

Connecting U

Employee Newsletter | August 2019

This summer has been extraordinarily busy for the College. We said goodbye to retiring faculty and staff and have welcomed many new employees. Please read this feature story to learn more about some of these new members of our community.

New Faces in our Neighborhood!



Charles (Chip) Ali

Department: Informational Technology, Associate Director of Applications

"I have a 3-D printer and like to design original prints."
We will be waiting to see his artwork come to life.



India Dennis

Department: Admission, Admission Counselor, '19

"I've been in six musicals!"

- Back to the '80s
- Young Frankenstein
- Legally Blonde
- Little Shop of Horrors
- Be More Chill
- Villain's Revue

We hope that you will join some of the theatre productions here at Hood, too!



Cynthia (Cindy) Drenovsky

Department: Sociology, Visiting Assistant Professor of Sociology

"I am a Yooper – from the Upper Peninsula of Michigan. I'm used to 300 inches of snow a year!"

Hopefully, the snow doesn't follow Cindy!



Laura Fox

Department: Athletics, Head Coach, Women's Lacrosse, Title IX Resource for Athletics

"During college, I was a lifeguard in Ocean City, Maryland."

We wonder how she did during Shark Week.



Jessica Hammick

Department: Library, Reference and Education Services Librarian

"I was once voted Top Bartender of my hometown in West Virginia."

We hope that she will feel like it is the bar from Cheers here, where everyone will know her name.



Travis Hinton

Department: Campus Safety, Campus Safety Officer

"I was an U.S. Soldier."

We know that your experience in the military will be helpful in your new role as a Campus Safety Officer.



Mohammad Hossain

Department: Biology, Visiting Assistant Professor of Biology

"Fluent in Bengali and conversational in Japanese." *We know that he will speak your language when you meet him.*



Janak Joshi

Department: Economics and Management, Visiting Assistant Professor of Economics

"I am an environmental economist!"

And that field is expecting a 6% growth rate over the next 10 years!



Chris Leonard

Department: Athletics, Head Coach, eSports

"I am a former assistant chief of police from a small town in North Carolina."

Now he will be found in the new Hood eSports arena!



Elizabeth (Lynn) Mackessy-Lloyd

Department: Nursing, Assistant Professor of Nursing

"I have seen the Rolling Stones five times!"

We hope that Lynn will find "satisfaction" working here!



Teresa May

Department: Development, Planned Giving & Leadership gifts Officer

"Returning to Hood! I taught in the Department of Sociology for 12 years and I am returning after 14 years!"

You were missed and we are so glad that you are back!



Erika Moyer

Department: Athletics, Head Coach, Strength and Conditioning and Physical Education Director

"I can dead-lift 300 lbs."

Maybe Erika can motivate others to reach new weight lifting goals!



Renee Rohwer

Department: Marketing and Communications, Senior Graphics Designer

"I am very myopic, so people don't choose me to be on their athletic teams."

Renee, we proudly choose you to be on our team!



Sandra Thomas-Lalmansingh

Department: Nursing, Assistant Professor of Nursing

She is a "proud retired Navy Nurse Corps Officer".

We are very pleased to have her join our ranks to help keep us all in ship-shape!



Brooke Witherow

Department: English, Assistant Professor of Communications

"I used to race BMX!"

It sounds like she is used to winning!

Employee News

Family News: Mary Atwell – graduation of twin sons

Mary Atwell saw the graduation of her identical twins from high school in May. Her son John is currently in boot camp at Parris Island, with an estimated graduation date of August 30. He wants to serve his country as a Marine in the USMC and plans to attend college at a later date. Her son Alec is enrolled at University of Maryland Baltimore County with a mechanical engineering major and entrepreneurship minor.



Requiem with an Amulet in Its Beak, poems by Elizabeth Knapp

2019 JEAN FELDMAN POETRY PRIZE WINNER
THE WASHINGTON WRITERS' PUBLISHING HOUSE

Requiem with an Amulet in Its Beak, Elizabeth Knapp's second collection of poetry, has won the 2019 Jean Feldman Poetry Prize from the Washington Writers' Publishing House (WWPH). Knapp's collection captured the judges' attention with "its smart and playful mixture of pop culture and critical theory, its humor, and its control of tone."

Elizabeth Knapp's poetry explores the intersections between modern society, personal mortality, and cultural immortality. In this, her second collection, celebrities come and go, while the collection's patron saint, Emily Dickinson, presides over all. At its heart, this book is about loss and its endless reverberations, while at the same time, it embraces the notion of art as a kind of immortality. With these striking new poems, Knapp establishes herself as one of our most vital and compelling contemporary voices.

Dr. Wayne Wold – Professor of Music

In June, Wayne L. Wold, professor of music and chair of the music department, presented a session on organ repertoire for the national conference of the Association of Lutheran Church Musicians in Portland, Oregon. In July, as councilor of the Mid-Atlantic Region of the American Guild of Organists, he presided over two meetings at their annual convention in Moorestown, New Jersey. In August a

hymn, for which Wold wrote both text and tune, was selected from 120 entries as the winner of a contest sponsored by the Evangelical Lutheran Church in America. Entitled "God's Work, Our Hands," the hymn was sung by several hundred delegates at the ELCA's church-wide assembly in Milwaukee and has been sent out to all ELCA congregations to use in promoting social action.

Dr. David Hein – Professor Emeritus

David Hein, a senior fellow at the George C. Marshall Foundation (VA) and a former humanities instructor at Hood College, recently published the following articles: "At 70: Rethinking the Marshall Plan," in *Providence: A Journal of Christianity and American Foreign Policy* (2018); "Washington and Marshall: Two Studies in Virtue," *Modern Age* (2018); and "George C. Marshall: Exemplar of Lived Burkean Conservatism," *The Intercollegiate Review* (2019). Professor Hein is also an affiliated scholar of the John Jay Institute (PA) and a scholar-advisor to the Faith and Liberty Discovery Center (PA).

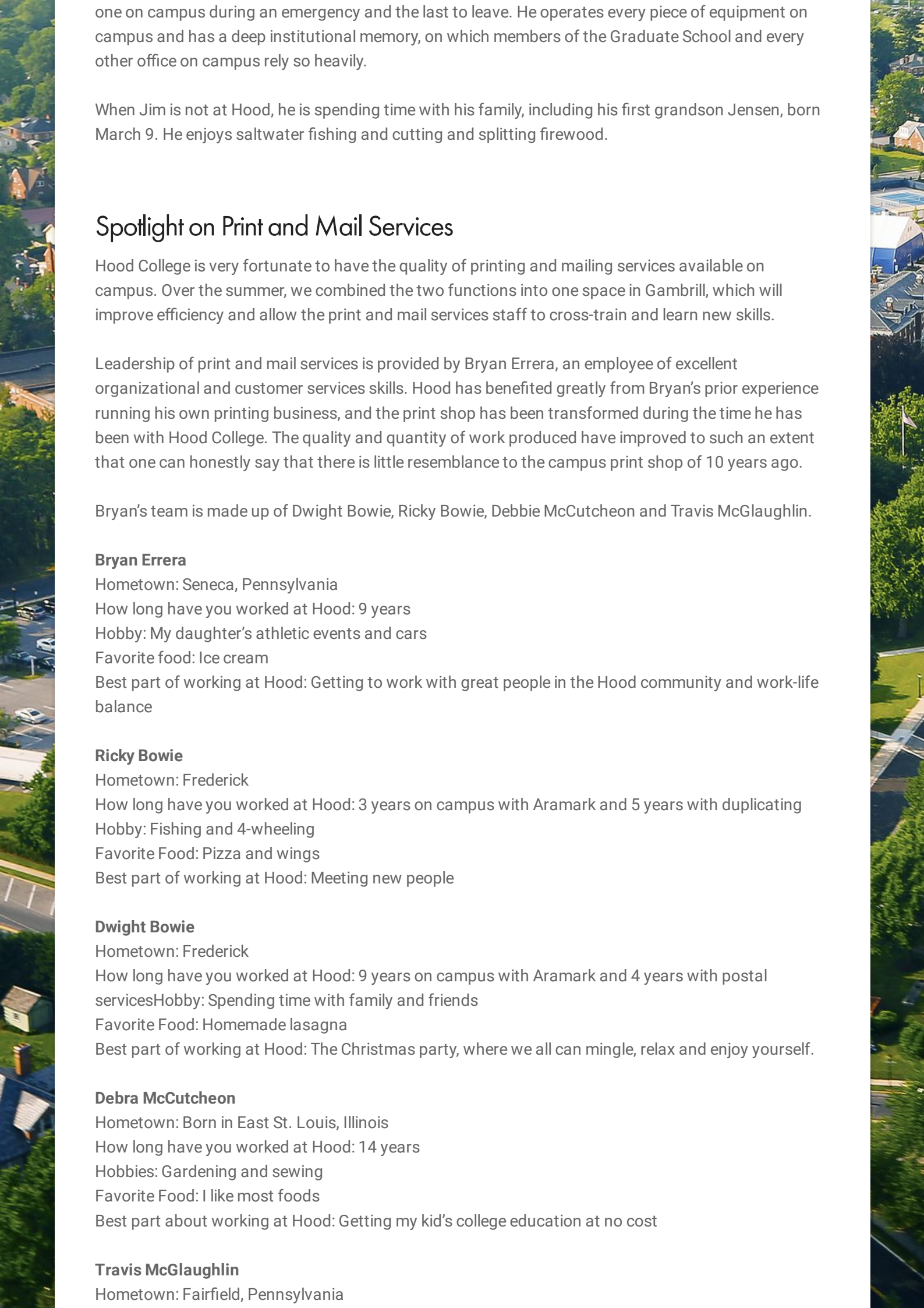
Graduate School Honors Jim Haines



The Graduate School thinks it's important to recognize another group of people who contribute in critical ways to the success of our graduate students, namely Hood College staff. These are the individuals who ensure that our myriad of events run smoothly; grades are recorded; tuition concerns are addressed; and login or IT support is provided. These individuals are behind-the-scenes supporting our most important clients, our students.

I'm so pleased to congratulate the unanimous recipient of the 2019 Graduate School's Outstanding Staff award: Jim Haines.

In his 33-year tenure on campus, Jim has been on campus in every ice and snow storm—often sleeping overnight at Hood to make certain the College has a route open in case of emergencies. He is the first



one on campus during an emergency and the last to leave. He operates every piece of equipment on campus and has a deep institutional memory, on which members of the Graduate School and every other office on campus rely so heavily.

When Jim is not at Hood, he is spending time with his family, including his first grandson Jensen, born March 9. He enjoys saltwater fishing and cutting and splitting firewood.

Spotlight on Print and Mail Services

Hood College is very fortunate to have the quality of printing and mailing services available on campus. Over the summer, we combined the two functions into one space in Gambrill, which will improve efficiency and allow the print and mail services staff to cross-train and learn new skills.

Leadership of print and mail services is provided by Bryan Errera, an employee of excellent organizational and customer services skills. Hood has benefited greatly from Bryan's prior experience running his own printing business, and the print shop has been transformed during the time he has been with Hood College. The quality and quantity of work produced have improved to such an extent that one can honestly say that there is little resemblance to the campus print shop of 10 years ago.

Bryan's team is made up of Dwight Bowie, Ricky Bowie, Debbie McCutcheon and Travis McGlaughlin.

Bryan Errera

Hometown: Seneca, Pennsylvania

How long have you worked at Hood: 9 years

Hobby: My daughter's athletic events and cars

Favorite food: Ice cream

Best part of working at Hood: Getting to work with great people in the Hood community and work-life balance

Ricky Bowie

Hometown: Frederick

How long have you worked at Hood: 3 years on campus with Aramark and 5 years with duplicating

Hobby: Fishing and 4-wheeling

Favorite Food: Pizza and wings

Best part of working at Hood: Meeting new people

Dwight Bowie

Hometown: Frederick

How long have you worked at Hood: 9 years on campus with Aramark and 4 years with postal services

Hobby: Spending time with family and friends

Favorite Food: Homemade lasagna

Best part of working at Hood: The Christmas party, where we all can mingle, relax and enjoy yourself.

Debra McCutcheon

Hometown: Born in East St. Louis, Illinois

How long have you worked at Hood: 14 years

Hobbies: Gardening and sewing

Favorite Food: I like most foods

Best part about working at Hood: Getting my kid's college education at no cost

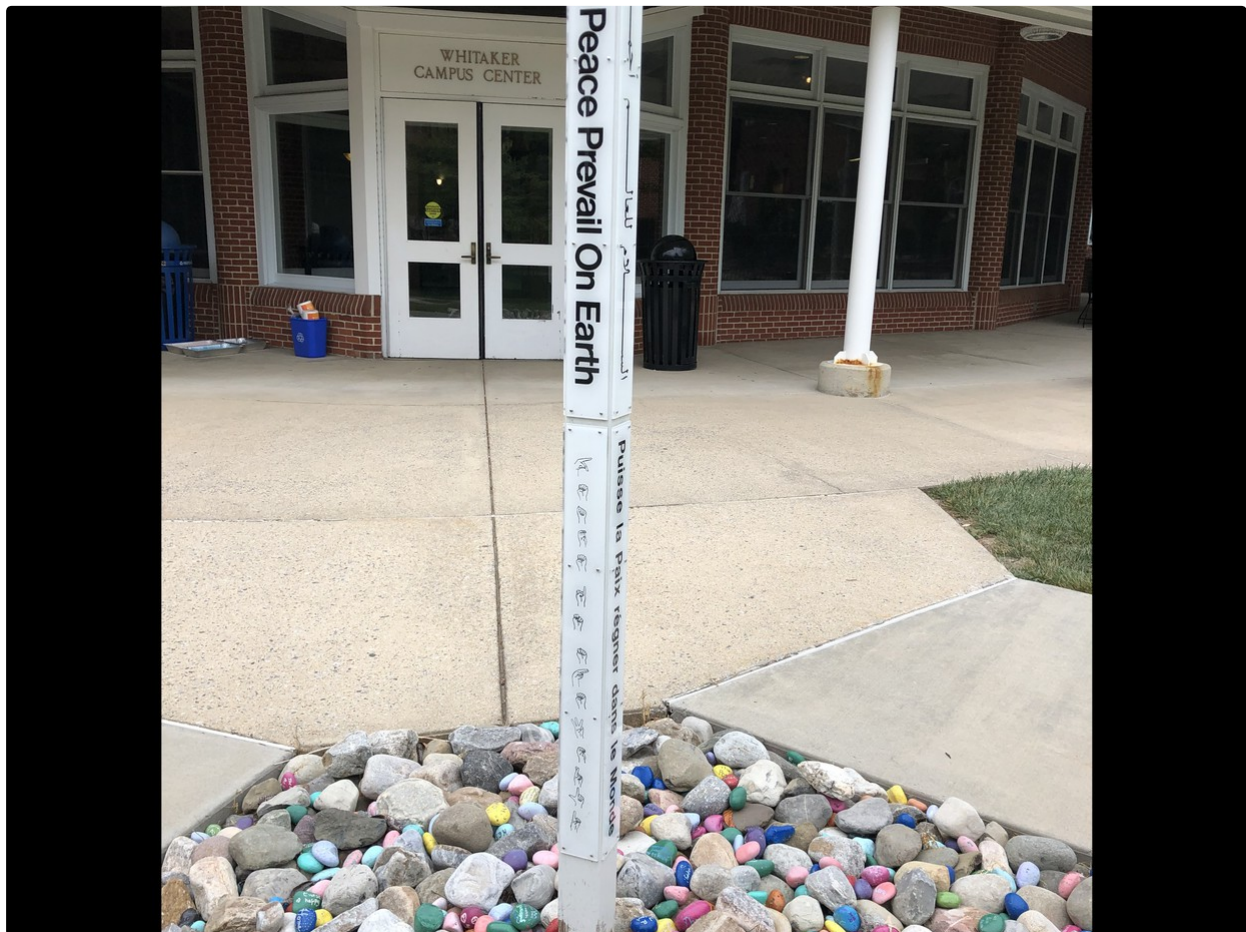
Travis McGlaughlin

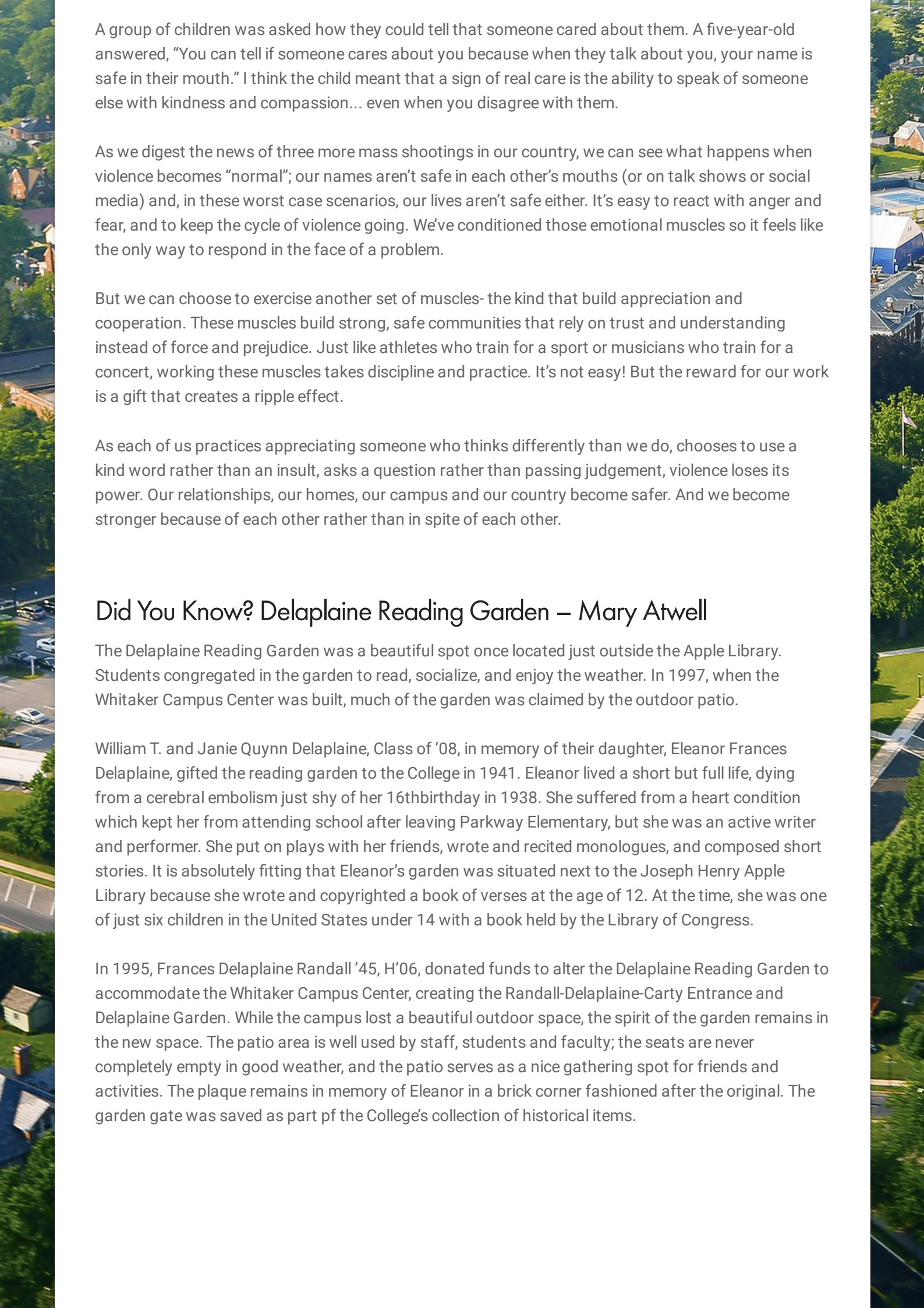
Hometown: Fairfield, Pennsylvania

How long have you worked at Hood: 26 years
Hobby: Motorcycles, roller derby, things on wheels
Favorite Food: Pizza
Best part of working at Hood: Meeting new people from all walks of life



The Diverse Hood Community – Let's Focus on Unity – Rev. Beth O'Malley





A group of children was asked how they could tell that someone cared about them. A five-year-old answered, "You can tell if someone cares about you because when they talk about you, your name is safe in their mouth." I think the child meant that a sign of real care is the ability to speak of someone else with kindness and compassion... even when you disagree with them.

As we digest the news of three more mass shootings in our country, we can see what happens when violence becomes "normal"; our names aren't safe in each other's mouths (or on talk shows or social media) and, in these worst case scenarios, our lives aren't safe either. It's easy to react with anger and fear, and to keep the cycle of violence going. We've conditioned those emotional muscles so it feels like the only way to respond in the face of a problem.

But we can choose to exercise another set of muscles- the kind that build appreciation and cooperation. These muscles build strong, safe communities that rely on trust and understanding instead of force and prejudice. Just like athletes who train for a sport or musicians who train for a concert, working these muscles takes discipline and practice. It's not easy! But the reward for our work is a gift that creates a ripple effect.

As each of us practices appreciating someone who thinks differently than we do, chooses to use a kind word rather than an insult, asks a question rather than passing judgement, violence loses its power. Our relationships, our homes, our campus and our country become safer. And we become stronger because of each other rather than in spite of each other.

Did You Know? Delaplaine Reading Garden – Mary Atwell

The Delaplaine Reading Garden was a beautiful spot once located just outside the Apple Library. Students congregated in the garden to read, socialize, and enjoy the weather. In 1997, when the Whitaker Campus Center was built, much of the garden was claimed by the outdoor patio.

William T. and Janie Quynn Delaplaine, Class of '08, in memory of their daughter, Eleanor Frances Delaplaine, gifted the reading garden to the College in 1941. Eleanor lived a short but full life, dying from a cerebral embolism just shy of her 16th birthday in 1938. She suffered from a heart condition which kept her from attending school after leaving Parkway Elementary, but she was an active writer and performer. She put on plays with her friends, wrote and recited monologues, and composed short stories. It is absolutely fitting that Eleanor's garden was situated next to the Joseph Henry Apple Library because she wrote and copyrighted a book of verses at the age of 12. At the time, she was one of just six children in the United States under 14 with a book held by the Library of Congress.

In 1995, Frances Delaplaine Randall '45, H'06, donated funds to alter the Delaplaine Reading Garden to accommodate the Whitaker Campus Center, creating the Randall-Delaplaine-Carty Entrance and Delaplaine Garden. While the campus lost a beautiful outdoor space, the spirit of the garden remains in the new space. The patio area is well used by staff, students and faculty; the seats are never completely empty in good weather, and the patio serves as a nice gathering spot for friends and activities. The plaque remains in memory of Eleanor in a brick corner fashioned after the original. The garden gate was saved as part of the College's collection of historical items.



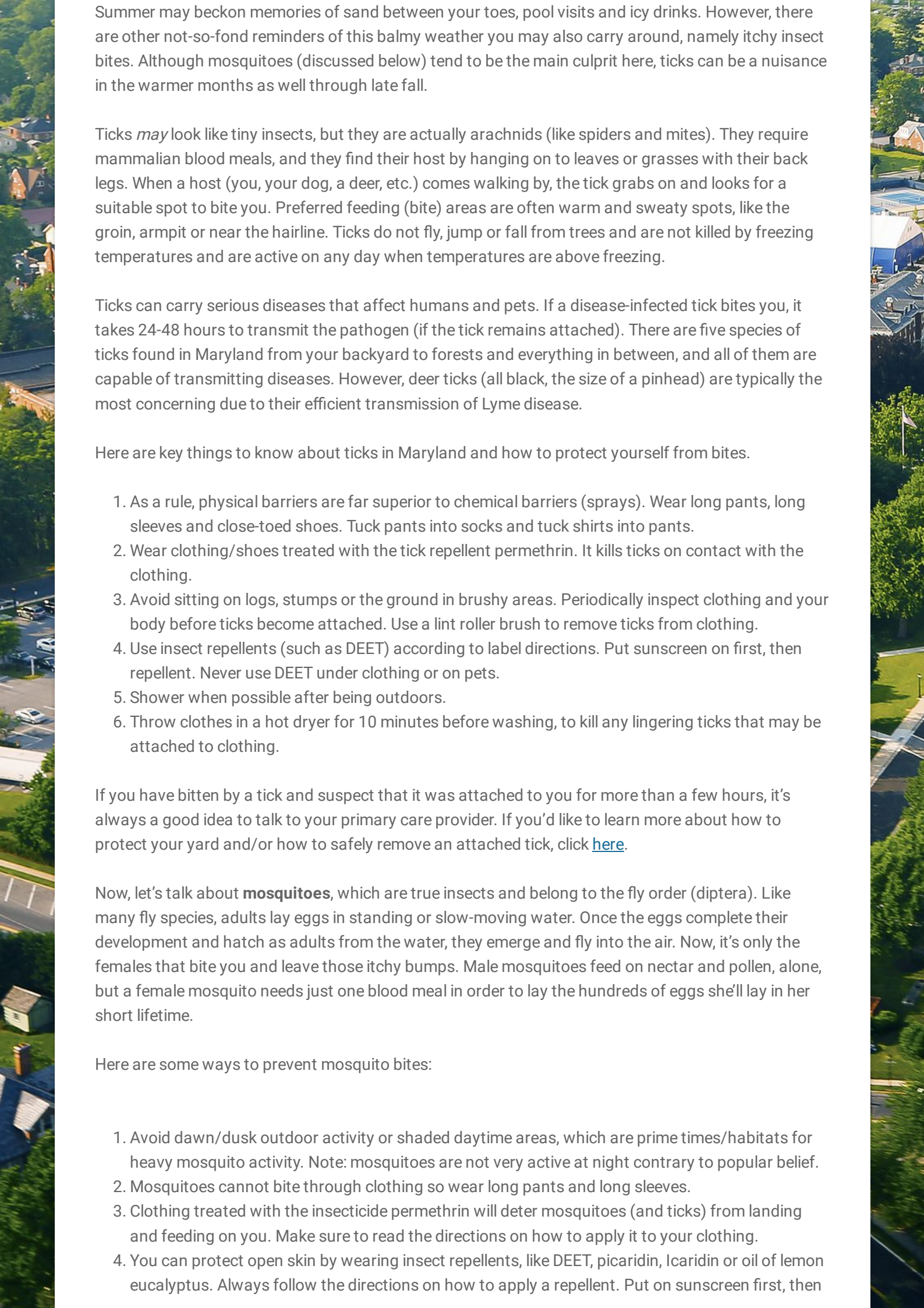
The Hood-FMH Resource Garden -- April Boulton



Our campus garden is blooming! With more than 60 garden volunteers, split between Hood staff/faculty and FMH staff, we have already donated a few hundred pounds of produce to Frederick families, veterans and senior citizens in need, and we're only half-way through the growing season. This year, our planting plan includes potatoes, various bean species, cucumbers, tomatoes, sweet potatoes, eggplants, two squash species, cabbage and peas.

In addition, the garden serves our declining pollinator friends, namely bees (honeybees and native bees) and monarch butterflies just to name a few. We were the worthy recipients last summer of a grant from the Monarch Alliance, which allowed us to plant monarch habitat in the four corners of the garden. These plant additions in our flourishing site serves as a "Monarch Waystation" (certified by Monarch Watch). Thus, our garden is a suburban oasis for both Frederick citizens and pollinators, alike.

Tick and Mosquito Protection



Summer may beckon memories of sand between your toes, pool visits and icy drinks. However, there are other not-so-fond reminders of this balmy weather you may also carry around, namely itchy insect bites. Although mosquitoes (discussed below) tend to be the main culprit here, ticks can be a nuisance in the warmer months as well through late fall.

Ticks *may* look like tiny insects, but they are actually arachnids (like spiders and mites). They require mammalian blood meals, and they find their host by hanging on to leaves or grasses with their back legs. When a host (you, your dog, a deer, etc.) comes walking by, the tick grabs on and looks for a suitable spot to bite you. Preferred feeding (bite) areas are often warm and sweaty spots, like the groin, armpit or near the hairline. Ticks do not fly, jump or fall from trees and are not killed by freezing temperatures and are active on any day when temperatures are above freezing.

Ticks can carry serious diseases that affect humans and pets. If a disease-infected tick bites you, it takes 24-48 hours to transmit the pathogen (if the tick remains attached). There are five species of ticks found in Maryland from your backyard to forests and everything in between, and all of them are capable of transmitting diseases. However, deer ticks (all black, the size of a pinhead) are typically the most concerning due to their efficient transmission of Lyme disease.

Here are key things to know about ticks in Maryland and how to protect yourself from bites.

1. As a rule, physical barriers are far superior to chemical barriers (sprays). Wear long pants, long sleeves and close-toed shoes. Tuck pants into socks and tuck shirts into pants.
2. Wear clothing/shoes treated with the tick repellent permethrin. It kills ticks on contact with the clothing.
3. Avoid sitting on logs, stumps or the ground in brushy areas. Periodically inspect clothing and your body before ticks become attached. Use a lint roller brush to remove ticks from clothing.
4. Use insect repellents (such as DEET) according to label directions. Put sunscreen on first, then repellent. Never use DEET under clothing or on pets.
5. Shower when possible after being outdoors.
6. Throw clothes in a hot dryer for 10 minutes before washing, to kill any lingering ticks that may be attached to clothing.

If you have bitten by a tick and suspect that it was attached to you for more than a few hours, it's always a good idea to talk to your primary care provider. If you'd like to learn more about how to protect your yard and/or how to safely remove an attached tick, click [here](#).

Now, let's talk about **mosquitoes**, which are true insects and belong to the fly order (diptera). Like many fly species, adults lay eggs in standing or slow-moving water. Once the eggs complete their development and hatch as adults from the water, they emerge and fly into the air. Now, it's only the females that bite you and leave those itchy bumps. Male mosquitoes feed on nectar and pollen, alone, but a female mosquito needs just one blood meal in order to lay the hundreds of eggs she'll lay in her short lifetime.

Here are some ways to prevent mosquito bites:

1. Avoid dawn/dusk outdoor activity or shaded daytime areas, which are prime times/habitats for heavy mosquito activity. Note: mosquitoes are not very active at night contrary to popular belief.
2. Mosquitoes cannot bite through clothing so wear long pants and long sleeves.
3. Clothing treated with the insecticide permethrin will deter mosquitoes (and ticks) from landing and feeding on you. Make sure to read the directions on how to apply it to your clothing.
4. You can protect open skin by wearing insect repellents, like DEET, picaridin, Icaridin or oil of lemon eucalyptus. Always follow the directions on how to apply a repellent. Put on sunscreen first, then

repellent, and never apply repellent under clothing or to pets.

5. Make your home mosquito-*unfriendly*:

- Remove standing water around your home.
- Clean gutters and make sure they drain well.
- Corrugated drain pipe attached to downspouts hold water and are a prime place for mosquitoes to breed. Use a smooth drain pipes.
- Twice a week, check and remove water that may be standing in trash and recycling cans, flower pot saucers, children's and pets toys, wading pools, tires, tarps or plastic sheeting.
- Use goldfish, mosquito fish (*Gambusia*sp.) or mosquito dunks containing Bt in ponds and rain barrels.
- Clean and add fresh water every three days to bird baths, pet dishes and pollinator water dishes.
- Be kind to wildlife. Fish, spiders, beneficial insects, bats and birds all feed on mosquitoes and provide some natural control.
- Repair or replace window and door screens that have tears or gaps to prevent insects from coming inside your home.
- Use fans to keep the air circulating when sitting outside on a porch, deck or patio.

No-no's in mosquito control:

1. Citronella candles, mosquito lamps and butane-powered repellents have limited effectiveness. The repellent is found in their smoke or vapor so areas where the smoke or vapor does not reach are not protected.
2. Do NOT use bug "zappers," mosquito traps or plants marketed as having mosquito repelling properties—all of which actually kill beneficial insects, *but* very few mosquitoes.
3. If you'd like to learn more about large-scale methods of mosquito control for your neighborhood or community, click [here](#).



Rollout of new Ultipro Mobile App – Meg Timmons

In an effort to provide quick, easy access to your employment-related information, we are rolling out the UltiPro® mobile app so you can access your data on your phone and tablet in addition to the current desktop version. Available online 24-7, the UltiPromobile app gives you control over job-related tasks that are personal to you.

Through the UltiPro mobile app, you can:

- View/Edit Employee Profile
- View Current and Historical Pay Statements
- Print/Export Pay Statements
- View Pay Insights
- View Inbox and Complete Approvals
- View W2
- View/Edit W4

Employees are **not** able to complete timesheets on the UltiPro Mobile App.

To get started, you will need to:

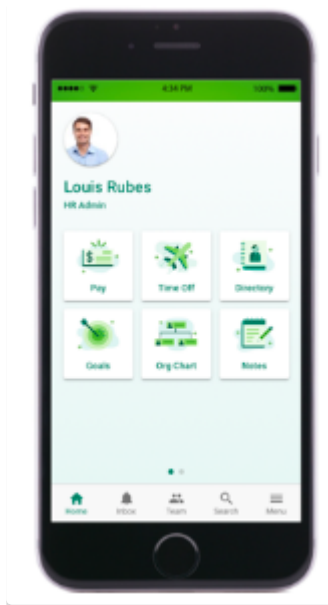
- Download the UltiPro mobile app to your device by visiting either the Apple app store (iPhone) or the Google play store (Android).

Enter our Company Access Code as: HOODCOLLEGE (it is not case sensitive)

- Enter your UltiPrologin credentials (the same one used to log in to the desktop version)
- In light of the fact that you will be able to access your sensitive employment data via the app, please ensure that your mobile phone or tablet has:
 - the most recent version of your operating system (Android or iOS) security software,
 - a secure device password/login credential

Employees must also ensure that family members or others who share the phone/tablet are not able to access the UltiPro APP or your password. Please refer to **Policy 409: ELECTRONIC COMMUNICATIONS AND COMPUTING** in the [Staff Manual](#) which prohibits “accessing or using a protected computer account assigned to another person, *or sharing a password to a protected account with another person.*”

If you are unable to securely use the UltiPro Mobile App on your phone/tablet or if you have difficulty using the app, please log out and access the information using the regular desktop version as we are unable to provide user assistance for this product.



- Enable Touch ID
- Enable Push Notifications
- Search Employee Directory
- Contact Employees
- View/Edit Employee Profile
- Request PTO
- View Current and Historical Pay Statements
- Print/Export Pay Statements
- View Inbox and Complete Approvals
- View W2

Not available: for an employee to enter time on a timesheet or for a supervisor to approve a timesheet. The Employee Portal must be used for those activities.

Plus, all of your data is protected with state-of-the-art security that includes built-in encryption and user authentication

Move to Revere Bank – Chuck Mann

The College recently changed its banking relationship to Revere Bank. As such, the ATM in the Whitaker Center will be replaced with a Revere Bank machine later this month. Revere Bank will also offer the following services to Hood College faculty, staff and students:

- Free checking accounts with no minimum balance requirements and no monthly maintenance fees
- Free withdrawals from all Revere ATMs
- Ten (10) free withdrawals per month at any non-Revere ATM
- Free online and mobile banking
- Fee-Free Revere Bank MasterCard Check Card
- Free wallet-style specialty checks with first order
- Free notary service

To open an account with Revere Bank, please contact:

Cathy Williams, Frederick Branch Manager
18 W Patrick Street (next to the Weinberg Center)
Email: Cathy.Williams@RevereBank.com
Phone: 240-629-9302

Happy (fiscal) new year from finance and accounting!



Smoke-Free Campus – Teresa Cevallos

Hood College is Smoke Free

To support Hood College's Strategic Plan, Pillar III: Strengthening the Hood College Community, Objective 1 (6), and as part of continuing efforts to improve the health and well-being of the Hood College community, Hood College **became a smoke-free and tobacco-free campus as of August 1, 2019**. This policy applies not only to smoking any substance, but also to the use of electronic cigarettes and any form of tobacco anywhere on Hood's campus.

The purposes of the smoke-free and tobacco-free campus are to:

1. Promote the health and welfare of community members and visitors by prohibiting smoking and the use of tobacco products, including e-cigarettes on the Hood College campus.
2. Enable non-smokers to breathe smoke-free air, by recognizing that the need to breathe smoke-free air shall have priority over the desire to smoke.
3. Encourage a healthier, more productive living/learning environment for all members of the campus community.
4. **Beginning October 1, 2019, the new minimum sales age for all tobacco products in Maryland is 21 ("T21"). This includes sales of all electronic smoking devices—e-cigarettes, vapes, pod devices such as JUUL®, e-liquids, and component parts and accessories. Hood's smoke- and tobacco-free initiative is yet another way to enhance compliance with this new law.**

Title IX Update – Carol Wuenschel

Title IX still plays an important role on College Campuses. The first six to eight weeks of the start of the academic year is known as the "Red Zone." It is the time when many sexual assaults happen to first-

year students. Our resident assistants, area coordinators, and the rest of the student life team have developed a curriculum to continue the education that begins in orientation of first-year students on consent, bystander intervention, healthy relationships, confidential reporters, and the role of alcohol in sexual assaults. Please refer to the Employee Training site on Blackboard to learn more about your responsibilities to assist students who may report being a victim of alleged sexual misconduct.



The Department of Education Office of Civil Rights has not released the final regulations. Hood College will continue to use the current [Policy 55: Prevention and Resolution of Acts of Discrimination, Harassment and Sexual Misconduct](#) to process any complaints of allegations. Most employees are mandatory reporters and should provide all information to the Title IX Coordinator (Carol Wuenschel) or in her absence, Chuck Mann. All allegations are to be taken seriously. The Title IX Coordinator has the responsibility to stop the behavior, provide interim measures and prevent recurrence of the alleged behavior whenever a report is received. Hood College provides due process whenever a report is made and the victim files a formal complaint. Due process requires that both parties have access to information regarding the complaint, the option to recuse grievance board members who may have a conflict of interest, the opportunity to present witnesses and evidence, the opportunity to respond to the evidence being considered by the appropriate grievance board, and the right to appeal as outlined in the policy.


Let's be ready to welcome all first-year students and be prepared to respond if you receive a report of alleged sexual misconduct.



Hood College

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