HR Updates, Initiatives and Related Resources

COVID-19 Vaccination Requirements: Salve Regina is requiring a booster shot for all vaccinated faculty and staff. Approved medical and religious exemptions will remain in effect. If you haven't done so already, please submit your booster record securely and confidentially via the employee submission form as soon as possible. No other medical information should be provided. If you are not yet eligible for a booster, please contact Human Resources at (401) 341-2137 or humanresources@salve.edu. Please visit the Recent Communications webpage for all messages related to COVID-19 including specific guidelines and requirements for those who are not in compliance with the booster mandate by March 1.

Diversity, Equity, and Inclusion Training: Salve Regina is committed to providing a diverse and inclusive educational environment for all community members. As part of our commitment, we have partnered with United Educators to provide training that will help us foster and support a diverse and inclusive environment. All employees are asked to complete the training as soon as possible, but no later than March 30, 2022. For more information, please visit pg. 12.

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 rate in 2023. Additional details on the new portal and wellness rewards program is available on pg. 4 and will be posted on the HR Campus Benefits & Wellness page.

Professional Development Opportunities: are currently available from RIHETC & The Chronicle of Higher Education. To participate, visit pgs. 13—14.

Live Virtual Wellness Webinars: are available from Tufts, TIAA and Coastline EAP throughout the month of March, covering a variety of topics. For a list of upcoming webinars, visit the Campus@Salve HR Page or pgs. 7—8.

Welcome New Hires

Garret Aube
Media Support/Systems Specialist, Office of IT

Nicole Spalding
Advancement Services Assistant, Office of University Advancement

John Donohue
Safety & Security Officer/EMT, Office of Safety & Security

Andrew Caine
Electrician Apprentice, Office of Facilities

Staff listings are updated monthly. To view the directory, please visit the HR Campus @ Salve Page under Staff Listings.
Salve Regina’s New Chief of Staff

Michael Pimental, a longtime leader in planning, strategy and human resources in higher education, has joined Salve Regina’s team this week as chief of staff to Dr. Kelli J. Armstrong, president of the University.

In his role as chief of staff, Pimental will collaborate across the campus community to ensure the successful implementation of multiple initiatives, including the University’s Strategic Compass. He will provide strategic and operational level support for the president and help shepherd plans from start to completion.

Pimental joins the team as Janice Violante, senior administrative assistant in the president’s office, enters retirement. Violante served under three presidents during her 15-year tenure at Salve Regina, which began in 2007 — including Dr. M. Therese Antone, RSM (1994-2009), Dr. Jane Gerety, RSM (2009-2019) and Dr. Armstrong (2019-present).

“Mike’s arrival to Salve is well-timed for our future vision as a University,” Dr. Armstrong said. “As we begin the implementation of our strategic work and plan for our 75th anniversary, Mike’s unique background and skill set will help to support our efforts to advance Salve as an institution. Most importantly, he is deeply committed to our mercy mission and our goals of social justice and service.”

In addition to managing the president’s administrative support team, Pimental will serve as a member of the president’s cabinet and work closely with the vice presidents to help them advance their priorities. He will be the primary liaison to the University’s trustees and will work closely with the chief advancement officer to support the University’s fundraising initiatives.

“I feel honored to become a member of the Salve community with its strong sense of mission, and I am eager to join a team that’s dedicated to putting great ideas into action and advancing the Strategic Compass,” said Pimental when asked about the new role.

The son of Portuguese immigrants from the Azores, Pimental grew up in New Bedford, Massachusetts, with a family upbringing and cultural philosophy that education and a strong work ethic are the keys to ongoing growth and success. These are the values that helped him succeed as a first-generation college student at Boston College, and they are values that he hopes to bring to the table as he begins his work at Salve Regina.

“I was very fortunate that my parents saw the value of education and did whatever they could to help me earn the scholarships and grants that made college possible,” he said. “Looking back on those days, I can see how access to higher education can open many doors for students and create opportunities that last a lifetime.”

Pimental comes to Salve Regina with extensive academic and corporate experience in strategic planning, organizational development, project management, change management, training, human resources and employee relations.

Since 2006, he served as executive director of planning and strategic services at Boston College (BC). A senior member of the leadership team for BC’s institutional research and planning division, Pimental supervised a broad range of activities and initiatives that promoted the use of information and planning in strategic decision making. Among his many duties, he oversaw planning, program review, internal consulting and strategic services efforts to examine and advance BC’s effectiveness in fulfilling its mission and strategic priorities.

Prior to that, he served as the director of organizational development and employee relations at Brooks Automation in Chelmsford, Massachusetts, and he was the director of employment and employee relations for MultiPlan, formerly Private Healthcare Systems, Inc. in Waltham, Massachusetts.

Pimental has his bachelor’s degree in general management and his MBA with an organizational studies concentration from the Carroll School of Management at Boston College. He holds an executive certificate in management and leadership from Massachusetts Institute of Technology’s Sloan School of Management.

Today, Pimental lives in Cumberland with his wife and twin daughters. An avid runner, he looks forward to early morning jogs along the Cliff Walk and beaches of Newport.
March Reception for Faculty and Staff

Sláinte, Salve!

It's been a long time since we've all been together.

Join your fellow faculty and staff for some Irish cheer

Thursday, March 10
3-5 pm
Ochre Court

Enjoy pub food and drinks, music and great conversation – our long-delayed holiday celebration!

Green and festive attire encouraged.

"To all the days here and after, may they be filled with fond memories, happiness and laughter." Irish toast

RSVP
Tufts—New Wellness Rewards Program and Portal

NEW “Living Well” Wellness Rewards Program

Start Living Well Today!
Tufts Health Plan and Salve Regina University are pleased to offer a new Wellness Rewards Program to support your wellbeing! Earn rewards for participating in a variety of informative, fun, and interactive activities in 2022. The Living Well digital engagement platform is easily accessible from most devices, so you can participate and stay on top of your goals wherever you are!

How Rewarding is it?
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” during 2023. All employees (whether or not enrolled in the University’s medical plan) who earn 2000 or more points are eligible for raffles. You will earn rewards incrementally, so the longer you participate in the program, the more rewards you are eligible to earn. Reach all three levels for the most opportunities to win!

Level 1
1000 points
Earn by December 15, 2022 to receive the “wellness rate” in 2023.

Level 2
2000 points
Earn by June 30, 2022 and be entered into a raffle for a variety of prizes.

Level 3
3000 points
Earn by December 15, 2022 to be entered into a raffle for a variety of prizes.

Additional Program Details:
Questions related to your Tufts Health Plan coverage can be directed to humanresources@salve.edu. For questions related to the wellness rewards program please contact Tasha Estrella, Sr. HR Generalist at tasha.estrella@salve.edu.
Tufts—New Wellness Rewards Program and Portal

Getting Started

1. Visit https://tuftshealthplan.com/livingwellportal
2. Are you a Tufts Health Plan member through Salve Regina University?
   i. YES  Locate the Member Login section. If you already have a Tufts Health Plan online member account, select Login Now. If not, select Register now.
   ii. Once logged in, scroll down to Health & Wellness and select Get Started.
   iii. NO  If you are not a Tufts Health Plan member through Salve Regina University locate the Guest Login section. Select Create a guest account and use the program code TSalve. It may take up to 24-hours for your account to be activated.
3. Once you’ve reached the health portal, complete the welcome page with the following information—
   a. Language preference. Sign-in name and Email address
4. If you are using a mobile device and are prompted to download the Limeade app, dismiss the prompt, and do not download the app as it will not be accessible until late 2022.
5. For full details about the program, click on Learn More.
6. Get started by completing your Wellbeing Assessment.

Need assistance? Email LivingWellSupport@point32health.org or call (877) 594-7183, Monday-Friday, 9am-5pm EST

Choose from a Variety of Activities to Reach Your Goals!

<table>
<thead>
<tr>
<th>Activity Name</th>
<th>Points Per Activity</th>
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<tbody>
<tr>
<td>Annual Activities:</td>
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<tr>
<td>Getting Started – Learn about the program with 3 different activities</td>
<td>100</td>
</tr>
<tr>
<td>Wellbeing Assessment</td>
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<tr>
<td>Annual Medical Exam</td>
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<tr>
<td>Dental &amp; Vision Exam</td>
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<tr>
<td>Flu shot</td>
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<tr>
<td>Learn about Health Coaching*</td>
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<tr>
<td>Tobacco Free Affidavit</td>
<td>100</td>
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<tr>
<td>Monthly Activities:</td>
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<tr>
<td>21-Day Challenges - Physical Activity, Healthy Eating, Resilience</td>
<td>Up to 300 each</td>
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<tr>
<td>21-Day Healthy Eating Challenge</td>
<td>Up to 300</td>
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<tr>
<td>21-Day Resilience Challenge</td>
<td>Up to 300</td>
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<tr>
<td>Rotating Sleep, Stress and Seasonal Wellbeing Activity</td>
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<tr>
<td>Coastline EAP Wellness Webinars</td>
<td>100-200</td>
</tr>
<tr>
<td>TIAA 1-on-1 Meetings or Financial Webinars</td>
<td>200</td>
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<tr>
<td>Pop Up Activities:</td>
<td></td>
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<tr>
<td>HR Wellness lunch and learns</td>
<td>200</td>
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*Rewards may be taxable, please consult with your tax advisor. **Health Coaching is available to all Tufts Health Plan commercial members 18 years of age and older excluding Tufts Health Direct.
Tufts Telehealth

Available Worldwide¹
When you need care now,² Telehealth can save you time and money – by web, app or phone.²

Telehealth $45 or less
Urgent Care Centers $170
Emergency Department $2,000

Get Started

Register Now at tuftshealthplan.com/teladoc
Download the Teladoc® mobile app, so you have it when you need it

Request a visit and connect with a doctor, who checks your medical history, diagnoses and treats your condition, and sends a prescription to your nearest pharmacy, if medically necessary.

Get Care Anytime, Anywhere for Non-Emergency Conditions:
• Connect with a US board-certified doctor in less than 15 minutes for everyday care issues like upper respiratory infection (the No. 1 diagnosis), colds and flu, allergies, pink eye for $45 or less
• Schedule visits with a dermatologist for skin conditions like skin rash or infection, eczema, acne for $75
• Schedule sessions with a therapist for behavioral health issues like anxiety and depression, addiction with a non-MD (Therapist or Psychologist) - $90 Behavioral health evaluation with a Psychiatrist - $200 Ongoing behavioral health sessions with a Psychiatrist - $99

For Members on Saver Plans
Telehealth visits plans are subject to the deductible. Once the deductible is met, your visits are covered 100%. Subsequent visits with the same doctor or therapist will cost as much as a regular PCP visit.

¹Worldwide starting upon the renewal date in 2020 and January 1st for new members. ²Actual emergencies such as trauma, fractures, chest pain and others clearly merit an ER visit. ²Phone access is only available for general medical and behavioral health services. Estimated cost comparison: National Center for Health Statistics 2016 report. Cost may vary depending on your plan.

Home
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. Click the links below to join!

Wellness Webinars | Guided Mindfulness | Fitness Classes | Webinar Library

MARCH HEALTH & WELLNESS TOPICS

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

**March 2—Resilience, Grit and Mental Toughness**
Join this feel-good session to learn the art of empowered thinking! Explore the psychology of resilience and learn thinking strategies that are guaranteed to help you through life’s challenges. Learn to view your setbacks as opportunities with a growth-mindset. Together we can create a baseline of optimism, gratitude, and peace that will endure, even in tumultuous times.

**March 9—The Healing Benefits of Mother Nature**
Remember the last time you went outside, took a deep breath in and noticed the clean outdoor air just seemed to revitalize you? This session is all about nature. You will learn how and why it can be healing in so many ways.

**March 16—Nutrition Resilience**
Resilience is being able to bounce back after a difficult life situation. Some of us are born with natural resilience traits, others of us have to work on it a little harder. Lifestyle changes that focus on brain health, including nutrition, can help us build up our “resiliency muscle”.

**March 23—Being Your Best Self at Work**
Everyone is a composite of strengths and weaknesses, by creating positive individual narratives that highlight resilience, strength and a growth mindset, individual employees are better able to succeed at their projects. This can foster better relationships in the office - leading to greater creative and individual output.

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

**March 3—Gentle Yoga Flow**
This beginner and all levels yoga class will leave you feeling your best, mentally calm and centered and physically renewed. This class will focus on floor stretching, pre-stretch, reset and release while also including meditation.

**March 10—Yoga for Balance**
This class will feature a short warm up and then move into different poses to increase and practice balance. A chair, wall or doorway may be useful for support.

**March 17—Yoga for Alignment**
This beginner and all levels yoga class will teach you all you ever wanted to know about yoga, alignment and modifications. The instructor will take you through multiple flows, break down poses, clear your mind and nourish your body.

**March 24—Yoga for Core Strength**
This class will focus on promoting core strength and learning different poses to challenge your core.

**March 31—Yoga Sculpt**
Total body workout for ALL fitness levels. This class is set to energizing music and designed to tone and sculpt every major muscle group by combining plyometrics and Vinyasa-style yoga flow. Full body strengthening with body weight resistance to get your heart rate and metabolism moving.

Click [here](https://tuftshealthplan.com/livingwellathome) for a full list of classes and webinars available now through March 31.

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

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.

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

Breath Meditation and Reflective Journaling
Wednesday, March 9 from 12—12:30pm

Chair Yoga to Ease Stress
Wednesday, March 16 from 12—12:30pm
Wednesday, March 30 from 12—12:30pm

Mindful Self-Compassion Meditation and Reflective Journaling
Wednesday, March 23 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.

March Featured Webinar (On-Demand)

Riding the Waves of Change
Presented by: Nancy Scherlong

Change in life is inevitable. While we can’t always control what happens, we can control how we choose to respond to it. What we tell ourselves about change will have a large impact on our feelings and behaviors. During this webinar, we'll demonstrate techniques for successfully navigating change and using it as an opportunity for learning and growth.

TIAA Live Webinars

John Cislo, our TIAA representative, will be available for virtual counseling appointments on March 28. 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.

March 8 Opening Doors to the Future—Save in a 529 College Savings Plan
March 9 Halfway There: A Retirement Check Up
March 24 Tax Planning Considerations

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

Keep Teen Dating Safe

Dating violence among teens is not just physical violence, but also verbal, sexual, and/or emotional abuse. The U.S. Centers for Disease Control has evidence-based help to assist parents and guardians with materials that are worth exploring that can help reduce risks. Key themes in these materials include being proactive at helping teens understand what a healthy relationship looks like and that everyone is entitled to a healthy relationship; discussing positive behaviors and learning how to “trust one’s gut or inner voice” as to what behaviors are not okay; and other guidance. Although experts disagree on aspects of teen dating—ideal age to start, forms of dating, and frequency—being a victim of dating violence in the formative years of adolescence can lead to depression, suicidal thoughts, substance abuse, and anxiety, as well as increased risk of victimization in future relationships.

https://vetoviolence.cdc.gov [search “dating matters”].

Reduce Customer Service Stress with Accurate Empathy

With customer complaints, try listening for what is not being said. You may hear anger, but is the deeper issue disappointment? If so, saying, “I know you are disappointed” will demonstrate more accurate empathy. It zeros in on the real emotional target. This can calm your customer faster. It takes practice, but don’t be surprised if, as a bonus, you get an apology for the overly emotional behavior. Rather than stress out over customers who are complaining, practice accurate empathy to improve customer service and increase your job satisfaction by possibly having less stressful days.

Managing Grief in the Era of COVID-19

Millions of people worldwide have experienced recent deaths of loved ones—some have even lost multiple family members. Whether or not the deaths are COVID-19 related, every person’s experience with grief is a personal journey, and many circumstances can complicate it, even when the person losing someone is surrounded by helpful family members and friends. Only the bereaved person can decide when he or she is ready to move toward a healthy resolution of their grief. If this is your experience, know that counseling to help your grief journey is available from professional counselors. Many are uniquely gifted in this process. Find them with the help of your EAP or by reaching out to one of the many associations focused on this topic, such as grief.com.

Off-Load Worry for Improved Performance

Write down your worries and concerns on paper, and you may have more mental capacity to engage in other tasks requiring your attention—and do so with increased efficiency. That’s the discovery of researchers at the University of Michigan, where it was observed that those who wrote down their worries and concerns (engaging in a “mind dump”) actually freed up brain capacity that was weighed down by the stress and anxiety associated with personal and workplace troubles. Will it work for you? Try it.

Source: www.msu today.msu.edu [search: “worriers expressive writing”].
Wellness—Coastline EAP News

Learn to Love Exercise

Even if engaging in exercise can elevate one’s mood and promises a longer life, this may not spur enough enthusiasm on your part to make it a priority. To create real motivation, rather than to “just do it,” be programmatic about it. You’ll stand a better chance of making exercise a more permanent part of your routine. Here are some ideas: 1) Decide where you will insert 30 minutes of exercise into your day four or five times per week. 2) What form of exercise is most gratifying? Can you combine exercise with another pleasurable activity like listening to music, reading a book, or other learning? Don’t rush this step. Googling “fun exercises to stay in shape” will lead to many options. 3) Test the exercise for 5–10 minutes. Stop short of the normal discomfort from any muscle resistance exercise entails; for now, you are only gauging your personal satisfaction with your choice of exercise. 4) You’ve set aside 30 minutes per day, but when you first begin, shorten this time period and work your way up to the allotted time. 5) After a week, examine how you are feeling. Do you feel proud of your achievements so far? What about your energy level? Any gains there? Has this motivated you to sit less frequently? Any improvements to your diet choices? Has exercise helped you switch your focus or detach from stress or worries, at least temporarily? Think of all the small and large benefits gained. Don’t overlook the less obvious ones. They all add up to the motivation necessary to reinforce your decision to keep an exercise program going.

New Resource: The Ultimate Guide to Becoming Your Own Workout Motivation: Discipline, Desire and Getting It Done; September 2021; James Kelly

Not Ready for Addiction Treatment?

Fourteen million workers, or 9% of employed Americans, have a substance-abuse problem; the ratio is about the same in Canada. Fentanyl and other opioid derivatives are the #1 killer of drug users within these groups. Obviously, the most important step to avoid accidental overdose and death is to get treatment. Recovery is about learning how to stay “stopped” from using addictive substances, and in order to avoid a relapse, it’s also about avoiding any substance that substitutes for your drug of choice. “I’m not ready for treatment yet” is a top reason for resistance to treatment. If you have attempted to quit using substances but have only been frustrated by a lack of success, it’s likely you are missing many pieces of the treatment equation that make it work. Start with an assessment from a licensed professional at Coastline EAP. They will guide you to the type of help that’s most likely to work for you. Please call 1-800-445-1185 Mon–Fri 8:30am–8pm for your free consultation.

Source: https://www.drugrehab.com/treatment/barriers-in-seeking-treatment/

Workplace Stress Management: Interpersonal Demands

Workplace stress management typically focuses on the aftereffects of challenging tasks. The interpersonal demands of others around us are often overlooked. They’re also stressful. Due to everything that results from having to hear thinly veiled insults and gossip to dealing with those who manipulate, bully, chronically complain, or even lie, withhold information, and miscommunicate, interpersonal stress may require more than a jog around the block to shake it off. Detachment, maintaining boundaries, self-discipline, assertiveness, ignoring negativity, and avoiding manipulation are teachable soft skills. They can help you remain unaffected by this form of stress, perhaps entirely. Talk to a counselor to learn better control of your emotions, how to stay focused on solutions, and when to disengage from “people dynamics” at work that can make you feel drained at the end of the day.

Recommended: “No Hard Feelings: The Secret Power of Embracing Emotions at Work” by Liz Fosslien and Emily West Duffy

More Information on the Coastline EAP website!

For more info, log in to www.coastlineeap.com and search:

“Stop Teen Dating Abuse Before it Starts”

“Techniques for Taming Everyday Worries”

“How to Have Difficult and Sensitive Conversations”

“Dealing With Grief in the Time of COVID”

“How to Cope with Difficult Personalities”

Home
# Staff and Faculty Positions Available

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

## Staff Positions

<table>
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<th>Staff Positions</th>
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<tbody>
<tr>
<td>• Academic Advisor</td>
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<tr>
<td>• Assistant Coach, Men's Basketball</td>
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<tr>
<td>• Circulation Supervisor, Night and Weekend</td>
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<tr>
<td>• Senior Technical Support and Software Specialist</td>
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<tr>
<td>• Technical Support/Card Specialist</td>
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<td>• Admissions Counselor</td>
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<tr>
<td>• Associate Director and Fellow</td>
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<tr>
<td>• Groundskeeper</td>
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<tr>
<td>• Systems and Technology Librarian</td>
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<tr>
<td>• Advancement Associate</td>
</tr>
<tr>
<td>• Business Analyst/Project Manager</td>
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<tr>
<td>• Nurse Practitioner</td>
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<tr>
<td>• Teaching Post Doctoral Lab Associate</td>
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## Faculty Positions

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<th>Faculty Positions</th>
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<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, Psychology</td>
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<tr>
<td>• Adjunct, University Writing Seminar</td>
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<tr>
<td>• Technical Director and Lecturer</td>
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<tr>
<td>• Adjunct, Business-Economics</td>
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<tr>
<td>• Adjunct, Graduate Nursing</td>
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<td>• Adjunct, Secondary Education History Practicum</td>
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<td>• Lecturer, Accounting</td>
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<tr>
<td>• Adjunct, Business-Marketing</td>
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<tr>
<td>• Adjunct, Mathematical Sciences</td>
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<td>• Adjunct, Theatre and Dance</td>
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For more information, please visit the [Salve.edu employment page](https://salve.edu) or contact Stephanie Pfautsch, Employment Specialist at: stephanie.pfautsch@salve.edu or extension 3201.
### Diversity, Equity and Inclusion Training

Salve Regina is committed to providing a diverse and inclusive educational environment for all community members. As part of our commitment, we have partnered with United Educators, our University insurer, to provide training that will help us foster and support a diverse and inclusive environment. Online training tools are most effective when they are accompanied by training workshops and educational materials. Throughout the year, the University will be offering additional in-person training options and live virtual options through RIHETC. The online training administered by United Educators will provide an initial baseline of information for all employees.

All passwords have been reset in the United Educators learning platform; login details can be found below. Employees will be prompted to reset their password (password must contain at least 8 characters, one uppercase letter, one number and one special character), create a secret question and include an answer to the question before accessing the training course. Please reference the FAQ for additional information. **All employees are asked to complete the training as soon as possible, but no later than March 30, 2022.**

![Committing to Diversity, Equity and Inclusion](image)

<table>
<thead>
<tr>
<th>Website</th>
<th><a href="https://learn.ue.org/Login2.aspx">https://learn.ue.org/Login2.aspx</a></th>
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</thead>
<tbody>
<tr>
<td>Course</td>
<td>Committing to Diversity, Equity and Inclusion</td>
</tr>
<tr>
<td>Login ID</td>
<td>Your Salve email address</td>
</tr>
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<td>Password</td>
<td>Salve123!</td>
</tr>
<tr>
<td>Duration</td>
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**Course description:** As the country struggles with an ongoing legacy of systemic inequities, the need for diversity, equity, and inclusion efforts on our campuses has never been more apparent. This course does not attempt to assign blame but rather seeks to encourage dialog and understanding between different races, religions, gender identities, and people with disabilities.

Technical issues with the United Educators platform can be directed to launch@ue.org. For browser issues or issues accessing the United Educators website, please email the Technology Services Center at tsc@salve.edu. For all other questions, please contact Tasha Estrella, Sr. HR Generalist, at tasha.estrella@salve.edu.

Thank you in advance for your engagement and for taking the time to watch the training video to support an inclusive work environment for all Salve Regina community members.
ARE YOU IN NEED OF PROFESSIONAL DEVELOPMENT FOR YOURSELF OR THE PEOPLE YOU MANAGE?

Salve is a member of the RI Higher Ed. Training Consortium (RIHETC), which enables you to access high quality learning opportunities at a reduced cost. Don’t miss these upcoming workshops!

- Consult with your manager for approval to attend.
- Click on the workshop name for event and registration details.
- Fees are typically paid through the registrant’s department professional development budget.
- All events are currently offered in a live virtual format.

<table>
<thead>
<tr>
<th>Workshops Schedule</th>
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| **How to Work in Two Places at Once** - Hybrid Work Tips for Home and Office  
Thursday, Mar. 24 — 9am to 11:30am  
Fee: $30.00 | **Respectful Communication & Collaboration**  
Tuesday, Apr. 12 — 9am to 11am  
Fee: $30.00 |
| **Inclusive Leadership at Work**  
Tuesday, Mar. 29 — 9am to 11am  
Fee: $30.00 | **Community 2.0 Digging Deeper**  
Wednesday, Apr. 20 — 9am to 11:30am  
Fee: $30.00 |
| **Increase Motivation and Drive to Enhance Performance**  
Tuesday, Apr. 5 — 9am to 11am  
Fee: $30.00 | **Unraveling Unconscious Bias in Hiring**  
Thursday, May 5 — 9am to 10:30am  
Fee: $30.00 |

Please contact Tasha Estrella via email: tasha.estrella@salve.edu with any questions.
### Professional Development Opportunities

**Upcoming Live and On-Demand Virtual Professional Development Event**

*Provided by: The Chronicle of Higher Education*

<table>
<thead>
<tr>
<th>The Future of Liberal-Arts Colleges</th>
<th>A Positive Pivot to Online Instruction</th>
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</thead>
<tbody>
<tr>
<td>Liberal-arts colleges have long faced enrollment challenges, and the pandemic has taken a greater toll. As they are forced to shrink budgets, cut programs, and furlough employees, how can liberal-arts institutions re-emerge for a post pandemic world?</td>
<td>Colleges are facing the reality of the Delta variant and preparing to pivot once again to online learning. What lessons have they learned during the pandemic to facilitate another transition, if necessary? A panel of experts meets to share practical tips and offer ideas for higher ed’s digital future.</td>
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<thead>
<tr>
<th>Students and Freedom of Expression On-Campus</th>
<th>Next Steps for the Inclusive Classroom</th>
<th>Advancing Diversity and Inclusion in a Changing Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students’ opinions about free expression are changing. As more students favor speech codes and restrictions that limit offensive speech, campuses are coming under fire for being unwelcoming to freedom of speech. A panel of experts examines the issue and shares ideas for how colleges can create a diverse and inclusive environment that promotes free expression.</td>
<td>Online learning gave faculty members at traditional colleges unexpected insights into the daily struggles of students, particularly students of color and those in low-income households. How will professors put those insights to use? A panel of experts discusses that and relation questions in this webinar.</td>
<td>Colleges are eager to continue the dialog about diversity and inclusion with students, faculty and staff. But has their approach changed during these turbulent times? A panel of experts examines diversity and inclusion’s evolution in this webinar.</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Leadership</th>
<th>Faculty Resilience</th>
<th>Financial Challenges</th>
<th>Diversity and Inclusion</th>
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</thead>
</table>

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Canvas Course Consultations

Support Services May Include:

- Get semester start help with course copying/ importing, content design, media integration and course activation
- Learn the many functionalities of the Canvas tools: Modules, Syllabus, Grades, Quizzes, Discussions and Assignments and other 3rd party integrations
- Find out how to seamlessly copy specific content items from one course to another
- Discover new time-saving Canvas hacks, tips & tricks you never knew before!
Mercy Critical Concern Faculty Collaborative

Six McAuley Scholars will share their teaching and research initiatives advancing work on the Critical Concern of Race over the past two years.

OYENIKE BALOGUN-MWANGI, PH.D.
Assistant Professor | Psychology
Cover Girls: A Cross-Cultural Content Analysis of Cover Models in Nigerian and Kenyan Women’s Magazines

TIMOTHY NEARY, PH.D.
Professor, Chair, Program Coordinator | History/American Studies
Revising and Revitalizing: Religion and Race in America/American Civil Rights Movement

LINDSAY GUARINO, M.F.A.
Associate Professor, Chair | Music, Theatre and Dance
Africanist Aesthetics and Equity in Jazz Dance

TRACY PELKOWSKI, PH.D.
Assistant Professor, Program Coordinator | Education
Examining the Racial Consciousness and Culturally Responsive Areas of Practice in Secondary Pre-Service Teachers

AMANDA MINOR, PH.D.
Associate Professor | Counseling, Leadership and Expressive Arts
Holistic Clinical Mental Health Counseling (HCMHC) Program Curricular Revision

HEATHER PIZZANELLO, PH.D.
Assistant Professor | Social Work
Examining the Intersecting Points of Reality at the Cultural Margins

Thursday, March 3, 4:00pm
Virtual Event - Register Online
https://salve.libcal.com/calendar/events/lecture_mar
JOIN THE STAFF ADVISORY COUNCIL FOR THE INAUGURAL STAFF ASSEMBLY

Thursday, March 10th at 2:00pm

Bazarsky Lecture Hall & WebEx

Email staffadvisory@salve.edu for WebEx link
Salve Day of Giving

**SAVE THE DATE!**

March 24th is Salve Day of Giving

You Can Make a Difference

On Thursday, March 24, 2022, the University community will unite for Salve Regina’s 2nd Annual Day of Giving, a celebration of all that is Salve. To ensure the success of Salve Day of Giving, we are calling on faculty, staff and students to help spread the word. We invite all community members to volunteer for Salve Day of Giving and reach out to your Salve network to encourage support.

**Contact**

To learn more please contact mitchell.riel@salve.edu or via extension # 3216 or visit our campaign page at salve.edu/dayofgiving
Storytime with the Easter Bunny

STORYTIME WITH THE EASTER BUNNY

Welcoming all Salve families to story time with the Easter Bunny!

APRIL 3RD, 2022 11AM VIRTUAL EVENT

The Easter Bunny is back for another storytelling afternoon with our Salve friends and friends! Coloring sheets will be emailed to registrants in advance to color while our student friends from Sigma Phi Sigma read springtime stories with the Easter Bunny.

SCAN TO REGISTER ON EVENTBRITE!
### Important Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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</thead>
<tbody>
<tr>
<td>March 1 (Tuesday)</td>
<td>Deadline to submit COVID Booster information</td>
</tr>
<tr>
<td>March 10 (Thursday 2pm)</td>
<td>Staff Advisory Council—Staff Assembly, Bazarsky Lecture Hall &amp; Webex</td>
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<tr>
<td>March 10 (Thursday 3—5pm)</td>
<td>March Reception for Faculty and Staff, Ochre Court</td>
</tr>
<tr>
<td>March 24 (Thursday 9—11:30am)</td>
<td>RIHETC: How to Work in Two Places at Once—Hybrid Work Tips for Home and Office, live virtual webinar</td>
</tr>
<tr>
<td>March 28 (Monday)</td>
<td>TIAA Financial Advisor, John Cislo Available Virtually for Counseling Appointments</td>
</tr>
<tr>
<td>March 29 (Tuesday 9—11am)</td>
<td>RIHETC: Inclusive Leadership at Work, live virtual webinar</td>
</tr>
<tr>
<td>March 30 (Wednesday)</td>
<td>Deadline to complete Diversity, Equity and Inclusion Training</td>
</tr>
<tr>
<td>April 5 (Tuesday 9—11am)</td>
<td>RIHETC: Increase Motivation and Drive to Enhance Performance, live virtual webinar</td>
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<tr>
<td>April 12 (Tuesday 9—11am)</td>
<td>RIHETC: Respectful Communication &amp; Collaboration, live virtual webinar</td>
</tr>
<tr>
<td>April 15 (Friday)</td>
<td>Good Friday (University President’s Day)</td>
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<tr>
<td>April 20 (Wednesday 9—11:30am)</td>
<td>RIHETC: Community 2.0 Digging Deeper, live virtual webinar</td>
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<tr>
<td>May 5 (Thursday 9—10:30am)</td>
<td>RIHETC: Unraveling Unconscious Bias in Hiring, live virtual webinar</td>
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