HR Updates, Initiatives and Related Resources

**Live Virtual Wellness Webinars:** are available from Tufts, TIAA and Coastline EAP throughout the month of January, covering a variety of topics. For a list of upcoming webinars, visit the [Campus@Salve HR Page](#) or pgs. 2—3.

**Professional Development Opportunities:** are currently available from Chronicle of Higher Education. To participate in the upcoming January 12 webinar, visit pg. 7.

**Upcoming COVID-19 Vaccination Requirements:** Salve Regina will require a booster shot for all vaccinated faculty and staff by **March 1, 2022.** Approved medical and religious exemptions will remain in effect. Employees who will not be eligible for a booster by March 1 should contact Human Resources at (401) 341-2137 or [humanresources@salve.edu](mailto:humanresources@salve.edu). The process for employees to submit their booster record is being finalized and will be communicated as soon as details are available.

**New Tufts Health “LIVING WELL” Portal and Wellness Rewards Program:** Tufts Health Plan and Salve Regina University are pleased to offer a new “Living Well” portal and Wellness Rewards Program to support your wellbeing! Employees enrolled in the University’s medical plan who earn 1000 pts by December 15, 2022 will receive $10 off the medical, bi-weekly employee healthcare contribution “wellness rate” in 2023. Additional details on the new portal and wellness rewards program will be shared in the February HR Newsletter and Campus HR page.

**Benefit Changes:** With the numerous open enrollment benefit changes, please double check your benefit deductions on your January pay advice. If you have questions and/or see an error, please contact Claudia at ext. 2332.

**Tufts ID Cards:** Employees on the PPO 250 and Closed PPO Healthcare Plans should be receiving new ID cards in their home mail.

Welcome New Hires

**Welcome New Hires to Salve Regina**

- **David Altounian**
  Vice Provost, Graduate and Professional Studies, Graduate Studies and Continuing Education

- **Lukas Corr**
  Technical Support Specialist, Office of IT

- **Carrie Kell**
  Assistant Director of Admissions & CRM Specialist, Office of Admissions

- **Joseph Meringolo**
  Assistant Director, Study Abroad, Office of International Programs
Wellness—Tuft’s Free Webinar Series

Our well-being programs are here for you when you need them the most. Whether you are looking to shake it up, stretch it out, or get centered, we’ve got you covered with Zumba®, yoga, guided mindfulness, and wellness sessions, which are available to everyone. All classes are free and easy to access via Zoom.

Wellness Webinars | Guided Mindfulness | Fitness Classes | Webinar Library

January Health and Wellness Topics

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

January 5—Character Strengths – A Pathway to Power & Productivity
Do you know your character strengths? How can we bring out these strengths in ourselves, our coworkers and in our close relationships? Understanding and using our strengths is about focusing on the things that come naturally to us and that we love to do. Science is showing that after just one week of practice, this can make us happier too.

January 12—How Food Can Affect Your Mood
Have you ever felt sluggish after lunch? Are you having difficulty falling asleep at night? You may be able to fix these problems by making some simple changes in your eating style. This session looks at how the foods you eat can affect how you feel and what you can do to maximize your energy level and feeling of well-being.

January 19—The Power of the Brain
Our mind is constantly focusing on information that affirms our pre-existing beliefs (often negative beliefs). We have the ability and power to acknowledge these maladaptive thought processes and work towards a healthier mindset with positive self-talk.

January 26—Letting Your Voice Shine
This session provides you with tips on how to get your thoughts out more clearly and accurately. You will learn how to speak up for yourself and how to assert yourself in ways that can help you achieve what you want to achieve. Let that voice shine!

Thursdays | 1:00—1:30pm
Join via Zoom

January 6, 13, 20, 27—Tai Chi
Tai Chi is an internal exercise that integrates mind and body, cultivates internal energy, and promotes health and harmony. This four-week class will include the foundational exercises of Tai Chi: joint loosening exercises, standing meditation postures, breathing techniques, weight shifting and stances, and Tai Chi form movements.

Click here for a full list of classes and webinars available now through March 31.

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

Yoga at Your Desk
Wednesday, January 5 from 12—12:30pm
Wednesday, January 19 from 12—12:30pm

Intro to Mindfulness: Learning to be Present in Your Body
Wednesday, January 12 from 12—12:30pm

Mindfulness Self-Compassion Meditation
Wednesday, January 26 from 12—12:30pm

Creating a Sustainable Self-Care Practice for the New Year
Thursday, January 27 from 12—12:30pm

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.

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

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

January Featured Webinar (On-Demand)
Achieving Harmony: How to Maintain a Healthy Work/Life Balance
Presented by: Zoë Kobrin
In an effort to "have and do it all," many people feel stressed by the demands of both home and work and feel challenged to maintain balance. Higher stress levels lead to compromised physical and Emotional Wellbeing, as well as lost time at work and lower productivity. By raising our awareness and consistently utilizing simple strategies, better balance is possible! In this webinar you will learn how to: recognize the signs of poor work life balance, create manageable work and personal goals, plan your time productively, including breaks, and distinguish when you need support and how to get it.

TIAA Live Webinars

John Cislo, our TIAA representative, will be available for virtual counseling appointments on January 11 and 26. 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 200 points on the new Tufts Health Living Well portal.

January 12      Quarterly Economic & Market Update with TIAA’s Chief Investment Strategist
January 20      Social Security Considerations

To reserve your space click HERE.
Wellness—Coastline EAP News

Success with New Year’s Resolutions

Some people do succeed with New Year’s resolutions. The following steps explain why. 1) Choose a goal that excites you. Make it concrete. Assign a deadline. (For example, “Learn conversational Italian by June 1, 2023, with a passing score of “A.”) 2) Write it down. Stay mindful of the resolution by placing reminders “everywhere” so you are continually prompted to act on it. 3) Make an action checklist of very doable steps to the goal, and break all big steps into smaller steps. Spend time developing this list. 4) Give yourself frequent rewards for completion of steps, but plan these rewards in advance. 5) Optional: Telling others about your goal may produce positive pressure to succeed, but research on this idea is mixed. So, if it feels right, give it a try.

Try the Advanced Heart Attack Risk Calculator

What are the chances you will have a heart attack in the next ten years? There is no certainty, but the Mayo Clinic has developed a sophisticated calculator that can be a strong reality check. It’s based on 73 years of data closely following over 5,000 people and three generations. This is the Framingham Heart Study, the longest (ever) cardiovascular epidemiology research study, which began in 1948. Find the calculator at the link below. (The calculator is not a substitute for a professional diagnosis from a qualified medical doctor.)

Source: www.mayoclinicnews Network.org/locations/cannon-falls/services-and-treatments/cardiology/heart-disease-risk-calculator

Teaching Children to Reach Out for Help

Consider imparting an important life skill to children—understanding how and when to ask for help from professionals with expertise that can help them with life’s challenges, including mental health professionals. Psychotherapy, mental health services, and support groups still carry some stigma, so helping kids overcome resistance early can help them save years of struggle and pain when the going gets tough. Discuss myths and misconceptions about mental illness, what professional counselors do, and how to encourage others to reach out.

Employees and family members can call us for confidential consultation or support anytime, day or night.

We all have times when we worry about our work, family or personal life. Sometimes our lives are more stressful than other times, and it’s only natural that we may need someone to talk with now and then, or a referral to a reliable resource. Here for you 24/7 at 1-800-445-1195 and www.coastlineeap.com.
Wellness—Coastline EAP News

Managing the Stress of Holiday Expectations

Expectations are often cited as a key source of stress during the holidays, but pressure to participate in activities and events is less of a problem for many people than the sheer pressure of how one is supposed to feel during this time of year. If you suffer from depression, or if this time of year includes struggles over memories past, focus on the here and now, and practice avoiding the “future-focus” of what you imagine you will be facing. Do you know from past holiday seasons where your support network lies? This network may include compassionate family members or friends who know you best. Plan for when you will connect or share time with these special people. Include in your support plan a way to connect with your company’s employee assistance program or a mental health professional. You may only need a session or two to feel energized and in more control of your emotional state. There’s an adage among members of 12-step groups: “Bring the body, and the mind will follow.” It means that behaviors can sometimes influence feelings. So, if the opportunity to participate in a seasonal event appears, and you don’t feel motivated to attend, consider whether participation might surprise you with an uplifting experience and a positive change in mood you might otherwise have missed.

Stay Healthy
Working from Home

Is working remotely from home not as joyful as it seemed?

Four out of five remote workers struggle with “shutting off” work at the end of the day. About half believe their mental health has suffered. If this sounds familiar, try these fixes: (1) Maintain a regular schedule and stick to it. Resist temptations like sleeping in, doing chores, and participating in distractions that drag out an eight-hour day to 12 hours. (2) Take breaks, but when you do, connect with family and friends, not TV or social media. This will help you avoid burnout. If you can meet outside your home for coffee or lunch, this is even better. (3) Burnout prevention is about awareness and setting boundaries. At the end of the day, leave the smartphone behind. Don’t stay connected, if possible. (4) Regular physical activity is essential to boost mental and physical health, so get up, stretch, walk, do jumping jacks. Discover what works best for you.

Learn more: www.buffer.com/2021-state-of-remote-work

Relentlessly Bullied, but No One Knew It

Being bullied at school can create enormous anguish for young people, but many parents remain completely unaware of their child’s victimization. This is especially true in adolescence when peers wield powerful influence concerning values and self-worth. This dynamic can cause denial or hiding of victimization—even covering for the bully whose approval the victim may still crave. Desire for peer validation can be stronger than the need to share the victimization. Having meaningful engagement with your child (although more difficult as their time and attention becomes more devoted to friends) can help you become aware of signs of bullying, which can include somatic complaints like headaches and stomachaches or irritability and moodiness after school. Other signs of bullying include reduced interest in school, missing or damaged personal belongings, and avoidance of talking about “how things are going at school.”

Apps that Rescue You from Lost Time

If willpower seems futile to stop overuse of social media or web surfing, try an app to regain control. Some apps lock you out of what distracts you most. Others set limits on the time you can use. A few will confront you with how much time you’ve spent online, which allows you to calculate the cost of lost time. (Ouch.) Some apps send annoying messages that don’t stop until you log off. The above options scratch the surface of what’s out there, but a tech solution awaits you that might raise your personal and employment productivity.

Apps: www.reviewed.com [Search “social media stay focused”]

Happy New Year!

Home
# 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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<tr>
<th>Staff Positions</th>
<th>Faculty Positions</th>
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<td>• Academic Advisor</td>
<td>• Adjunct, Biology/Environmental Studies</td>
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<td>• Assistant Coach, Men's Basketball</td>
<td>• Adjunct, Business-Economics</td>
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<td>• Business Analyst/Project Manager</td>
<td>• Adjunct, Business-Marketing</td>
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<td>• Executive Director of Alumni and</td>
<td>• Adjunct, Graduate Nursing</td>
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<td>Family Engagement &amp; Annual Giving</td>
<td>• Adjunct, Mathematical Sciences</td>
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<td>• Technical Support Specialist</td>
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<td>• Adjunct, University Writing Seminar</td>
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<td>• Assistant Professor, African American</td>
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<td>Special Education</td>
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<td>• Assistant Professor (Tenure Track),</td>
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<td>• Visiting Assistant Professor, Biology</td>
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For more information, please visit the [Salve.edu employment page](https://www.salve.edu/employment) or contact Stephanie Pfautsch, Employment Specialist at: stephanie.pfautsch@salve.edu or extension 3201.
Professional Development Opportunities

Upcoming Live and On-Demand Virtual Professional Development Event
Provided by: The Chronicle of Higher Education

Covid on Campus, 2022 and Beyond
Wednesday, January 12 at 2pm
Register Here

A new Covid-19 variant has emerged, and with it new concerns on college campuses worldwide. How are colleges dealing with the unknowns now, almost two years after the pandemic began?

In the coming virtual forum “Covid on Campus, 2022 and Beyond,” campus-health leaders join The Chronicle to discuss how colleges will adapt and rethink their health services as the Omicron variant spreads.

- How are campuses adapting their safety measures and virus-mitigation strategies to cope with new variants?
- Will disease spikes inevitably occur?
- How will colleges plan for them?

Available on-demand webinars can be accessed by clicking on a topic below:

| Leadership | Faculty Resilience | Financial Challenges | Diversity and Inclusion |

Faculty Lecture Series

McKillop Library

An American in Lyon
Reflections on a Semester as a Visiting Scholar in France

Dean de la Motte, Ph.D.
Professor | Modern Languages

Dr. de la Motte will present an overview of his recent sabbatical in France, where he was a visiting scholar at the Université Catholique de Lyon (also known as l’UCLy). His presentation will include an overview of his activities as well as his own scholarship, and offer insights into some of the differences and similarities between the institutional cultures of l’UCLy and Salve Regina and, more generally, between universities in France and the United States.

Monday, January 24, 4:00pm
McKillop Library, First Floor
Mission Integration Corner—Upcoming Spring Events

Upcoming Spring Events in the McAuley Institute for Mercy Education!

Click the artwork or scan QR code to register

McAuley Institute for Mercy Education
Critical Concern Lecture

POLITICAL POWER & THE COMMON GOOD: WHY CLIMATE ACTION IS HARD
with Dr. J. Timmons Roberts, Professor of Environmental Studies and Sociology, Brown University.

WEDNESDAY
16 FEBRUARY 2022
4-5:15 PM
BAZARSKY LECTURE HALL, O’HARE ACADEMIC CENTER

COP26 DELEGATE RESPONDENTS

DR. JAMESON CHACE
Chair, Department of Cultural, Environmental, and Global Studies and Professor of Biology and Biomedical Sciences

CASSIDY CURRY ‘23
Sustainability Coordinator, Environmental Studies major

FLORENCIA REICHE BLANCO ‘23
Environmental Studies & Sociology and Anthropology double major

TO REGISTER:

McAuley Institute for Mercy Education
Critical Concern Lecture

Confronting a Silenced Past:
Black Catholic Nuns in the US History
with Dr. Shannen Dee Williams

TUESDAY, APRIL 5, 2022
4:00-5:15 PM
BAZARSKY LECTURE HALL, O’HARE ACADEMIC CENTER
Mission Integration Corner—Upcoming Spring Events

Upcoming Spring Events in the McAuley Institute for Mercy Education!

Please save the following dates:

On Thursday, March 8, 2022 at 4:00pm, the Race Collaborative will be hosting a research roundtable through the McKillop Library Faculty Lecture Series. McAuley Scholars Dr. Oyenike Balogun-Mwangi, Lindsay Guarino, Dr. Amanda Minor, Dr. Tim Neary, Dr. Tracy Pelkowski, and Dr. Heather Pizzanello will share out their teaching, research, or university initiatives advancing work on the Critical Concern of Race over the past two years.

During Earth Week, Thursday, April 21st at 4:00pm, the Earth Collaborative will be also host a research roundtable through the McKillop Library Faculty Lecture Series. McAuley Scholars: Dr. Tom Arruda, Dr. Heather Axen, Dr. Jim Chace, Dr. Craig Condella, Dr. Jen McClanaghan, and Jodie Goodnough will share out their teaching, research, or university initiatives advancing work on the Critical Concern of Earth over the past two years.

Voices of Mercy
WHAT MATTERS TO ME AND WHY

LUNCHEON SPEAKER SERIES 2021-2022
Our stories matter. Our mission matters. This speaker series seeks to provide opportunities for the Salve community to gather and share together around our stories, core values, and mission.

12:00-1:00PM STATE DINING ROOM, OCHRE COURT
LUNCH PROVIDED | ALL ARE WELCOME

FEBRUARY 8, 2022
Dr. Paula Martasian, Associate Professor, Choir, Department of Psychology

APRIL 6, 2022
Dr. Kelli J Armstrong, President

Register for February Luncheon with Dr. Paula Martasian

Register for April Luncheon with Dr. Kelli Armstrong
## Mission Integration Corner—Dr. Martin Luther King Week

### Monday, January 17, 2022
**MLK Movie Night with Dessert and Dialogue, Screening “Loving”**
7:00 pm, Distefano Lecture Hall, Antone Academic Center

### Monday, January 17, 2022
**37th Annual NAACP Birthday Program**
All day programming throughout Newport and Middletown

### Tuesday, January 18, 2022
**Sabbath Time Vigil for Nonviolence**
1:45-2:15pm, Our Lady of Mercy Chapel

**Spoken Word: Bending the Arc of the Universe Toward Justice**
6:30pm, Location: DiStefano Lecture Hall, Antone Building and Virtual

### Wednesday, January 19, 2022
**Town Hall: Presidential Commission on Equity & Inclusion, Engaging with the Campus Climate Survey**
3:00 - 5:00 pm, Bazarsky Lecture Hall, O’Hare Academic Center

### Thursday, January 20, 2022
**Keynote Lecture: “Culture and Caste: Unpacking the Roots of Racism in America” with Isabel Wilkerson**
4:00-5:15 pm, Bazarsky Lecture Hall, O’Hare Academic Center and Virtual

### Friday, January 21, 2022
**University MLK Day of Service**
10:00am-2:00pm, on and off-campus service opportunities
Payroll Deduction in 2022

Happy New Year!
Thank you for your continued support of Salve Regina and our students. Your support of scholarships, athletics and The SALVEfund has assisted our community in preparing men and women for responsible lives.
We are hopeful for what 2022 will bring Salve Regina University!

Payroll deduction in 2022
The new year is a great time to start your payroll deduction. To make an on-going gift to the area of your choice, download and complete the form today! Questions? Call x2902

Jackets Needed

JACKETS NEEDED
Newport Housing Hotline is looking for Children's jackets and Men's jackets this winter season. All sizes are welcomed!

Donations can be dropped off to Gerety 201

Feinstein Enriching America Program
Center for Community Engagement and Service
Gerety 201 • (401) 341-2440 • Community.Services@Salve.edu
Facebook.com/SalveCommunityService • Instagram: SalveService • Twitter: @SalveService
Virtual Paint Night

VIRTUAL PAINT NIGHT IS BACK!

Thursday, February 17 at 7pm ET

At our paint party, Becky will be instructing us on how to paint a picture of the Newport Bridge and Goat Island!

Each registration includes entry to our 1-hour virtual paint party, painting supplies and a $10 built-in gift to the SALVEfund.

*Please note: Registration for this event ends on Sunday, January 30 at midnight to ensure timely delivery of art supplies to all registrants.*
### Important Dates

- **December 24—January 2** University closed for Christmas break
- **January 3** *(Monday)* University offices reopen
- **January 11** *(Tuesday)* TIAA Financial Advisor, John Cislo Available Virtually for Counseling Appointments
- **January 17** *(Monday)* Spring classes start
- **January 26** *(Wednesday)* TIAA Financial Advisor, John Cislo Available Virtually for Counseling Appointments