It’s Time for CelebrAsian 2016!

We at the Asian Society, Andover Japanese Connection, Andover Korean Society, Chinese Taiwanese Student Association, Indian Pakistani Society, Southeast Asian Club, and the Office of Community and Multicultural Development (CAMD) would like to invite you and your family to participate in PA’s CelebrAsian events. Celebrating our 27th anniversary this year, CelebrAsian 2016 (formerly known as the Asian Arts Festival) offers a range of activities for the whole family to enjoy.

Our students have been working very hard to make CelebrAsian 2016 both fun and informative, and they would love to see their teachers, advisors, coaches, and house counselors attend our remaining events, from anime and ramen movie night on Friday to the food bazaar and talent show on Saturday to the alumni panel and journalism roundtable on Sunday.

We hope you can join us! Please let me know if you have any questions, and check PANet for any last minute changes or additions.

—Adrian Khactu
Instructor in English; Faculty Advisor, Asian Society; CAMD Program Coordinator

CelebrAsian 2016 Events

Today, April 29

• Anime Movie Double Feature (7–9 p.m., Kemper Auditorium)

Saturday, April 30

• Food Bazaar and Talent Festival (4–6 p.m., Underwood). Visit our annual centerpiece of CelebrAsian to taste many different types of Asian/American foods, try your hand at various games and handicrafts, and enjoy our talented community of Asian/American musicians, dancers, actors, and performers!

• Stand-up Comedian Hari Kondabolu (8–9 p.m., Kemper Auditorium). Hari Kondabolu is a Brooklyn-based comic whom the
Times has called “one of the most exciting political comics in stand-up today.” He has performed on Jimmy Kimmel Live, Conan, John Oliver’s New York Stand-Up Show, Comedy Central’s Live at Gotham, and at the 2007 HBO U.S. Comedy Arts Festival. He made his UK television debut on BBC 3’s Russell Howard’s Good News in April 2011, which preceded a month-long run at the Edinburgh Festival Fringe. Kondabolu was a writer and regular on-camera contributor on FX’s Totally Biased with W. Kamau Bell, and his Comedy Central Presents half-hour television special debuted on the network in 2011. In 2014, he released his debut stand-up album, Waiting for 2042, on indie-label Kill Rock Stars and recorded his sophomore album, to be released in 2016, in Oakland at the New Parish (http://www.harikondabolu.com/).

CelebrAsian continued on page 4
### The Scene: Schedule of Community and Extracurricular Activities

#### Friday, April 29
- **7–9 p.m.—Anime Double Feature**
- **7–9 p.m.—LITW Art Exhibition**
  Student art inspired by Learning in the World experiences. Steinbach Gallery, GW Hall.
- **7:30 p.m.—Senior Cello Recital**
  JongHo Park ’16 performs. Timken Room, Graves Hall.

#### Saturday, April 30
- **4–6 p.m.—Asian Food Bazaar and Talent Festival**
- **7:30 p.m.—Senior Violin Recital**
  Angela Tang ’16 performs. Timken Room, Graves Hall.
- **8–9 p.m. Hari Kondabolu**

#### Sunday, May 1
- **1 p.m.—Addison Talk**
  Dr. Lynn Spiegel speaks, in conjunction with Revolution of the Eye. Addison Gallery.
- **3:30–5 p.m.—Journalism Roundtable**
- **7:30 p.m.—A Special Drama Lab Production**
  Un-tamed. Theatre Classroom.

#### Monday, May 2
- **6–6:45 p.m. Open Door Session**
  Featuring Dean of Policy and Strategic Planning Rachel Skiffer. Underwood Room.

#### Wednesday, May 4
- **7 p.m.—NestED Talk**
  Felice Frankel, Picturing to Learn. The Nest, OWHL.

#### Thursday, May 5
- **12:10 p.m.—Tang Lunch & Discussion**
  Lou Bernieri and Monique Cueto-Potts discuss their Writing and Teaching to Change the World class. Pearson C.

#### Friday, May 6
- **5:15 p.m.—Rebecca M. Sykes Wellness Center Dedication**
  Special ceremony featuring the center’s namesake. Sykes Wellness Center lawn.
- **7:30 p.m.—Senior Violin Recital**
  John Lim ’16 performs. Timken Room, Graves Hall.
- **7:30 p.m.—A Special Drama Lab Production**
  Un-tamed. Theatre Classroom.

#### Saturday, May 7
- **7 and 9 p.m.—A Special Drama Lab Production**
  Un-tamed. Theatre Classroom.

#### Sunday, May 8
- **2 p.m.—Senior Voice Recital**
  Alexa Rodriguez Pagano ’16 performs. Timken Room, Graves Hall.
- **4 p.m.—Senior Flute and Piano Recital**
  Diana Ding ’16 performs. Timken Room, Graves Hall.
- **4:30 p.m.—Faculty Dance Concert**
  Performance by faculty members and DeadFall Dance. Steinbach Theatre.

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### Religious Scene

#### Sunday, May 1
- **Noon—9 p.m.—Catholic Confirmation Class Retreat**
  Led by Dr. Mary Kantor. Log Cabin, off Highland Road.
- **6 p.m.—Protestant Service of Holy Communion and Bible Slam**
  Led by the Reverend Anne Gardner, Protestant Chaplain and Director of Spiritual and Religious Life. Student Preachers: Paige Busse ’19; Emily Ndoioko ’18; Vianna Kuhn ’16; Ashley Scott ’16; and Arzu Singh ’16. Special music by Dr. Abbey Siegfried, piano. Cochran Chapel.

#### Monday, May 2
- **7–8 p.m.—Andover Christian Fellowship**

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Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
JongHo Park to Give Senior Cello Recital
Tonight, Friday, April 29, at 7:30 p.m., the music department will present a senior recital featuring JongHo Park, cello, performing works by Francoeur, Schubert, Popper, and Chopin.

This concert, which is free and open to the public, will take place in the Timken Room in Graves Hall. For more information, call ext. 4260 or e-mail music@andover.edu.

Angela Tang to Give Senior Violin Recital
On Saturday, April 30, at 7:30 p.m., the music department will present a senior recital featuring Angela Tang, violin, performing works by Bernstein, Prokofiev, Kreisler, and Brahms.

This concert, which is free and open to the public, will take place in the Timken Room in Graves Hall. For more information, call ext. 4260 or e-mail music@andover.edu.

John Lim to Give Senior Violin Recital
On Friday, May 6, at 7:30 p.m., the music department will present a senior recital featuring John Lim, violin, performing works by Elgar, Sarasate, and Brahms.

This concert, which is free and open to the public, will take place in the Timken Room in Graves Hall. For more information, call ext. 4260 or e-mail music@andover.edu.

Janice Cheon to Give Senior Violin Recital
On Saturday, May 7, at 7:30 p.m., the music department will present a senior recital featuring Janice Cheon, violin, performing works by Ysaye, Frank, Dvořák, and Brahms.

This concert, which is free and open to the public, will take place in the Timken Room in Graves Hall. For more information, call ext. 4260 or e-mail music@andover.edu.

Alexa Rodriguez Pagano to Give Senior Voice Recital
On Sunday, May 8, at 2 p.m. the music department will present a senior recital featuring Alexa Rodriguez Pagano, voice, performing works by Meecham, Mozart, and others.

This concert, which is free and open to the public, will take place in the Timken Room in Graves Hall. For more information, call ext. 4260 or e-mail music@andover.edu.

Diana Ding to Give Senior Flute and Piano Recital
On Sunday, May 8, at 4 p.m., the music department will present a senior recital featuring Diana Ding, flute and piano, performing works by Chopin, Bach, Honegger, and others.

This concert, which is free and open to the public, will take place in the Timken Room in Graves Hall. For more information, call ext. 4260 or e-mail music@andover.edu.
Rebecca M. Sykes Wellness Center Dedication Ceremony

On Friday, May 6, at 5:15 p.m., the Academy will hold a special dedication ceremony for the new Rebecca M. Sykes Wellness Center, which opened its doors to students December 2, 2015. The event will take place on the lawn in front of the wellness center. Speakers will include Board of Trustees President Peter Currie ’74, P’03; Head of School John Palfrey; and Rebecca M. Sykes, who served Phillips Academy in a variety of roles for 30 years, most recently as associate head of school, before departing in 2013 to become president of the Oprah Winfrey Charitable Foundation. Please join us as we honor Becky Sykes and officially dedicate this important new building on campus named in her honor.

Faculty Meeting Schedule

May 2: SPI: Equity and Inclusion [Assessment and Faculty/Staff]
May 9: SPI: Sports and Exercise Requirement
May 16: 4x5 Implementation Committee
May 23: SPI: Intellectual Inquiry
May 30: No faculty meeting; Memorial Day

Sunday Funday Is Back!

Program for children of faculty and staff members

Sunday Funday, a community engagement program that brings together faculty and staff members, student volunteers, and the children of faculty and staff members, is back! We will be offering the following activities this spring term:

May 15: Coding with Maria Litvin
May 22: Soccer with Lisa Joel and Will Orben
Children ages 3 years through pre-K will meet from 9:30 to 10:15 a.m., and children in kindergarten through fifth grade will meet from 10:30 to 11:15 a.m. If you would like to sign up your child(ren), please go to http://bit.ly/IRINELE and fill out the online form. Please sign up by noon on the Thursday preceding the session.

Please e-mail Emilie Cliquet Hughes at ecliquet@andover.edu with any questions. Thank you!

—The Community Engagement Office

CelebrAsian continued from page 1

Sunday, May 1

• Alumni Brunch (11:30 a.m. to 1:30 p.m., Mural Room, Paresky Commons). Join us to celebrate our alumni’s successes and ask them questions about life after PA.

• NBC producer Wonbo Woo ’94 Featured at Roundtable on Journalism (3:30–5 p.m., Kemper Auditorium). Alumnus and Emmy Award–winning producer Woo headlines a panel of Harvard University Nieman Fellows in journalism.

Focus Group for International Faculty

As part of the Equity & Inclusion initiative, international faculty are invited to gather for a focus group meeting over dinner on Sunday, May 1. If you consider yourself an international faculty member—either because you were born in a different country or because you consider yourself “local” to multiple world regions—please join us to talk about issues that are of particular interest to you. Please e-mail lgriffith@andover.edu, lcaihurteau@andover.edu, or enyamwaya@andover.edu if you are interested, and we will let you know the time and place.

—Lilia Cai-Hurteau
Instructor in Chinese; Codirector, BASK: Lenses on China

Award-Winning Poet Mahogany Browne to Perform

On Saturday, May 7, at 8 p.m., spoken word poet Mahogany Browne will present her work in Kemper Auditorium. This event is free and open to the public.

A Cave Canem, Poets House, and Serenbe Focus fellow, Browne has been featured on Button Poetry. She is the author of several books, including Dear Twitter: Love Letters Hashed Out On-line. Browne bridges the gap between lyrical poet and literary emcee. She recently toured Australia as one-third of the cultural arts exchange project Global Poetics. Her poetry collections include Smudge and Redbone, and she is a part of the groundbreaking anthology The Break Beat Poets: New American Poetry in the Age of Hip-Hop. Her poetry has been published in literary journals such as Pluck, Manahattanville Review, Muzzle, Union Station Mag, Literary Bohemian, Bestiaray, Jornal, and The Feminist Wire. An Urban Word NYC Poet-in-Residence (as seen on HBO’s Brave New Voices) and founder of the Women Writers of Color Reading Room, Browne facilitates performance poetry and writing workshops throughout the country.

Sponsored by CAMD, WORD, and The Sisterhood; funded by the John H. Hosch Memorial Fund.
Modern Art and the Rise of Network Television

On Sunday, May 1, at 1 p.m., in conjunction with the Addison exhibition Revolution of the Eye: Modern Art and the Birth of American Television, Dr. Lynn Spigel, Frances E. Willard Professor of Screen Cultures, School of Communications, Northwestern University, will talk about early television’s role in popularizing modernism and consider how TV continues to influence American tastes and ways of seeing the world. The event is free and open to the public. Meet in the Museum Learning Center at the Addison Gallery.

The Way To Wellness

Harvard Medical School’s newsletter addresses the question of whether microwaving food in plastic is dangerous.

Chances are good that at some point you’ve received an urgent “Please Read This” e-mail about the dangers of microwaving food in plastic containers or plastic wrap, or run across an article about it on a website. The message is that chemicals leaching out of the plastic and into the food will cause cancer, reproductive problems, and other ills. Is there any truth to this or is it just another Internet-fueled urban legend?

The warnings contend that microwaving plastic containers releases cancer-causing chemicals called dioxins into food. But plastics don’t contain dioxins. They are created when garbage, plastics, metals, wood, and other materials are burned. As long as you don’t burn plastic in a microwave, you aren’t exposing yourself to dioxins.

Here are some things to keep in mind when using the microwave.

- Don’t let plastic wrap touch food during microwaving, because it may melt. Wax paper, parchment paper, white paper towels, or a domed lid that fits over the plate or bowl are better alternatives.
- Most takeout containers, water bottles, and plastic tubs or jars made to hold margarine, yogurt, whipped topping, and foods such as cream cheese, mayonnaise, and mustard are not microwave-safe.
- Before microwaving food, be sure to vent the container, leave the lid ajar, or lift the edge of the cover.
- Microwavable takeout dinner trays are formulated for one-time use only.

—Wendy M. Cogswell
Wellness Committee

Call for Participation: Technology and Learning Institute, June 14–16

Founded in 2007 at Choate Rosemary Hall, the Technology and Learning Institute (TLI) has provided faculty members with the opportunity to learn about how curricular technology integration positively impacts pedagogy and improves teaching and learning. This is the fifth year of the Eight Schools Association TLI professional development collaboration.

When: Tuesday, June 14, through Thursday, June 16

Where: Choate Rosemary Hall, Wallingford, Conn.

What: Choose from workshop themes described here: https://sites.google.com/site/esatli2016/participant-information/workshop-descriptions

Program Format: Attend workshops related to your chosen theme throughout the week in morning and afternoon sessions, network with colleagues from peer schools over meals and evening activities, and produce materials that you can use in your classes next year. More information can be found at https://sites.google.com/site/esatli2016/home/program-format

Stipend: A stipend will be provided.

Interested? Contact Erin McCloskey at emccloskey@andover.edu for more information (do not self-register on the website yet).
Academic Council Minutes

Minutes for Thursday, April 21, 2016

Present: Therese Zemlin, Judy Wombwell, Bill Scott, Patricia Russell (scribe), Leon Modeste, Peter Merrill, Erin McCloskey, Sean Logan, Christina Landolt, Chris Jones, Andy Housiaux, Brian Faulk, Pat Farrell, Steph Curci

Deb Olander joined the meeting to update the group on the ongoing master schedule design work for 4x5 and a shift in the course numbering system in preparation for the transition from Datatel to Unit4 and to the 4x5 schedule.

After soliciting feedback, the Academic Council constructed an end-of-term schedule for next year that will serve as a transition from this year’s extended period week format to the new format beginning in 2017–2018. The 2016–2017 end-of-term schedule for all three trimesters is posted under Academic Resources on Panet.

Academic Council members recognize the pressure and uncertainty that some colleagues are feeling during a period of change in PA’s schedule and program, and we are continuing to discuss and plan how best to support all teachers in their planning work over the coming year and beyond. All suggestions and feedback are most welcome, including what resources and supports will be most helpful to teachers.

There are a number of professional workshops scheduled during the week of June 13–17, both on and off campus. Teachers are encouraged to speak to department chairs, Erin, Pat, or Trish if they are interested in the Technology Learning Institute at Choate, the Learning in the World Training at Hotchkiss, or any other professional learning opportunities that have been announced.

The Community Engagement Office Thanks You!

Working with more than 30 organizations in 16 different cities and towns, approximately 1,400 students, faculty members, administrators, and staff came together during Non Sibi Weekend 2016 to learn more about how our community partners address community-identified needs every day. We want to express our sincere gratitude to everyone who volunteered alongside our students and provided on-campus support for our office throughout the weekend. Thanks also to the many groups across campus that assisted with planning this event: the Addison Gallery, Aramark, Athletics, the Chaplaincy, the Office of Community and Multicultural Development, College Counseling, Communications, the Dean of Students Office, the Dean of Studies Office, Human Resources, OPP, Information Technology, the Polk-Lillard Electronic Imaging Center, Public Safety, and the Rebecca M. Sykes Wellness Center. We look forward to seeing everyone again next year! Mark your calendars for the 10th NSW, which will be held April 21 and 22, 2017.

—Monique Cueto-Potts
Director, Community Engagement

Confluence Application Deadline Is Today!
Confluence is a new, yearlong Learning in the World program that will engage students with their local communities to help bring positive social and environmental change. Interested local boarders and day students who are rising lower in the class of 2019 are encouraged to apply by today, Friday, April 29. For more information, visit http://tanginstitute.andover.edu/2016/04/application-launches-for-unique-opportunity-in-learning-in-the-world/.

Tonight! Learning in the World Art Exhibition: Divergent Thinking, Global Imagination
Tonight from 7 to 9 p.m. in Steinbach Gallery, George Washington Hall, Andover students will display original works of art inspired by their 2014–2015 Learning in the World experiences. Students developed their pieces in response to a prompt about the role of immersive cultural experiences in cultivating divergent thinking. The event will also include desserts from around the world, a performance by the dance group Hypnotic, and a Learning in the World photo booth. Come join us! For more information, visit http://tanginstitute.andover.edu/2016/04/art-exhibit/.

Tang Lunch & Discussion:
Writing and Teaching to Change the World
On Thursday, May 5, at 12:10 p.m. in Pearson C, Tang fellows Lou Bernieri, director of Andover Breadloaf and instructor in English, and Monique Cueto-Potts, director of the Office of Community Engagement, will discuss Writing and Teaching to Change the World, a new senior elective they have been offering this year. The course stems from a collaboration among PA’s Department of English, OCE, the Lawrence Public Schools, and other Lawrence community organizations. If you would like to join us, please RSVP to tanginstitute@andover.edu. Please feel free to share this invitation widely (http://tanginstitute.andover.edu/get-involved/events/).

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
Thank You for Making the Relay for Life a Huge Success!

We are delighted to report that Andover’s third annual Relay for Life was, once again, an enormous success. This year, Andover raised more than $54,000 for the American Cancer Society and had a record-setting 360 registered walkers last Saturday. Over the past three years, Andover’s Relay for Life has raised more than $168,000 in the fight against cancer!

The event would not have been successful without the help and generosity of many in our community. The board of Campuses Against Cancer extends its gratitude to so many: our friends in Paresky; OWHL staff; OPP painters; Heather Thomson; Kenny Christian; many PSPA volunteers; all the faculty, staff, and parents who provided food; Steph Cormier; Chris Capano; Monique Cueto-Potts; and our representative from the American Cancer Society, Brian Alexander.

The night was a mix of music, laughter, friendship, remembering, inspiration, hope, and tears. Numerous sports teams, dormmates, and friend groups walked alongside faculty, staff, and PA parents. A special thank-you to the son of Taylor Ware, who held his 9th birthday party at the Relay for Life, encouraging his friends to donate to the cause in lieu of giving him birthday gifts. Will Ware inspired us all, saying, “I relay for more birthdays. I want kids and adults to have more birthdays.”

If you would still like to donate, it’s not too late! Please visit http://bit.ly/1NUstOq. We are already excited for the 2017 Relay for Life. Together, we can find a cure.

—Lisa Joel
Faculty advisor to Campuses Against Cancer

Faculty Dance Concert

On Sunday, May 8, at 4:30 p.m., members of the faculty will present a dance concert in Steinbach Theatre. Faculty members Erin E. Strong, Natalie Wombwell, and Judith Wombwell will be joined by members of DeadFall Dance in this informal showing. The program will include a new version of “Life Unlived” and a new work in progress choreographed by Wombwell, as well as “Heaven’s Hanging Low,” a solo performed and choreographed by Strong. In honor of Mother’s Day, Natalie and Judith Wombwell will dance “Shed,” a piece they have performed together in several different venues over the past 12 years. The performance is a family friendly and will include audience interaction and feedback.

The Culture of Food in England, 1200-1500

Hated by Einstein, and Gambled on by Hawking Became Loved; Black Hole: How an Idea Abandoned by Newtonians, Ignored by Einstein, and Gambled on by Hawking Became Loved; The Culture of Food in England, 1200-1500

From the OWHL

NestED: Felice Frankel, Picturing to Learn

Please join us Wednesday, May 4, at 7 p.m. for a NestED talk by Felice Frankel, science photographer and principal investigator of the National Science Foundation-funded program Picturing to Learn (www.picturingtolearn.org).

Picturing to Learn studies how making representations aids in teaching and learning. The idea began with Frankel’s experiences while working with scientists to express their research visually. It was clear that when the researcher created drawings to explain phenomena, the process itself seemed to clarify the science in the mind of the researcher. Frankel approached a team of educators and cognitive scientists with the idea of using this in the classroom, and all agreed this would be an innovative approach for teaching and learning. A database of 3,000 analyzed drawings from various undergraduate science courses is now available through Picturing to Learn.

Frankel is a research scientist in the Center for Materials Science and Engineering at the Massachusetts Institute of Technology and a fellow of the American Association for the Advancement of Science. She most recently developed and instructed the first online MOOC addressing science and engineering photography, Making Science and Engineering Pictures: A Practical Guide to Presenting Your Work.

For more information, please contact Claudia Wessner at cwessner@andover.edu.

NestED, the OWHL makerspace’s speaker series, invites makers, educators, artists, and innovators to come speak at the Nest, demo their projects, and provide inspiration. All members of the Phillips Academy community—students, faculty, and staff—are invited to attend.

Book Funds Available: Yale University Press

Thanks to a generous endowment, the OWHL is able to purchase a number of books every year published by Yale University Press. We would like your help in choosing titles to add to our collection!

Please visit www.yalebooks.com to see their offerings. Yale University Press publishes titles in all academic disciplines, from science and technology to the humanities. They have also released their spring 2016 catalog, which includes such titles as North Korea’s Hidden Revolution: How the Information Underground is Transforming a Closed Society; Lusitania: The Cultural History of a Catastrophe; Black Hole: How an Idea Abandoned by Newtonians, Hated by Einstein, and Gambled on by Hawking Became Loved; and The Culture of Food in England, 1200-1500.

All suggestions and recommendations are welcome. The titles could support a current class or a course you are planning, or be of general community interest.

Please send all suggestions to Liza Oldham at loldham@andover.edu by June 1.
Yoga Classes Return

The Employee Wellness Committee is pleased to announce another six-week yoga session for PA faculty, administrators, and staff. The instructor, Sarah Shea, has been teaching yoga for more than five years and was well received by the participants during winter and spring terms. Sarah has taught people at all levels and of all ages, as well as those with a wide variety of limitations, be they new injuries, chronic injuries, or limited mobility. Sarah is certified in hatha vinyasa yoga, having earned her RYT-200 certification from Jiva Yoga Center in South Carolina. She is also a registered Yoga Alliance instructor.

The six-week session will cost $90 per person (nonrefundable) for a class of fewer than 20; if more than 20 enroll, the price drops to $70 per person. The class will meet weekly at 5:30 p.m. on either Tuesday or Wednesday, depending on interest. Please e-mail Nancy Lopez at nlopez@andover.edu if you are interested (subject line: Yoga at PA), noting your preference between Tuesday or Wednesday. You will be contacted with payment information, finalized date, and location. We would like to start next week, so if interested, please reach out at your earliest convenience. Namaste!

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.

Open Door Session: Rachel Skiffer, Dean of Policy and Strategic Planning

Join Rachel Skiffer for this year’s final installment of the SAC’s “Open Door” series Monday, May 2, from 6 to 6:45 p.m. in the Underwood Room.

Offered in the spirit of shared governance, the Open Door series features members of the SAC presenting information about how various areas of the academy are managed; the series encourages questions and open dialogue about the work that staff and administrators do behind the scenes to make great teaching and learning possible at PA.

The session is open to faculty and staff. Pasta and salad will be served.
Save the Dates! Important Dates and Times to Hold

**Tuesday, May 10**, 3–4 p.m.—Staff and Administrator Meeting, Kemper Auditorium

**Tuesday, May 10**, 4–5 p.m.—Retirement celebration honoring Steve Carter, COO/CFO, who will be retiring in June. Join us for a coffee hour in the Underwood Room after the staff and administrator meeting to thank Steve for his many contributions and support of the work of staff and administrators. We look forward to having you join us in wishing Steve well! (Note: Steve will also be celebrated in May with the faculty and trustees.)

A Celebration of Service for Staff and Administrators

On **Wednesday, May 25**, the Academy will honor and celebrate staff and administrators who have reached 10-, 15-, 20-, 25-, and 30-year service milestones in the 2016 calendar year. Join us at 3 p.m. in the Smith Center for this celebration of service and dedication to the Academy! Congratulations to the following recipients:

**30 Years of Service**
- Dennis Conroy, Residential Maintenance
- Celeste Dascoli, Oliver Wendell Holmes Library
- Danny DeFrancesco, Residential Maintenance
- Susan Faxon, Addison Gallery of American Art
- Juliann McDonough, Addison Gallery of American Art
- Gary Mignault, Capital Projects

**25 Years of Service**
- Brian Coleman, Addison Gallery of American Art
- William Kent, Custodial Department
- Valerie Mack, Admissions Office
- George Robertson, Public Safety Office

**20 Years of Service**
- Wendy Cogswell, Public Safety Office
- Paula Driscoll, Technology Office
- Maria Elliott, Technology Office
- Jacqueline Fallon, Summer Session
- Diane Glynn, Office of Academy Resources

**15 Years of Service**
- Arlene Collins, Ice Rink Operations
- George Cote, Electrical & Mechanical Maintenance
- Ruth Davis, Work Control-OPP
- JoAnne Fallon, English Department
- Maureen Ferris, Office of the COO/CFO
- David Flash, Office of Academy Resources
- Judy Hoyt, Technology Office
- Elisa Martyn, Wellness Center
- Shawn McCallagat, Wellness Center
- Madeline Minahan, Admissions Office
- Andrea Brillaud, Ice Rink Operations
- Rodney Rivera, Public Safety Office
- Benjamin Ruggles, Ice Rink Operations
- Austin Sharpe, Addison Gallery of American Art
- Paul Sialatis, Grounds
- Joseph Tambeau, Residential Maintenance

**10 Years of Service**
- Robert Acorn, Wellness Center
- Lisa Conlon, Wellness Center
- Maryann Connolly, Wellness Center
- Ramona Cruz, Custodial Department
- Cheryl Douty, Art Department
- Lisa Foster, Office of Academy Resources
- Anna Gesing, Addison Gallery of American Art
- Stacy Gillis, Office of Academy Resources
- Catherine Golas, Wellness Center
- Sherri Gray, Technology Office
- Nancy Jeton, Head of School’s Office
- Richard Kibberd, Addison Gallery of American Art
- Eileen Leary, Comptroller’s Office
- Eric Matlin, Ice Rink Operations
- Betty Mobbs, Wellness Center
- James O’Brien, Ice Rink Operations
- Sharon Pei, Oliver Wendell Holmes Library
- Michael Reist, Investment Office
- Elizabeth Tompkins, Oliver Wendell Holmes Library
- Irene Tucker, Admissions Office
- Charles Wilkinson, Addison Gallery of American Art

Performance Evaluation Process for Administrators and Staff

We are well under way with the performance evaluation process. Managers and supervisors are reminded that they should target April 30 as the deadline to finish writing assessments and that evaluation meetings should be held between May 16 and June 10.

The new evaluation and self-assessment forms can be found on the Human Resources Page of PANet. The timeline for this year’s process can be found below.

<table>
<thead>
<tr>
<th>Week of February 22</th>
<th>Evaluation form and self-assessment forms released</th>
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<tbody>
<tr>
<td>February 22 – April 30</td>
<td>Manager/supervisor writes evaluation</td>
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<tr>
<td>By March 30</td>
<td>Self-assessments due to manager/supervisor</td>
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<tr>
<td>May 16 – June 10</td>
<td>Managers and employees have performance evaluation meetings; employees receive rating and increase percentage</td>
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<tr>
<td>July</td>
<td>Increases go into effect</td>
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Employment and Benefits News continued on page 10

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
Community Shred and Food Drive

The Employee Wellness Committee is pleased to offer employees a free Community Shred on Saturday, April 30, from 10 a.m. to 2 p.m. on Abbot Campus Road (in the parking lot by the OPP garages). We are also proud to partner with the Office of Community Engagement to combine our event with a food drive for Neighbors in Need, a local organization that feeds the hungry in our neighboring communities. Though the shred event is free to employees, we ask that you bring a food item from the following list of suggestions, along with the material you want to shred.

Canned Foods
- Goya pink beans
- Goya green pigeon peas
- Vegetables—all kinds
- Soups and stews
- Peanut butter
- Tuna
- Other canned meats, e.g. chicken
- Spaghetti sauce with meat

Packaged Foods
- Rice—Goya, Canilla, or Carolina, not Uncle Ben’s or Minute Rice
- Pasta
- Macaroni and cheese
- Parmalat milk

Baby Needs
- Formula—Enfamil with Iron
- Baby food
- Diapers—all sizes
- Baby wipes and other supplies

Financial Counseling Available with TIAA

The Academy is making individual, confidential financial counseling sessions with TIAA available to employees at no additional cost.

A TIAA financial consultant will be on campus to discuss how you can achieve your financial goals by investing in solutions such as mutual funds, brokerages, life insurance, and annuities. These individual counseling sessions are intended to help you simplify your retirement by:
- Consolidating your retirement accounts to make it easier to manage your holdings
- Offering any needed estate planning, including addressing life insurance needs and wealth transfer strategies
- Reviewing your retirement income options to provide you with the most flexibility possible

The next group of meetings will take place between 9 a.m. and 3 p.m. on the following days:
- Wednesday, May 11
- Wednesday, June 8
- Thursday, July 28
- Tuesday, August 9

All meetings will be held in the 2nd Floor Conference Room in GW Hall, with the exception of the May 11 sessions, which will be held in the Trustee Room. Space is limited. To reserve your session, please contact TIAA at 866-843-5640, from 9 a.m. to 8 p.m. (EST).

Employment Opportunities

Programming and Digital Content Producer

OWHL

The OWHL seeks a Programming and Digital Content Producer to perform key functions within the OWHL: Develop programming for patrons ranging from displays to interactive events exploring issues and debates of interest to the Phillips Academy campus community; develop digital content focused on archival holdings, oral histories, campus interviews, and current research; and provide excellent patron service as well as perform various activities related to the circulation service desk, including the periodical maintenance.

The ideal candidate will possess the following key skills and knowledge:
- Master’s degree in humanities-related field such as English, history, philosophy, or religion, or a field such as communications or education. Master’s degree in education a plus.
- Ability to write effectively and clearly
- Strong research and storytelling skills
- Ability to work with archival records
- Some background in oral history, or willingness to train
- Ability to use video and video editing equipment and software

The complete job description can be found employment page on the Phillips Academy website. To apply, send cover letter and resume to hr@andover.edu by May 13.

Phillips Academy is an Equal Opportunity Employer.

—Leeann Bennett
Director, Human Resources
Administrative Evaluations for Trish Russell and Pat Farrell

This spring, Trish Russell and Pat Farrell will participate in comprehensive administrative evaluations. Both administrators will ask those who work directly with them to complete an evaluation form. In addition, any faculty or staff member who wishes to participate in Trish’s and Pat’s evaluations is invited to do so by submitting written comments to Leeann Bennett, director of human resources, by today, April 29.

The following three questions are standard in the evaluation process and may help you focus your responses. They are suggested only to supply a starting point for your thoughts.

1. What does the administrator do well in his or her job?
2. How can he or she be supported in this good work?
3. Do you have suggestions for what he or she can improve or how the institution can support such growth?

Trish Russell, Dean of Studies

The dean of studies has responsibility for the academic program. She works with departments, coordinates with faculty working groups, LAMS, OAR, and OIT to support the faculty in ongoing curricular development and implementation of the 2014 Strategic Plan.

The dean of studies chairs the Academic Council and coordinates responses and communications on behalf of the Student Response Team. Members of the team in the Dean of Studies Office together manage all aspects of student enrollment, new student placement, Course of Study, scheduling, advising, grading, calendar, books, prizes, academic integrity proceedings, and security and storage of student information.

The directors of the Tang Institute, Disability Services/Academic Skills Center, and the Peabody Museum report to the dean of studies, and she works closely with the dean of faculty on hiring, evaluation, sabbaticals, and awarding of teaching foundations/instructorships.

Pat Farrell, Dean of Faculty

The dean of faculty oversees the hiring, evaluation, management, and professional development of the faculty. The dean’s duties include the following:

- Meet with department chairs to determine personnel needs
- Coordinate the recruitment and hiring of new faculty
- Schedule and coordinate faculty evaluations
- Oversee faculty development
- Administer faculty sabbatical program
- Establish faculty salary scale
- Organize faculty contracts and contract letters
- Manage faculty workload
- Administer teaching foundations and instructorships
- Mediate faculty disputes
- Address concerns about individual faculty members
- Coordinate updating of faculty handbook
- Oversee faculty housing assignments
- Provide support to and supervision of the assistant dean of faculty
- Assign named teaching fellowships

The dean of faculty is a member of the following standing committees:

- Senior Administrative Council
- Academic Council
- Faculty Advisory Committee
- Faculty Benefits
- Faculty Housing
- Travel Oversight

—John Palfrey
Head of School

Results From the Non Sibi Waste Audit

On April 22, the annual waste audit took place on campus. A group of students, faculty, and staff thoroughly sorted through more than 1,200 pounds of material from three campus trash and recycling dumpsters.

After auditing 744 pounds of materials from the trash dumpsters, we learned that 511 pounds (69 percent) was, in fact, trash. The remainder included 171 pounds (23 percent) of recyclables, 38 pounds (5 percent) of compost, and 24 pounds (3 percent) of film plastic.

Upon auditing 495 pounds of materials from the recycling dumpsters, we discovered that 374 pounds (76 percent) was, in fact, recyclables. The remainder included 83 pounds (17 percent) of trash, 27 pounds (5 percent) of compost, 9 pounds (2 percent) of film plastic and 2 pounds of Styrofoam.

The Academy’s solid waste and recycling vendor, Casella, which sponsored the event, was helpful answering questions about sorting. Casella also provided students with sunglasses and Frisbees made from recycled water bottles.

The knowledge gained from this exercise will assist us in educating the campus as we strive to increase our recycling rate and divert materials from the landfill. One lesson we have learned is that, when in doubt, it is best to recycle. Human systems on the processing end help ensure that waste is separated properly.

—Russell D.H. Stott
Senior Manager, Campus Design, Sustainability & Grounds

—Mark A. Cutler
Spanish Instructor, Fuess House Counselor, & Outdoor Pursuits Codirector
Strategic Plan News

Coming Soon: Athletics Vote and Other Key Topics

The faculty meeting on **Monday, May 9**, will feature an open discussion about a proposed change to the sports and exercise diploma requirement. Together we will consider the Athletic Philosophy Implementation Working Group’s recommendation to shift from the current 11-trimester sports and exercise requirement to a 10-trimester requirement. The group’s proposal stems from extensive research, including a review of past survey data, a round of new faculty and student surveys, and a comparative analysis of peer schools’ requirements. Overall results demonstrated a desire for enhanced flexibility in the student athletic program at Andover.

Following a few days of reflection, faculty members will be asked to participate in a binding vote on the issue. A decision to change the requirement would take effect in the fall of 2017, when the new 4x5 schedule is also implemented. A decision against the change would leave the requirement as is. It is important to note, however, that athletics at PA will continue in its current trimester schedule, regardless of the new, four-term schedule and the outcome of the diploma requirement vote.

Other Key Topics

At our most recent faculty meeting, on April 25, members of the Empathy & Balance Implementation Committee presented their ongoing work and topics for consideration. With a charge to “prioritize mutual understanding and individual well-being as essential to a thriving community,” the E&B team has been creating a comprehensive, multiyear health curriculum that will incorporate a heavier dose of social-emotional teaching and learning across our educational program. Stay tuned for more information about this important initiative.

Other upcoming faculty meetings related to the Strategic Plan include the May 2 update on Equity & Inclusion; a follow-up discussion about the new schedule on May 16; and an update from the Intellectual Inquiry group on May 23 ([http://sp2014.andover.edu/2016/03/25/faculty-meeting-spring-discussions/](http://sp2014.andover.edu/2016/03/25/faculty-meeting-spring-discussions/)). We appreciate, as always, the ongoing collaboration of our community!

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Senior Administrative Council

**Minutes from Monday, April 25**

**Present:** Andrea Nix; Fernando Alonso; Jennifer Elliott; John Palfrey; Linda Griffith; Nancy Jeton; Patricia Russell; Patrick Farrell; Rachel Skiffer; Sean Logan; Stephen Carter; Thomas Lockerby.

**Excused:** Jim Ventre, Tracy Sweet

We heard the following check-ins from the group.

Andrea Nix: There is very good progress being made on the implementation of Agresso.

Linda Griffith: Non Sibi Day was a great success; a big “thank you” to Monique and her team. Suzanne Torabi and Linda are going to the National Coalition Building Institute for a “Train the Trainer Program” on diversity, equity, and inclusion for staff, faculty, and students. About 60 White Privilege Conference attendees from the past two years will gather to discuss their experiences in the near future.

Steve Carter: IMAX work is in good shape. It has been a challenging process, but people are doing a good job getting the work done. Steve was part of a group that visited Endicott College to look at its performing-arts center. It was a productive visit that helped our team explore different design/build ideas as we consider our own future building projects.

Jenny Elliott: There was a fantastic turnout for the Take Back the Night program coordinated by Flavia Vidal, Tasha Hawthorne, and Sofia Tirado (Brace advisory board). Last Friday night, the Smith Center was converted into a roller-skating rink for all students. Relay for Life was a great success and a wonderful community event. The Sykes Center reports that the flu is trending down. The deans are busy with the housing process.

Sean Logan: The college fair is Monday night. Approximately 150 colleges were expected on campus, and 18 high schools were invited to participate. Seniors need to make their college choices by May 1. Waitlist activity will follow.

Thom Lockerby: OAR staff are busy as they approach the end of the fiscal year and prepare for the board of trustees meeting. Thom asked that (if possible) his office be informed when alums return to campus for various programming opportunities. They do not always get the information.

Trish Russell: Erin McCloskey, Rachel Skiffer, and Trish are headed to Cleveland on Wednesday for a conference on redesigning transcripts.

There was a discussion about Learning in the World protocols and how that works with other travel programs and financial aid implications.

Maureen Ferris joined the group to discuss a set of guidelines to deal with the use of drones on campus.

There was a discussion with our attorney, David Wolowitz, and Maureen Ferris about student protection principles.
Classified Ads

Seeking a Summer Rental in Naples, Florida, any time between June 15 and August 1, for about a week. We are staff members, and our daughter, a 2015 PA grad, is doing a theatre internship in Naples this summer. We would like to visit her and are looking for a place to rent that wouldn’t be too expensive. Do you have property in Naples that you don’t use in the summer? Would you be willing to rent it to a PA family? If so, please contact me at vbarczak@andover.edu. Thanks!

For sale: Over-stove Amana microwave oven/hood, $40; maple-wood chest of (5) drawers, $15; mahogany gate-leg side table, $20; miscellaneous toys, games, $5-$10; a 10-speed touring bike in good condition, $20; child’s wooden swivel desk chair, red, $30. E-mail dstern@andover.edu.

Wanted: Lots and lots of bubble wrap, and mirror/flat screen TV/art boxes. Please call Dominique at 443-474-0139 or e-mail dzeltzman@andover.edu.

For Rent: 2 Upland Road, Andover. Recently renovated, 1.5 miles from Phillips Academy. $2,600/month. Enclosed porch and wraparound deck. Two bedrooms plus office upstairs; updated eat-in kitchen; 1 3/4 refinished bathrooms. Washer and dryer included. Detached single-bay garage. Please contact jsousa@andover.edu for details.

Toddler gear: Blue Car bed for FREE (uses crib/toddler bed mattress) with wooden slats to support. Also, baby-carrying backpack. I can send you pictures of either if you e-mail me. Contact Amy at a_latvakokko@yahoo.com or call ext. 4897.

For Sale: Philips Avent Breast Milk Pump w/shoulder bag & microwave steam sterilizer, $60. Rocking chair, $50 (you pick up). Baby Trend infant car seat, $40 (1 yr old). Two Pack ‘n Plays: w/bassinet, $40; with bassinet & changing station, $50. And more: doorway jumper, two-way infant bathtub, bouncer w/sounds, baby-food maker, diaper pail & bags. Contact Rebecca at rgeragosian@andover.edu or call ext. 4285.

For Rent: We have ONE more week left of rental on Cape Cod! July 9-16 is still open. Chatham, Mass., home to great white sharks, great beaches, restaurants, bandstand concerts, Cape Cod baseball, Cape Cod bike trails, lots of outdoor space, and so much more. Grab it while you can. Contact pmurphy@andover.edu.

For Sale: LL Bean green polyester hammock with green metal stand, $110. Heavy duty hand lawn mower, $20. Sears Craftsman 18-inch electric lawn mower, $25. Contact Tom Cone at 978-886-0708 or e-mail tcone@andover.edu.

Moving Sale:
- 2 oak twin platform beds with headboard and storage drawer, excellent condition, $75 each
- Queen-size bed, $25
- Round kitchen table and 3 chairs, $75
- Treadmill, $75
- Teak TV stand, $25
- Wall-mounted teak desk, $10
- Aquarium set (brand new), 10”x12”x20”, $20
- Floor bathroom cabinet, $20
- Wall-mounted bathroom storage unit, $15
- Two-drawer white file cabinet, $20
- Nine storage cubes, $5 each
- Wood frame mirror, 50”x32”, $20
- Wood frame mirror, 32”x24”, $15
- Freestanding Ikea closet, 82”x31”, $10
- Pull-out sofa couch, in reasonable condition, $25
- Kidney-shaped coffee table, $10
- Rocking chair, $15
- Recliner in reasonable condition, free
- Two wood dressers, free

Photos are available on request. Contact Max Alovisetti at malovisetti@andover.edu or 978-475-0598.