional information and to review FAQ's

CLICK HERE 

Learning and Development Corner



LinkedIn Learning

Unlock your potential with LinkedIn Learning — the ultimate platform for professional growth. Explore thousands of expert-led courses in business, technology, and creative skills, all designed to help you learn at your own pace. From building new skills to advancing your career, LinkedIn Learning gives you the tools, insights, and certifications to stay ahead in today's fast-changing world. Anytime, anywhere, your next opportunity to grow is just a click away.

Click [HERE](#) to explore over 175 credentials, enabling employees to earn professional certificates from top brands or prepare for external certifications and CEUs with available prep courses and assessments.

LinkedIn Learning also offers Office Hours with LinkedIn Learning Instructors, enabling employees to stay on top of trending topics with live discussions, interviews, and open Q&A's hosted by industry experts. Click [HERE](#) to learn more.



LinkedIn Learning

continued...

Watch, learn, and grow - LinkedIn Learning's videos make mastering new tools and concepts easy and convenient. Below we have included a few of LinkedIn Learning most popular courses.

- [How to Use AI for Upskilling and Lifelong Learning](#)
- [Excel: Tips and Tricks](#)
- [Professional Effectiveness Habits](#)
- [Skills to Build Stronger Work Relationships](#)
- [Building Career Agility and Resilience in the Age of AI](#)
- [Navigating Emotionally Charged Conversations at Work](#)
- [Managing Up with Emotional Intelligence](#)
- [Creating Great Workplace Habits](#)
- [The Four Tendencies: How to Build Better Habits and Relationships at Work](#)



United Educators™

UE's training programs are designed to support educational institutions in building safer, more compliant, and well-managed environments. Their online courses and professional development resources provide staff, faculty, and administrators with practical knowledge and skills in areas such as risk management, compliance, safety, and student well-being. By offering interactive, education-specific training, United Educators helps institutions meet regulatory requirements, prevent incidents, and empower employees to handle challenges effectively, all while fostering a culture of continuous learning and professional growth. **A list of trainings can be viewed [HERE](#).**

To access training content, [login to UE](#). Once logged into the platform, navigate to the "User Menu" at the top left hand side of the page. From there, select "Course Catalog" followed by "Higher Ed Courses".



THE CHRONICLE OF HIGHER EDUCATION

Connect with members of The Chronicle, national experts, and leading practitioners to explore the future of higher education by attending live or on-demand webinars offered by The Chronicle.

Live virtual and on-demand webinars including topics related to leadership, teaching and learning, AI and innovation, technology, data & security, student success, finance and operations and DEI can be accessed [HERE](#).

This month's agenda includes the following live-virtual webinars:

- [Teaching Critical-Thinking Skills in the Age of AI](#)
- [The Future of Accreditation](#)
- [Working for Change: Solving the Nursing Shortage](#)
- [Hands-On Career Preparation](#)
- [AI and Micro-credentials](#)

The Chronicle also offers workshops and training sessions. Click [HERE](#) to view upcoming workshops and professional development programs.



Questions? Please contact Tasha Bergeron at tasha.bergeron@salve.edu or ext. 2119

Years of Service Awardees



awardees from left to right

- **Dean Forsythe**, Facilities/Grounds
- **Rebecca Pickens**, Financial Aid
- **Stephanie Beachem**, Human Resources
- **Michael Aguiar**, Network Services
- **Kay Hertzwig**, Admissions
- **Dominique Gagnier**, Compass Center
- **Sandra Anthoine**, University Advancement
- **MaeLynn Patten**, University Advancement
- **Tara Brooke Watkins**, Theatre Arts
- **Stephanie Jones**, Psychology
- **Patrick Campbell**, Center for Teaching and Learning
- **Clarisse Fairbanks**, Nursing

awardees not pictured

- **Caitlin Ferreira**, Human Resources
- **Janis Roy**, Biology and Biomedical Sciences
- **Adam Witham**, Business and Economics



awardees from left to right

- **Jodie Goodnough**, Art and Art History
- **Christina Berardi**, Admissions
- **Jim Mournighan**, Residence Life
- **Ginny Obert**, Registrar's Office
- **LaVerne Lowrimore**, Nursing
- **Colton Langdon**, Network Services
- **Jennifer Booth**, Education
- **Tracy Pelkowski**, Education

awardees not pictured

- **Rurainy Sirois**, Financial Aid

Years of Service Awardees



awardees from left to right

- **William Leeman**, History
- **Susan Meschwitz**, Chemistry
- **Jennifer Bonoff**, Business and Economics
- **Julie Williams Davis**, Counselor Education & Expressive Arts
- **Jennifer Snyder**, Institutional Research and Effectiveness
- **Ernest Jolicoeur**, Art and Art History

awardees not pictured

- **Matthew Arnini**, Facilities/Grounds
- **Christopher Carbone**, Counselor Education & Expressive Arts
- **Lindsay Guarino**, Dance
- **Anthony Mangieri**, Art and Art History
- **Benjamin Michaels**, Facilities/Grounds
- **Adam Salisbury**, Library Services



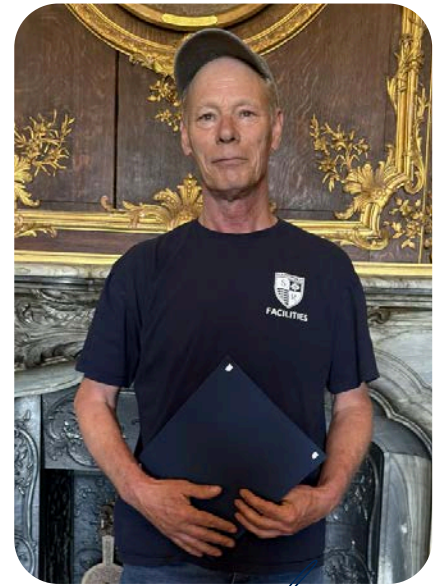
awardees from left to right

- **Craig Condella**, Philosophy
- **Michael Potter**, Facilities/Grounds
- **Aida Neary**, Academic Affairs
- **Kelly Powers**, Center for Community Engagement and Service
- **Nancy Gordon**, Business and Economics
- **Dean de la Motte**, Modern Languages
- **Paula Telford**, Marketing and Communications
- **James Mitchell**, Modern Languages
- **Mary Edwards**, Marketing and Communications

awardees not pictured

- **Brooke Newsome**, Marketing and Communications
- **Harry Walker**, Public Safety

Years of Service Awardees



awardees Not pictured

- Christopher Miranda, Facilities/Grounds
- Michael Oliveira, Facilities/Maintenance
- Sean Foster, Athletics

awardees

- Charles Williamson, Facilities/Maintenance

awardees not pictured

- Claudia Cavallaro, Human Resources



awardees

- Raymond McKenna, Public Safety

awardees

- Therese Antone, President's Office



Mental Health FIRST AID

from NATIONAL COUNCIL FOR MENTAL WELLBEING

Learn how to support others and develop the skills to help someone experiencing a mental health crisis.



August 5 & 6

9am-1pm



Our Mission . Our Moment Campaign



“ Because I chose Salve, I gained valuable skills, friendships and experiences. Rosie '25



“ Salve... shaped the way I practice, first as a nurse and now as a nurse practitioner. Marissa '16



Our students chose Salve and WE choose Salve every day. Fiscal year ends **June 30**. Join in today!

SUMMER TRAININGS

Invite your family & friends to join you!

Hosted by Public Safety

HeartSaver CPR/AED



Tues, June 16
9am-1pm



Tues, July 14
5-9pm

Stop the Bleed



Thurs, May 21
10-11am



Wed, June 10
1-2pm



Wed, June 24
4:30-5:30pm



Thurs, July 9
10-11am



Thurs, July 9
11am-12pm



Wed, Aug 5
1:30-2:30pm

Basic Self-Defense



Tues, June 9
4:45-6:45pm



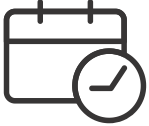
Tues, July 7
4:45-6:45pm

To schedule a private class for your department, email michelle.caron@salve.edu



Important Dates

June 2026



Office of Human Resources
Stonor Hall
177 Webster Street
Newport, RI 02840

For any questions, please contact
Human Resources
Phone: 401-341-2137
Email: humanresources@salve.edu

- June 1 - July 5 (Monday - Sunday) **Annual edHEALTH Walking Challenge**
- June 16 (Tuesday) **Lunch and Meditation for Faculty and Staff**, *Our Lady of Mercy Chapel, Mercy Commons*
- June 19 (Friday) **Juneteenth**, *University Offices are Closed*
- June 30 (Tuesday) **Employee Self-Evaluations Due**
- July 3 (Friday) **Independence Day**, *University Offices are Closed*
- July 11 - August 15 (Friday's 12pm), *University Offices Close at noon*
- August 4 (Tuesday 12:30 - 2:30pm) **Ice Cream Social**, *Ochre Court, Lawn*
- August 10 (Monday) **Remembrance Day**, *University Offices are Closed*