HR Updates, Initiatives and Related Resources

Benefits Open Enrollment and Virtual Benefits and Wellness Fair: Benefits Open Enrollment runs from **November 1—November 15** with changes effective January 1, 2022. This year the Office of Human Resources is also offering a virtual Benefits and Wellness Fair during the first two weeks of November. Please visit **pg. 3** for information on Open Enrollment and **pg. 4** for information on our Virtual Benefits and Wellness Fair.

Holiday schedule: President Kelli J. Armstrong has generously agreed to continue the tradition of designating additional days off for staff members. The following schedule will be in effect for the 2021 Thanksgiving and Christmas holidays. For Thanksgiving, the University offices will close at noon Wednesday, Nov. 24 and reopen Monday, Nov. 29. For Christmas, the University offices will close at noon Thursday, Dec. 23 and reopen Monday, Jan. 3, 2022. The **2022 Holiday Schedule** is available now and includes MLK Day and Juneteenth as official holidays!

KnovaSolutions: is a voluntary, confidential, no-cost, health support program available to employees and their family members who are enrolled in the University’s health plan. Go to **pg. 5** for details on how they can bring lasting positive health changes to you and your family.

BJ’s Semi-Annual Enrollment Event: For all new and renewing members! Please go to **pg. 6** to complete a form and review mailing instructions. Form and payment must be emailed or mailed to HR by the **November 12** deadline.

United Way Campaign: Members of the Salve Regina community have always been generous in contributing their time and talents to those in need. In this time of giving, the University has embarked on its annual United Way campaign. For more information please visit **pg. 7**.

Health and Wellness Rewards Program: All employees that are enrolled in a Tufts medical plan, please remember to log your wellness activities by December 15. Please visit **pg. 8** for more details and instructions.

Live Virtual Wellness Webinars: are available from Tufts, TIAA and Coastline EAP throughout the month of October, covering a variety of topics. For a list of upcoming webinars, visit the [Campus@Salve HR Page](#) or **pgs. 9—11**.

Student Loan Solution from TIAA: TIAA has joined forces with Savi, a social impact technology company to help Salve employees and their family members benefit from student loan forgiveness programs like Public Service Loan Forgiveness (PSLF). For more information, visit **pg. 11**.

Professional Development Opportunities: are currently available from Rhode Island Higher Education Training Consortium (RIHETC) and the Chronicle of Higher Education. For more information visit **pg. 15**.

Pet Insurance with ASPCA: This new benefit is available now! Visit [https://www.aspcapetinsurance.com/salve](https://www.aspcapetinsurance.com/salve) to view your own customized quote and enroll today.
Retirement Announcement!

Bill Hall
Vice President for Administration & Chief Financial Officer

For more than 35 years, Salve Regina University’s finances have been overseen by Bill Hall, vice president for administration and chief financial officer, who recently announced to President Kelli J. Armstrong and her Cabinet his plans to retire in June 2022. Having been a part of the Salve community since 1986 when he was a newly-minted CPA, Hall has played a key role in the institution’s growth and has been instrumental in its transformation across the decades.

In his first few years at Salve, Hall helped the University fully computerize financial statements and student records, install a campus-wide phone system and enhance employee benefit plans to include offerings common in higher education. Ten years into the job, the young accountant was promoted to vice president for business and financial affairs. At the same time, the University’s leadership stepped up its efforts to preserve its historic heritage, increase its endowment and expand classroom and dormitory space.

“That’s what I’m most proud of having accomplished in my career, my contribution to the bricks and mortar,” Hall commented when interviewed for the spring 2017 issue of Report from Newport, and again for this article. “We built and paid for a new library, recreation center and home for the arts, expanded housing for students by 400 beds through acquisition, renovation and new construction, renovated and expanded Miley dining hall and completely rebuilt the O’Hare Academic Building as well as adding a new 20,000 square foot addition for Nursing and Business. We also expanded off-campus facilities by forming partnerships with the International Tennis Hall of Fame (Casino Theatre), Town of Middletown (Gaudet Field) and the City of Newport (Toppa Field). We did all that, with very little deferred maintenance on campus and honoring our historic heritage.”

Promoted to vice president for administration and chief financial officer in 2005, Hall currently has 100 University employees reporting to him and he oversees 90 contract services, including Sodexo dining and environmental services, printing and the bookstore.

“As much as bricks and mortar projects are tangible, I also have to credit my team,” said Hall. “All of my areas are about providing excellent service to all University constituencies: From Mike Grandchamp and team for running the budget process, paying us every two weeks as well as supporting grant accounting and accreditations visits; to Nancy Escher and team for supporting new employee searches, employee well-being and our benefits program; Eric Milner and team who are really responsible for our buildings and beautiful grounds; Irv Bruckstein and team who support the IT infrastructure that keeps all areas of the University operating at peak efficiency and safe from viruses; and Johanna Mancivalano who runs our conferences and special events. Lastly, our partners at Sodexo, Follett and Ricoh who support our students, faculty and staff. It takes a village to run a University.”

“Bill Hall has had an amazing career at Salve, shepherding our institution through a great deal of growth and change across a wide number of administrative areas,” said President Kelli J. Armstrong. “He leaves us with a wonderful legacy, and we look forward to celebrating his contributions in the coming months.”

With the news of Hall’s retirement, succession planning is under way to ensure a seamless transition for the finance team and the University community. Updates will be shared with faculty and staff as the academic year unfolds but, in the meantime, we convey our best wishes and much gratitude to Bill Hall for his tireless dedication to Salve Regina.
Welcome New Hires

Welcome To Salve Regina!

Jerome Jordan
Safety and Security Officer/EMT,
Office of Safety and Security

Bonnie Moran
Receptionist, Office of Admissions

Christine Sweet
Learning Management Systems Specialist, Office of IT

Benefits Open Enrollment

Benefits Open Enrollment and
Virtual Benefits & Wellness Fair
November 1 - November 15, 2021

Open Enrollment, for a January 1, 2022 effective date, begins now for the following benefits:

- Healthcare
- Dental
- Vision
- Aflac Supplemental Insurance Plans
- Optional/Dependent Life Insurance – Special one-time bump-up offering
- Flexible Spending – Pre-Tax Healthcare and Dependent Care

Now is the time of year to enroll in, change or cancel coverages. All benefits, except the Flexible Spending Accounts (FSA), will “roll over” into 2022 unless you submit a change or cancellation form. Employees interested in either the medical and/or dependent FSA must re-enroll each year.

All enrollments and changes must be received in the Office of Human Resources by Monday, November 15, 2021.

For additional Open Enrollment information, please click here.
Virtual Benefits and Wellness Fair

Please Join us for the Virtual Benefits and Wellness Fair!
November 1 – November 15

On a scheduled basis, the Office of Human Resources and benefit presenters will be available to review benefit coverage information, provide supporting documentation and answer questions. Wellness events have been scheduled throughout the fair and are designed to inspire you to make healthy choices that lead to you feeling healthier, more resilient, and well rested. Wellness events include behavioral and mental health, nutrition, and exercise.

We encourage you to participate in all activities and events that interest you. Wellness events will be streamed live and will require you to register to secure a spot. Benefit presenters will be available virtually during their scheduled meeting time listed below. All sessions that are recorded will be made available on-demand through November 15.

To participate and register for activities and events please visit: https://wellablewellness.wixsite.com/savereginabenefits

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Employee Benefits

<table>
<thead>
<tr>
<th>Benefit Provider</th>
<th>Date/Time</th>
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<tbody>
<tr>
<td>Tufts Health Plan</td>
<td>Nov. 3, 2 – 3 PM</td>
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<tr>
<td>Delta Dental of RI</td>
<td>Nov. 4, 10 – 11 AM</td>
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<tr>
<td>Benefit Strategies</td>
<td>Nov. 8, 11 AM – 12 PM</td>
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<tr>
<td>TIAA</td>
<td>Nov. 4, 3 – 4 PM</td>
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<tr>
<td>Coastline EAP</td>
<td>Nov. 5, 11 AM – 12 PM</td>
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<td>Office of Human Resources</td>
<td>Nov. 2 and Nov. 5, 2 – 3 PM  Nov. 9, 12 – 1 PM</td>
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<tr>
<td>The Standard</td>
<td>Nov. 5, 1 – 1:45 PM</td>
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<tr>
<td>Aflac</td>
<td>Nov. 3, 10 – 11 AM</td>
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<tr>
<td>LIFE INSURANCE</td>
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Wellness Webinars

<table>
<thead>
<tr>
<th>Webinar Title</th>
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<tbody>
<tr>
<td>Unplug Yourself</td>
<td>Nov. 4, 12 – 1 PM</td>
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<tr>
<td>Behavior Modifications</td>
<td>Nov. 9, 1 – 2 PM</td>
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<tr>
<td>Healthy Aging – Brain Health and You</td>
<td>Nov. 10, 10 – 11 AM</td>
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<tr>
<td>Heart Health 101</td>
<td>Nov. 11, 12 – 1 PM</td>
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<td>Smart Nutrition for Busy Professionals</td>
<td>Nov. 11, 2 – 3 PM</td>
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<tr>
<td>Give Immunity a Boost</td>
<td>Nov. 12, 10 – 11 AM</td>
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Fitness Classes

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<th>Class</th>
<th>Date/Time</th>
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<tr>
<td>Tai Chi</td>
<td>Nov. 10, 1 – 1:30 PM</td>
</tr>
<tr>
<td>Cardio Kickboxing</td>
<td>Nov. 12, 12 – 12:45 PM</td>
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KnovaSolutions from Workpartners®

A medical support team for employees and their family members on the University’s Tufts Health Care Plan

When you or a family member faces an important health care decision, you may not know where to turn for help. KnovaSolutions’ medical professionals offer the right advice at the right time.

KnovaSolutions is a voluntary, confidential, no-cost, health support program available to employees and their family members who are enrolled in the University’s health plan. A personal nurse is assigned to every KnovaSolutions client, and during your introductory phone meeting your nurse will gather information so you can work together to build health improvement goals.

Your personal nurse draws on the expertise of other KnovaSolutions medical professionals to ensure you always make informed decisions. Your nurse will consult with pharmacists, medical research librarians, and other clinical staff to answer your questions, provide referrals, analyze the risks and benefits of medical procedures, and help you find the best possible treatment.

You can speak to your nurse about all your medical questions or concerns. You can talk about ongoing issues or raise new ones. Your nurse is always available to discuss what you’re dealing with at that moment and get the answers you and your family need.

We know how hard managing your health can be, especially if you’re seeing different doctors for different conditions or you’re taking multiple prescription medications. KnovaSolutions is ready to work with you to bring lasting positive health changes to you and your family.

If you have any questions, you can also call us at 1-800-355-0885 or email us at contactknovasolutions@workpartners.com.
BJ’s Semi-Annual Enrollment Event

Join today with
a very special offer.

BJ’S SEMI-ANNUAL ENROLLMENT EVENT - NEW and EXISTING MEMBERS WELCOME!

NOVEMBER 1 - 12, 2021

Participate now if your membership expires BEFORE our next event in MAY 2022.
With payment, 12 months will be ADDED onto current expiration date of renewing members.
New member rates apply to NEW members only. New member rates do not apply to previous or existing members.

FORM and MAILING INSTRUCTIONS ARE INCLUDED AS ATTACHMENTS.
Form and payment must be EMAILED or MAILED to CLAUDIA in HR (cavallaci@salve.edu) by November 12th deadline.
Those on auto renewal must remove option by calling 800-257-2582 or unclicking option on your account profile on bjs.com.

Click HERE for the Form and click HERE for the mailing instructions.

BJ’s Perks Rewards®
Membership

Earn 2% cash back on most BJ’s purchases.**
1-Year BJ’s Membership with BJ’s Easy Renewal.*

New Members
Join today for $50'

Renewing Members
Get $30 in Awards†
to spend at the Club when you renew for $110.†

BJ’s Inner Circle®
Membership

1-Year BJ’s Membership with BJ’s Easy Renewal.

New Members
Join today for $25‘

Renewing Members
Get $20 in Awards’
to spend at the Club when you renew for $55.’

Memberships include 1 Supplemental Membership at no extra cost.
Add up to 3 additional Supplemental Memberships1 for $25 each.

All BJ’s Memberships are subject to BJ’s current Membership Terms, ask in-Club or go to bjs.com/terms.

*Offer not valid in-Club or online, may not be combined with other offers, not redeemable for cash and non-transferable. Plus sales tax where applicable. Offer is contingent upon your enrolling in BJ’s Easy Renewal, and you authorize BJ’s to charge the additional cash back on the total charge of your BJ’s purchases. BJ’s reserves the right, without notice, to change the BJ’s Membership Program fee or extend the offering of additional membership(s) or extend the renewal date. Please see your BJ’s Membership Card for details. Expires 12/12/22.

**BJ’s Perks Rewards Members earn 2% cash back on most BJ’s purchases. Awards are issued in $10 increments, are used at BJ’s checkout and expires months from the date issued. Cash back can be requested in the form of a check prior to Awards expiring by contacting Member Care at 888-BJ’S-CLUB. My BJ’s Perks® Program provided by IDT 1stWebDelegate, Inc. and its terms may change from time to time. Some exclusions may apply. 300 S. Carolina Ave., Linthicum, MD 21090.

†$20 in BJ’s Jaworski Orientation or $25 for BJ’s Perks Rewards. Award will be added to your Primary Membership account 24 hours after enrollment. To be used 45 days from the date of Membership enrollment. If not redeemed, Award will no longer be available. Excludes Supplemental Memberships. This special Award offer is separate from My BJ’s Perks® Program and does not alter its terms.

1Supplemental Membership is regularly $50 and may be extended based on expiration date at time of addition. Supplemental Membership expires at the same time as the Primary Membership. Photo identification required when applying for Membership. Membership Eligibility and Renewals. Your Membership expiration date is the last day of the month and year shown on your register receipt and on your “My Account” page on bjs.com. Paid Membership renewed in this timeframe after expiration will be extended 12 months from the expiration date.
United Way Campaign

Members of the Salve Regina community have always been generous in contributing their time and talents to those in need. In this time of giving, the University has embarked on its annual United Way campaign. Starting November 2, Salve Regina will kick off our annual United Way of Rhode Island E-Pledge Campaign.

To participate:
1. Click on the link: [https://uwriweb.org/SalveRegina](https://uwriweb.org/SalveRegina)
2. If you’ve donated previously, please enter your main email, verification code and click “register”. You will receive an email from uway@unitedwayri.org with a secure website link. You can select DONATE in the email to continue with the pledge process.
3. If you have not donated previously, enter your email. It will then prompt you to enter your basic information, the verification code and then click Register. Follow the instructions. Once you submit your email address you will be emailed a link from United Way with a link to Donate.

Once in the campaign site you can choose to participate in the campaign and select your pledge type. Remember, payroll deduction is the easiest way to give! The electronic pledge process is easy and all information is secure. When pledging, simply read the screens and press “Next” to go to the subsequent screen. (Note: if there are additional messages after you fill in all fields, the screen will come back with a message.) Just press “Next” again to advance to the next screen.

You can designate your gift by choosing specific United Way Impact Network and/or focus areas. You can also search for organizations or use the “Write-Ins” area if you wish to designate your pledge (or a portion) to a specific agency. When you search for an organization, you must click on the + sign to designate the amount of your gift. Undesignated gifts will go to the United Way Impact Network. Once you submit your pledge, you will receive an email confirming your gift and designations. United Way campaign closure will be November 26, 2021.

Should you have any questions please contact the [Office of Human Resources](#) at ext. 2137.
Wellness—Health and Wellness Rewards Program

REMEMBER: Employees enrolled in a Salve Regina University medical plan must complete and log four activities by December 15, 2021 in order to receive the reduced, employee “wellness healthcare contribution rate” in 2022.

1. Visit the Tufts website: http://mytuftshealthplan.com/
   - Login using your Tufts credentials or click “register here”. Ensure you are using your member ID on your card and include all numbers (01 or 02).
   - Once successfully logged into the portal, click on the “Start Living a Healthy Lifestyle” button located under the “Health & Wellness” section of the Tufts Portal.

2. From the top menu bar click “Rewards” followed by “Credits”.

3. Various credit options will be available on this page for you to complete. You can complete by clicking on the “get started” or “learn more” buttons alongside the option.

Wellness—Tufts Fitness Challenge

Physical activity is an essential part of a healthy lifestyle. You may earn credits for doing consistent physical activity such as walking, running, aerobics, swimming, etc. You can earn credits for accumulating steps to reach the goal during the quarter.

Please follow the below steps to enroll in the Fitness Tracker Challenge:

1. Login to your Tufts wellness portal: http://mytuftshealthplan.com/
2. Under “Health and Wellness” select “Start Living a Healthy Lifestyle”
3. Under the “Rewards” drop-down select “Credits”
4. A series of wellness activities will be available, under “Join a challenge” select “get started” followed by “get started”
5. You will see “available, completed, missed and upcoming” hyperlinks, select “available” and enroll in the “Fitness Tracker Challenge”
Tufts Health Plan’s free webinar series is back and better than ever! This series has been expanded to offer several programs each week, including regular sessions of guided mindfulness, Zumba®, yoga, and rotating health and wellness topics. As always, these sessions are free and available to everyone, not just Tufts Health Plan members. Please visit their updated webpage for more details, links to live sessions, and recordings of previous webinars.

Rotating Health & Wellness Topics:

These classes take a holistic look at health to help you stay physically and mentally resilient. Enjoy a variety of topics in November.

**Wednesdays | 1:00—1:30pm ET**
Join via Zoom

**November 3—Finding Time for You**
Finding time to nurture yourself is one of the most important things you can do for your health and well-being. But how? Where? When? This session will go over the reasons why it’s so important to take care of yourself first before helping others. Learn how, where and when to start. Figuring out types of self-love and care that work for you.

**November 10—Gratitude**
People who practice gratitude are more likely to be happy, energetic, hopeful and helpful, empathetic, spiritual and religious, forgiving, and are less likely to be lonely, neurotic, depressed and anxious. In addition, people who practice gratitude are physically healthier! In this presentation, learn how you can begin practicing gratitude and make habit that will increase your health and wellbeing.

**November 17—Healthy Holiday Baking**
The holidays can seem a bit daunting when you’re trying to eat healthy. In this cooking demo, you will get ideas for delicious baked treats to enjoy over the holidays that can fit into a healthy eating plan.

**Thursdays | 1:00—1:30pm ET**
Join via Zoom

**November 4, 18 and 11—How to Train Your Core**
Discover your three-dimensional CORE! Experience strengthening exercises designed to condition the front, the side, the back muscles and the muscles around your pelvis! Set your body up for success and learn to recruit your core muscles every day to ensure optimal movement with both strength, stability, and mobility! Align, breathe, and move with control!

Click [here](https://tuftshealthplan.com/livingwellathome) for a full list of classes and webinars available now through December 16.

For future and past sessions, visit https://tuftshealthplan.com/livingwellathome
Coastline EAP Live and On-Demand Webinars

Looking for ways to cope with anxiety and stress? Join Coastline EAP For Meditation Classes

Intro to Meditation
Wednesday, November 3 from 12—12:30 pm

Yoga at Your Desk
Wednesday, November 10 from 12—12:30 pm
Wednesday, November 24 from 12—12:30 pm

Mountain Meditation
Wednesday, November 17 from 12—12:30 pm

Managing the Holidays
Thursday, November 18 from 12—12:30 pm

A library of on-demand webinars are available through the Coastline EAP website.

To join webinars, click on the hyperlinks above or visit the Coastline EAP website. The home page will display a welcome message followed by a “Live Meditation Registration” link.

For further understanding of the EAP benefit and its available services view the Coastline EAP Video.

Confidential support available anytime day or night 1-800-445-1195 or 401-732-9444

November Featured Webinar (On-Demand)

Reclaim Your Joy
Presented by: Mai Trinh

Children experience joy on a regular basis. But when we become adults, time pressures and competing demands can make joy seem like a foreign concept. However, it's essential to overall well-being that we make time for it. This fun, engaging seminar will help you tune in to what's most important and make a simple plan for incorporating more joy into your daily routine.
TIAA Live Webinars & Savi Student Loan Solutions

John Cislo, our TIAA representative, will be available for virtual counseling appointments on November 23 and December 20. To schedule an appointment, please click here.

All Salve employees are invited to attend the following lunchtime webinars (12-1pm) offered through TIAA’s Virtual Environment. These informative, interactive workshops will give you strategies and tactics to help you achieve your financial and retirement goals. Note: TIAA webinars and virtual 1-on-1 meetings can be logged as a credit on the Tufts portal.

November 9  The Secure Act Revealed
November 10 Financial Housekeeping for Now and Later
November 11 Attention to Detail: Financial Finishing Touches for Women

To reserve your space click HERE.

The path to reducing your monthly student loan payment and working toward loan forgiveness could be getting much easier. That's because you have access to a robust solution that helps find the best federal repayment and forgiveness programs for your financial situation. And yes, the average student debt savings is $1,880 per year.

Brought to you through TIAA and Savi, this tool not only helps strengthen your financial footing in the short-term, it also positions you for student loan forgiveness.

- Caps your payment based on your income and family size
- Frees up funds to direct towards other financial goals
- Removes the complexities of forgiveness and puts the process on auto-pilot for a small fee

We're so excited to bring this opportunity to our employees and their family members. Attend a 30-minute webinar and you’ll see how easy it is to use Savi, how it works to reduce your monthly payment and how to get started.

Register today!
• November 10, 2021 - 12:00 PM
• November 16, 2021 - 12:00 PM

To get started, visit TIAA.org/salve/student today to calculate your savings.

1. As of December 31, 2020, based on Savi’s internal measurements, Savi users saw average projected savings of $1,880 per year.

Savi and TIAA are independent entities. A portion of any fee charged by Savi is shared with TIAA to offset marketing costs for the program. In addition, TIAA has a minority ownership interest in Savi. TIAA makes no representations regarding the accuracy or completeness of any information provided by Savi. TIAA does not provide tax or legal advice. Please contact your personal tax or legal adviser.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

TIAA-CREF Individual & Institutional Services, LLC, Member FINRA, distributes securities products.
Principles of Emotional Wellness

Like physical wellness, which has steps to improve and maintain it, emotional wellness has some of its own rules so you can stay emotionally fit. Here are a few "emotional wellness maintenance principles": 1) Be proactive in managing stress, not reactive when it gets "bad enough." 2) Don't be frustrated over work-life balance. It is a moving target. Instead, make adjustments to experience it more regularly. 3) Seek to eliminate self-punishing or negative self-talk that makes you feel bad. Humans are generally optimistic. If you don't feel positive now, look forward to changing tomorrow. 4) Engage support. Humans are social creatures. If you need help, ask for it. Accept it more often when it is freely offered. Want more emotional wellness tips to use or pass along?

Visit: www.nhlbi.nih.gov/health-information/emotional-wellness-toolkit

Doctrine of Completed Staff Work

Looking to make a great impression and achieve an outstanding reputation in your organization? Understand the “Doctrine of Completed Staff Work” (CSW). Popular in business books of yesteryear but still viable today, CSW is completed action and study of a problem, followed by a presentation of its solution with alternatives so thorough that all that remains is for management to approve or disapprove it. Resist bringing problems to your manager without well-thought-out solutions, and you will be remembered for saving management time, energy, and money while being a better problem solver.

Working at Home Hazards

If you work remotely from home, you might think chances of being injured are zero because you are not at the workplace and no longer risk a commuter accident. The research, however, shows that your chances of being injured might go up. The most likely injury will be from a fall. You may use stairs more frequently, lift objects more often, do chores more frequently, or experience more distractions. It's simple math. Most accidents happen in the home, and the more you are there, the higher the risk. Statistic: 75% of accidental deaths each year are the result of home accidents.

Source: www.dePaul.edu [search “declutter”]

Source: www.safewise.com/blog/household-accidents/
Wellness—Coastline EAP News

National News, Crisis, and Effects on Children

Children are easily affected by catastrophes and national crises like the COVID-19 pandemic, but they do not exhibit symptoms of anxiety and trauma that are commonly seen in adults. If you’re confused or unsure about whether your child needs additional support, psychotherapy, or even care for a psychiatric emergency, consider the following list below from the Association for Children’s Mental Health. Trust your gut as a parent and seek help if these symptoms or a combination thereof signal you that it’s time to get help. Some signs that your child may be experiencing a mental health crisis include: rapid mood swings; extreme energy or lack of it; sleeping all the time or being unable to sleep; severe agitation, pacing; talking very rapidly or non-stop; confused thinking or irrational thoughts; thinking everyone is out to get them or seeming to lose touch with reality; experiencing hallucinations or delusions; making threats to others or themselves; isolating themselves from friends and family, not coming out of their room; not eating or eating all the time, rapid weight loss or gain; suicidal thoughts and statements such as “I want to die” or even possible vague statements such as “I don’t want to be here anymore.” Learn more: www.acmh-mi.org [search “mental health crisis expect”]

Intervening with “Nomophobia”

Nomophobia is the “fear of being without access to a working smart (cell) phone.” Experts question whether nomophobia is a real addiction, but they have decided upon four symptoms of it: experiencing panic over losing your phone; obsessively checking for missed calls, emails, and texts; using your phone in inappropriate places like the bathroom or church; and missing out on opportunities for face-to-face interactions. Want to cut back on digital dependency? Start with awareness. Is it a problem you want to change? If so, experiment with separating yourself from your phone when participating in other activities. Get an accountability partner (who also wants to cut back) and tackle a mutual goal. Use a timing device to interrupt mindless phone surfing. More tips and tricks can be found by searching “tips on cutting back smartphone use.”

Source: archives.drugsbuse.gov [search “nomophobia”]

Good Samaritan Laws and Overdose Rescue

“Good Samaritan Laws” protect 911 callers, overdose victims, or persons who attempt to save a life resulting from a drug overdose. These laws in the USA and Canada also protect against arrest and/or prosecution for simple possession, possession of paraphernalia, and/or being under the influence in an overdose situation. Tens of thousands of overdose reversals each year are helped by these laws. They also protect a person who administers an opioid overdose rescue drug called Naloxone. (The nasal spray form can be given to an unconscious overdose victim.) Most drug stores and even online retailers sell this rescue drug without a prescription. If you have a family member, loved one, or friend who struggles with opioid addiction, learn about Good Samaritan laws, get a rescue drug kit, know how to use it, and be prepared. For as little as $7, you could save a life.

Source: www.ncsl.org [search “overdose immunity”]

The COVID-19 Stress Scale

Pandemic stress is real, but how well are you coping? To help people evaluate stress, the COVID Stress Scale was developed as a research tool this past year. Its schedule of questions may help you self-assess the impact of the pandemic on your well-being, your coping behaviors, and the effect of anxiety in daily functioning. You can then decide whether additional support could be helpful. See the page of questions at the following link: Source: www.ScienceDirect.com [search “validation covid stress scale” and view PDF, p.3] Fighting stress of any kind ultimately boils down to self-care. Evaluate how well you understand and are investing in the eight areas of self-care by googling “self-care—rating scale Satir pdf” for the PDF.
Staff and Faculty Positions Available

We are hiring!

The Office of Human Resources is seeking qualified applicants for the following open positions:

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<th>Staff Positions</th>
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<tr>
<td>• Assistant Baseball Coach</td>
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<td>• Assistant Director of Admissions, CRM Specialist</td>
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<tr>
<td>• Associate Director and Fellow</td>
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<td>• Clinical Counselor</td>
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<td>• Health Education and Prevention Coordinator</td>
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<tr>
<td>• Post-Baccalaureate Researcher</td>
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<td>• Vice President for Student Affairs</td>
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<td>• Assistant Coach, Men's Basketball</td>
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<tr>
<td>• Assistant Director, Study Abroad</td>
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<tr>
<td>• Athletic Trainer</td>
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<tr>
<td>• Digital Fundraising Officer</td>
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<tr>
<td>• LGBTQ+ Resource and Student Engagement Coordinator</td>
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<tr>
<td>• Programmer Analyst</td>
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<tr>
<td>• Assistant Director for Orientation and Transition Programs</td>
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<tr>
<td>• Assistant Softball Coach</td>
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<tr>
<td>• Business Analyst/Project Manager</td>
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<tr>
<td>• Director of Advancement Communications and Stewardship</td>
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<tr>
<td>• Office Coordinator</td>
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<tr>
<td>• Technical Support Specialist</td>
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</tbody>
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<thead>
<tr>
<th>Faculty Positions</th>
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<tbody>
<tr>
<td>• Adjunct, Biology/Environmental Studies</td>
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<tr>
<td>• Adjunct, Business-Sports Management</td>
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<tr>
<td>• Adjunct, Secondary Education History Practicum</td>
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<tr>
<td>• Assistant Professor (Tenure Track), Sociology of Race and Ethnic Relations</td>
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<tr>
<td>• Graduate Program Director (Open Rank)</td>
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<tr>
<td>• Adjunct, Business-Economics</td>
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<tr>
<td>• Adjunct, Mathematical Sciences</td>
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<tr>
<td>• Adjunct, University Writing Seminar</td>
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<tr>
<td>• Assistant Professor (Tenure Track), Psychology in Org Behavior or Bio, Heal</td>
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<tr>
<td>• Assistant Professor; African American Literature</td>
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For more information, please visit the [Salve.edu employment page](http://Salve.edu) or contact Stephanie Pfautsch, Employment Specialist at: [stephanie.pfautsch@salve.edu](mailto:stephanie.pfautsch@salve.edu) or extension 3201.
Salve is a member of the RI Higher Ed. Training Consortium (RIHETC), which enables you and members of your team to access high quality learning opportunities. RIHETC has released their Fall 2021 virtual workshop schedule. Space is limited, we encourage employees to enroll in workshops as soon as possible. Participation in these workshops is free to Salve employees.

**Take the “Crazy” Out of “Busy” – Time Management for Today’s Professionals**
Thursday, November 4 from 9—11 AM  
Program fee: $25.00  
To register please click [HERE](#)  
Participants will learn how to better manage their time so that they can be more productive and less overwhelmed.

**Inclusive Leadership: Creating a Culture of Inclusion and Belonging**
Wednesday, November 17 from 9—11 AM  
Program fee: $25.00  
To register please click [HERE](#)  
During this interactive session, Participants will learn valuable strategies and actions to promote a culture of inclusion and belonging.

**Work Life Harmony: A Critical Component to Thrive in the Workplace**
Wednesday, December 1 from 9—11 AM  
Program fee: $25.00  
To register please click [HERE](#)  
Maintaining a healthy work-life harmony helps reduce stress and the changes of burnout, two common health issues in the workplace.

**Intent vs. Impact: Why Your Intentions Don’t Really Matter**
Thursday, December 9 from 9—11 AM  
Program fee: $25.00  
To register please click [HERE](#)  
During this session, we will clearly define the difference between impact and intent.
Mission Integration Corner—Vision of Mercy Summer Fellowship

VISION OF MERCY SUMMER FELLOWSHIP

PROVIDES UP TO $3,000 IN GRANT FUNDING TO RECIPIENTS WHO SERVE FOR AT LEAST 5 WEEKS 30 HOURS/WEEK WITH A NON-PROFIT ORGANIZATION LOCALLY, DOMESTICALLY, OR ABROAD

Scan QR code for more details regarding fellowship criteria and the application process

The Vision of Mercy Fellowship offers students a high-impact, community-based experience rooted in the mercy mission. Fellows work with organizations committed to the materially poor, to peace and justice, and to advocacy and action related to the critical concerns of the Sisters of Mercy.

Faculty and Staff Nominate Your Students!

To nominate a student: community.services@salve.edu
**Feed a Friend Food Drive**

**HELP SUPPORT THE 2021 Feed a Friend Food Drive**

**SPONSORED BY SAAC AND THE CENTER FOR COMMUNITY ENGAGEMENT AND SERVICE**

<table>
<thead>
<tr>
<th>Gift Gards/Supplies</th>
<th>Traditional Thanksgiving Foods</th>
<th>Snacks</th>
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</thead>
<tbody>
<tr>
<td>Paper plates</td>
<td>Canned Veggies</td>
<td>Granola Bars</td>
</tr>
<tr>
<td>Napkins</td>
<td>Canned Fruits</td>
<td>Fruit Cups</td>
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<tr>
<td>Utensils</td>
<td>Turkey Gravy</td>
<td>Fruit Snacks</td>
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<tr>
<td>plastic storage bags</td>
<td>Tortillas</td>
<td>Chips</td>
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<tr>
<td>Aluminum foil</td>
<td>Spanish Baking Flour</td>
<td>Crackers</td>
</tr>
<tr>
<td>Turkey baster</td>
<td>Goya Foods</td>
<td>Pasta</td>
</tr>
<tr>
<td>Disposable turkey pan</td>
<td>Cranberry Sauce</td>
<td>Rice</td>
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<tr>
<td>Disposable pie tin</td>
<td>Stuffing</td>
<td>Jar of salsa</td>
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<tr>
<td>Cleaning supplies</td>
<td>Instant mashed potatoes</td>
<td>Cereal</td>
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<tr>
<td>Garbage bags</td>
<td>Canned squash</td>
<td>Ramen</td>
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<tr>
<td>Gift Card:</td>
<td>Cake mix and frosting</td>
<td>Mac and Cheese</td>
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<td></td>
<td>Brownie mix</td>
<td>Oatmeal</td>
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<td></td>
<td>Pie crust mix</td>
<td>Popcorn</td>
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<td></td>
<td>Pie filling</td>
<td>Canned soup</td>
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<td></td>
<td>Veggie oil</td>
<td>*Or any unopened food</td>
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<td></td>
<td>Olive oil</td>
<td>in your dorms,</td>
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<td></td>
<td></td>
<td>apartments,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>or houses.</td>
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**Donations of any amount are greatly appreciated to local supermarkets.**

**Sign up today!**

Donations to benefit…

*Conexión Latina, St. Vincent’s, Housing Hotline, Rogers closet,*
*Child and Family, Florence Gray Center Food Pantry and the Thompson School.*

All items are due to Gerety 201 before Noon on Thursday, November 18
Seahawks Take Flight and Salve Regina’s GivingTuesday

Seahawks Take Flight

Join our fall campaign to support your sport and our student-athletes.

Give Now

SALVE GIVINGTUESDAY

NOVEMBER 30

Celebrate the “world’s biggest day of generosity” by giving to what you love at Salve Regina. On Nov. 30, Salve will celebrate with organizations around the world to show the power of philanthropy. Your gift to scholarships, sports or The SALVEfund makes a BIG impact on our students.

salve.edu/givingtuesday
Inclusive Reading Club—We’re Still Here

We’re Still Here
Native Voices of Rhode Island
Featuring guest facilitator
Raymond Two Hawks Watson
CEO and Founder of Providence Cultural Equity Initiative

Thursday, November 18, 5pm • Antone Academic Center, DiStefano Lecture Hall
Scan the QR code for more information and to access the readings, or visit https://salve.libcal.com/calendar/events/irc_nov

Faculty Lecture Series—“There’s a Lot of Grey”

“There’s a Lot of Grey”
Exvangelicals’ Experiences of Faith (De)construction & Parenthood
Kaitlin Gabriele-Black, Ph.D.
Assistant Professor | Psychology
An ever-growing number of people have stopped identifying as Evangelical Christian, distancing themselves from the more extreme elements of Christianity while attempting to remain true to its core principles. Dr. Gabriele-Black examines how “Exvangelicals” are transitioning to parenthood, about their shifting relationships with partners and Christian communities, and how they’re making parenting decisions in light of their Evangelical upbringings.

Monday, November 8, 4:00pm • McKillop Library, First Floor
Open Access Publishing for Faculty

**OPEN ACCESS PUBLISHING FOR FACULTY**

Featuring Faculty Panelists

- Thomas Arruda, PhD
  Associate Professor, Chemistry

- Norman Rusin, PhD
  Adjunct Professor, Modern Languages

Facilitated by

- Lindsey Gumb, MLIS
  Scholarly Communications Librarian
  Roger Williams University

* Sponsored by the Scholarship Sharing Committee in collaboration with McKillop Library

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Virtual Yoga

**VIRTUAL YOGA**

Thursday, November 18 at 8pm ET

*Instructed by Malissa Brennan '06*

The Office of Alumni, Parent and Family Programs

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Home
## Important Dates

- **November 1—November 15 (Monday—Monday)** Benefits Open Enrollment and Virtual Benefits and Wellness Fair
- **November 4 (Thursday 9—11am)** RIHETC: Take the “Crazy” Out of “Busy” – Time Management for Today’s Professionals, live virtual webinar
- **November 10 (Wednesday 12—12:30pm)** SAVI Student Loan Solutions, live virtual webinar
- **November 10 (Wednesday)** Aflac representatives on campus to review new group products, Call x 2332 to schedule a time to meet
- **November 12 (Friday)** Deadline for BJ’s Semi-Annual Enrollment
- **November 16 (Tuesday 12—12:30pm)** SAVI Student Loan Solutions, live virtual webinar
- **November 17 (Wednesday 9—11am)** RIHETC: Inclusive Leadership: Creating a Culture of Inclusion and Belonging, live virtual webinar
- **November 23 (Tuesday)** TIAA Financial Advisor, John Cislo Available Virtually for Counseling Appointments
- **November 24 (Wednesday 12pm)** Day before Thanksgiving—University offices close at noon
- **November 25 (Thursday)** Thanksgiving Day
- **November 26 (Friday)** Thanksgiving Friday (University President’s Day)
- **November 29 (Monday)** University offices reopen
- **December 1 (Wednesday 9—11am)** RIHETC: Work Life Harmony: A Critical Component to Thrive in the Workplace, live virtual webinar
- **December 9 (Thursday 9—11am)** RIHETC: Intent vs. Impact: Why Your Intentions Don’t Really Matter, live virtual webinar
- **December 15 (Wednesday)** Deadline to log Wellness Activities
- **December 20 (Monday)** TIAA Financial Advisor, John Cislo Available Virtually for Counseling Appointments
- **December 23 (Thursday 12pm)** University offices close at noon
- **December 24—January 2 (Friday)** University closed for Christmas break
- **January 3 (Monday)** University offices reopen