AAAD Recipients Coming to Campus

The sixth annual celebration of the esteemed recipients of the Andover Alumni Award of Distinction (AAAD) will take place on **Tuesday, November 7**, at 6 p.m. in Paresky Commons’ Mural Room. All students, faculty, and staff are welcome to this special event; **registration** is required. If you would like to connect with these alumni with a class or club, please reach out to Judy Davis in the Office of Alumni Engagement at jdavis1@andover.edu or ext. 4305. This year’s AAAD recipients are:

**Macky Alston ’83**
Alston is a documentary filmmaker and the director of Auburn Media, a division of the Center for Multifaith Education at Auburn Theological Seminary.

**Dorothy Cheney ’68**
Cheney is a primate researcher and a professor of biology at the University of Pennsylvania’s School of Arts and Sciences.

**George Bundy Smith ’55, P’83 (posthumous)**
Smith was a retired judge and civil rights advocate; he received the Academy’s Fuess Award in 1985.

**Genevieve Young ’48**
Young is the former senior editor of Little, Brown & Company and editor in chief of Literary Guild of America.

The AAAD recognizes and honors alumni/ae of Phillips Academy or Abbot Academy who have served with distinction in their fields of endeavor. The recipients will also be honored during the **Finis Origine Pendet** All-School Meeting on **Wednesday, November 8**. While on campus, the recipients will have the opportunity to engage with faculty and students in the classroom.

—Judy M. Davis, Assistant Director, Office of Alumni Engagement

Brace Center Welcomes Dr. Caroline Heldman

On **Wednesday, October 25**, at 7 p.m. in Kemper Auditorium, political commentator and activist Dr. Caroline Heldman will present “Are We Ready for a Woman in the White House?”

A political commentator for MSNBC, Fox Business News, RT America, and Al Jazeera English, Heldman specializes in the American presidency and systems of power, as well as media, gender, and race in the American context. She is chair of the politics department at Occidental College.

—continued on page 3—

WEEKEND DUTY SCHEDULE

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Because of your smile, you make life more beautiful.
—Thich Nhat Hanh
Friday, October 20

6:30 and 9 p.m.—Grasshopper Night*
Produced by the Theatre and Dance Student Leaders. Admission is free.
Tang Theatre.

7:45 p.m.—Orchestra and Band Concert
Featuring works by Beethoven, Mendelssohn, Mozart, Sousa, Holtz, Hazo, and others. Cochran Chapel.

Saturday, October 21

3 p.m.—Student Solo Recitals
Timken Room, Graves Hall
6:30 and 9 p.m.—Grasshopper Night*
Produced by the Theatre and Dance Student Leaders. Admission is free.
Tang Theatre.

7:45 p.m.—Music of the Spheres
Featuring the PA chorus and Fidelio Society perform works by Galileo, Moody, Thompson, and others. Cochran Chapel.

Wednesday, October 25

Noon—Mindfulness Session
Learn how to incorporate mindfulness into your everyday life. Addison Gallery.

7 p.m.—Brace Center Talk
Political commentator and activist Dr. Caroline Heldman presents “Are We Ready for a Woman in the White House?” Kemper Auditorium.

Thursday, October 26

6 p.m.—Costume Story Time
Join Officer Wendy for a few not-so-spooky stories. Children’s Area, OWHL.

Friday, October 27

7:30 p.m.—Senior Concert
Cellist Daniel Yen ’18 will perform. Free and open to the public. Timken Room, Graves Hall.

* Please note: Tickets to Grasshopper Night are sold out, but there will be a waiting list. To add your name, line up in the lobby of GW Hall one hour before the show’s start (5:30 p.m. for the 6:30 p.m. show; 8 p.m. for the 9 p.m. show). You must be present to put your name on the waiting list; names will be called approximately 10 minutes before the show begins. Grasshopper Night will also be simulcast live in Kemper Hall this year. No tickets are needed; seating is on a first-come, first-served basis.

Religious Scene

Friday, October 20

5:30–7 p.m.—Jewish Shabbat Service and JSU Meeting
Led by Rabbi Michael Swarttz and members of the Jewish Student Union. All are welcome. Ada’s Room, Paresky Commons (tonight’s meeting only).

Sunday, October 22

6 p.m.—Protestant Compline Service

6:45–7:30 p.m.—Roman Catholic Mass
Overseen by Mary Kantor, Catholic chaplain, with priests of the Archdiocese of Boston presiding. Special music by Abbey Siegfried, school organist. Kemper Chapel, Cochran Chapel.

Monday, October 23

Please note: There are no classes today; faith groups will not meet.

Tuesday, October 24

5:15 p.m.—Catholic Student Fellowship (CSF)
Advisor: Mary Kantor. Paul’s Room, Paresky Commons.

Wednesday, October 25

5:30–6:30 p.m.—Gospel Choir
Director: Michael Belcher. Pfatteicher Room, Graves Hall.
Brace Center Talk, continued from page 1

In her talk, Heldman will explore the historic and current challenges to electing a female president in the United States. Her presentation blends contemporary data with historical accounts of female presidential contenders, with special emphasis on the 2016 election.

In addition, Heldman will be available to visit some classes on Thursday, October 26, and Friday, October 27. Interested faculty should please contact Flavia Vidal at fvidal@andover.edu or ext. 4185.

Heldman’s visit is sponsored by the Brace Center for Gender Studies thanks to a grant from the Abbot Academy Fund.

—Flavia Vidal
Director, Brace Center for Gender Studies

All-School Meetings

Please note that all meetings are held from 10:50–11:35 a.m. on Wednesdays unless otherwise stated.

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<tr>
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<tr>
<td>October 25</td>
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<td>November 1</td>
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<td>November 8</td>
<td>Finis Origine Pendet AAAD recipients</td>
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<td>December 6</td>
<td>Welcome to Winter Term</td>
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<td>December 13</td>
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Family Weekend Music

Our special Family Weekend performances will include the Academy orchestras, bands, and choruses as well as individual student performances. All concerts are free and open to the public.

The Orchestra and Band will perform tonight, Friday, October 20, at 7:45 p.m. in Cochran Chapel. The orchestra program will include Symphony No. 4, op. 60 in B-flat major by Beethoven, Mendelssohn’s Symphony No. 5 in D Major, Op. 107, the “Reformation Symphony”, Divertimento no. 3 in F, K138/125c, by Mozart, and Parry’s Suite in F for Strings. The Concert Bands will perform works by Sousa, Holtz, Hazo, and others.

Tomorrow, Saturday, October 21, at 3 p.m., PA music students will be featured in a recital of solo works. This concert will take place in the Timken Room in Graves Hall.

Also tomorrow, Saturday, October 21, “Music of the Spheres” will be presented at 7:45 p.m. in Cochran Chapel. This choral concert will feature the PA chorus and Fidelio Society performing works by Moody, Siegfried, Galileo, Gjeila, Barber, Thompson and others, as well as traditional songs.

Please contact the music department at ext. 4260 or music@andover.edu for more information.

—Holly Barnes
Director of Performance

The Andover Gazette
Libby O’Brien (ext. 4659)
Editor
Tracy Sweet (ext. 4313)
Director of Academy Communications

Printed on recycled paper in Central Services. Please recycle your Gazette.

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
Senior Cellist Performs
On **Friday, October 27**, at 7:30 p.m. in the Timken Room, Daniel Yen ’18 will perform works by Bach, Shostakovich, Brahms, and Popper in a solo concert. The performance is free and open to the public.

For more information, please email music@andover.edu.

—Wendy Heckman
Music Department

Submit Summer Grant Reimbursement Requests
All faculty who were awarded course development, faculty development, or Kenan Grants but have not yet requested payment should do so by **Monday, October 30**. Faculty who need to extend the deadline due to ongoing work or other circumstances should contact Yasmine Allen at ext. 4008 or yallen@andover.edu.

For stipend payments, please complete the stipend request form and submit it to the Dean of Faculty Office.

For expense reimbursement, please complete an expense report via Chrome River and submit it for approval to the Dean of Faculty Office.

We appreciate your help in awarding allocated funding. It helps us identify unspent funds that can be reallocated for additional important work this year!

—Yasmine Allen
Assistant Dean of Faculty

Join the Fun
All children of faculty, staff, and administrators are invited to the Academy’s annual Halloween Party on **Tuesday, October 31**, at Susie’s! Come in costume for pizza, drinks, treats, and crafts. The party starts at 4:30 p.m. and will be followed by the ever-spooktacular Halloween parade around Commons at 5:30 p.m., leaving the older kids enough time for some quality trick-or-treating afterward.

No RSVP is needed, but if you have questions or would like to volunteer to help with setup, please email jennhoenig@gmail.com or call ext. 4865. This will be my 10th and final year organizing the party, so please let me know if you’re interested in carrying on this wonderful tradition!

A special thank you to the Office of the Head of School, which generously sponsors this event each year!

—Jenn Hoenig

OWHL Redesign Plans
The steering committee for the Oliver Wendell Holmes Library redesign invites you to a drop-in session in the Mural Room on **Thursday, November 2**, from 5 to 7 p.m. to view the conceptual plans for the future library space. Architects from the Ann Beha Architecture firm will be on hand to show artistic renditions of some of the new spaces and floor maps of the redesign, as well as to answer questions and gather feedback. The session promises to be both interactive and informative. Hope to see you there!

—Ferd Alonso, Mike Barker, Clyde Beckwith, Betsy Davis, Nancy Jeton, and Larry Muench

Sunday Funday “Bouquet of Peace”
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! On **Sunday, November 5**, children are invited to create their own masterpiece in Paula Driscoll’s workshop “Bouquet of Peace,” inspired by Picasso.

Participants will create their own floral design using Photoshop’s paintbrush tool, then learn how to combine a photograph with their design. They will use their imaginations and a paint palette of unlimited colors to create their masterpieces. Children in first through sixth grade will meet from 11 a.m. to 1 p.m. in the Polk-Lillard Center. Younger children cannot be accommodated during this session.

If you’d like to sign up you child(ren), please visit https://goo.gl/forms/qSGGdwYCZUvdER6w1 by noon on **Friday, November 3**.

If you have any questions, email Emilie Cliquet Hughes at ecliquethughes@andover.edu.

—The Community Engagement Office
Congratulations, Asabe Poloma!

We offer congratulations to Dr. Asabe Poloma, who was recently appointed assistant dean for international programs and associate director of the Mellon Mays Undergraduate Fellowship Programs for the Office of the Dean of the College at Brown University.

Poloma joined the Academy in June 2008 as director of the Institute for Recruitment of Teachers (IRT), an Academy outreach program. She was named interim executive director in September 2013 and assumed her current position of executive director in February 2014. During her tenure, she led a strategic planning process that energized and engaged the IRT advisory board and solidified the organization’s operations and fundraising management. We wish Asabe the very best in her new position and thank her for her many contributions to the Phillips Academy community.

—Leann Bennett, Director of Human Resources
—Beth Friedman, Director of Outreach and Summer Session
—Patrick Farrell, Dean of Faculty

With Appreciation

Team HOS thanks all those who generously donated to our fund to bring Luci Lights to the people of Puerto Rico, where it will take months to restore the hurricane-damaged power grid. The nearly $1,000 we collected will be sent to MPowerd, the inventor, manufacturer, and distributor of Luci Lights, which will ship the lights to Puerto Rico. At a cost of $7.50 per light, we have funded lights for 133 families!

—Belinda Traub
Office of the Head of School

New at the OWHL

**Beartown**
by Fredrik Backman

From the bestselling author of A Man Called Ove comes a poignant, charming novel about a forgotten town fractured by scandal, and the amateur hockey team that might just change everything.

**Desert Kingdoms to Global Powers: The Rise of the Arab Gulf**
by Rory Miller

An accessible account of the achievements of the Gulf states (Saudi Arabia, Oman, UAE, Qatar, Bahrain, and Kuwait) since the 1973 global oil crisis, revealing how they went from sleepy desert sheikdoms to international influencers.

**Paris Refashioned: 1957–1968**
by Colleen Hill

From the early couture designs of Yves Saint Laurent that initiated a trend toward a more relaxed and youthful style, to the popularity of ready-to-wear fashions by Emmanuelle Khanh, Hill traces the development of Parisian fashion during the 1960s and its continuing legacy.

**The Kept Woman**
by Liane Moriarty

Copies are available at the OWHL.

Contact Emily Goss (egoss@andover.edu) or Belinda Traub (btraub@andover.edu) for more information.

**PA Community Book Club**

Open to all PA adult community members

**Tuesday, November 14**
Noon–1 p.m.
Mural Room, Paresky Commons

**Costume Story Time with Officer Wendy**

**Thursday, October 26th at 6 p.m**

**OWHAI Children’s Area**

All ages are welcome! Wear your costume or dress as you’d like, and listen as Officer Wendy reads a few not-so-spooky stories.

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

If you're not an athlete but you'd like to work out for your health or to fit in your clothes better, the gym scene can be intimidating. Just walking by treadmills, stationary bikes, and weight machines can be enough to make some of us head straight back to the couch. In the article “The Best Exercises You Can Do,” Harvard Medical School reminds us that some of the best physical activities for your body don't require the gym. The workouts below can do wonders for your health. They'll help keep your weight under control, improve your balance and range of motion, strengthen your bones, protect your joints, and even ward off memory loss.

Swimming: Some call swimming the perfect workout. The buoyancy of the water supports your body and takes the strain off painful joints so you can move them fluidly. Research has found that swimming can also improve your mental state, putting you in a better mood. Water aerobics is another option. Classes help you burn calories and tone up.

Tai chi: This Chinese martial art that combines movement and relaxation is good for both body and mind—in fact, it’s called “meditation in motion.” Tai chi is made up of a series of graceful movements, one transitioning smoothly into the next. Begin by taking a class to help you learn the proper form; you can find tai chi programs at your local YMCA, health club, or community center.

Strength training: If you believe that strength training is a macho, brawny activity, think again. Lifting light weights won’t bulk up your muscles, but it will keep them strong. Before starting a weight training program, be sure to learn the proper form, then start light, lifting just one or two pounds. You should be able to lift the weights 10 times with ease. After a couple of weeks, increase the weight by a pound or two. If you can easily lift the weights through the entire range of motion more than 12 times, move up to a slightly heavier weight.

Walking: Walking is simple, yet powerful. It can help you stay trim, improve cholesterol levels, strengthen bones, keep blood pressure in check, lift your mood, and lower your risk for a number of diseases, such as diabetes and heart disease. Start with walking for about 10 to 15 minutes at a time. Over time, walk farther and faster, until you’re walking for 30 to 60 minutes on most days of the week.

—Wendy M. Cogswell
Wellness Committee

Campus Community Garden

The campus community garden behind the JV baseball field was quite bountiful this season. Pete Dignard ’07, assistant director of admission, coordinated the nine families with garden plots and started a gardening club for Summer Session students. The club grew sweet potatoes, eggplant, asparagus, and rhubarb, among other crops. None of the students who participated had been in a garden before.

The community garden also supported a pumpkin picking event attended by 24 faculty families this fall (thank you to the Cai-Hurteau family for growing the pumpkins) and has sparked interest for student gardening and botany clubs, which launched this academic year.

Community gardening promotes sustainability by connecting people to the environment and providing awareness about food sources and systems.

—Allison Guerette
Campus Sustainability Coordinator

Academic Council (AC) Meeting Minutes
Thursday, October 12

In attendance: Sue Buckwalter (scribe), Lilia Cai-Hurteau, Steph Curci, Susan Etsy, Andy Housiaux, Chris Jones, Karin Knudson, Christina Landolt, Sean Logan, Erin McCloskey, Elizabeth Meyer, Leon Modeste, Caroline Odden, Judy Wombwell, Therese Zemlin

The main focus of the meeting was a discussion of how departments are moving forward after the decision for classes to go to full grades for the term. Departments and course level groups are meeting to plan how to handle grading and assessments. Department chairs will be checking in with teachers, who are asked to be responsive to students’ needs. If there is a time/case/situation that a student is struggling to do an assignment or test, teachers should respond on an individual, case-by-case basis.

—Wendy M. Cogswell
Wellness Committee

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

Schedule & Calendar Task Force Update

All are encouraged to check out the latest updates on the Canvas page that serves as a repository for faculty members’ proposed schedule and calendar models. This page is a work in progress, thus far containing the models that have been submitted to date. As a reminder, faculty have been invited to submit their ideas for models to mdoheny@andover.edu by Monday, October 23.

For more information, please visit the Opening of School tab in PAnet.

Upcoming Meetings

We look forward to discussions during our upcoming meetings devoted to schedule and calendar:

- Faculty Meeting: Monday, October 30
- Afternoon Session: Wednesday, November 29, noon to 3 p.m.

Call for 2018–2019 Tang Fellows

Ideas welcome! The Tang Institute has announced its call for 2018–2019 Tang Institute Fellowship proposals. The Institute supports Academy faculty members in developing projects centered on innovative approaches to teaching and learning. Efforts could include explorations of pedagogy, curriculum development, the use of new tools or research, and a variety of other initiatives. In 2018–2019, we are eager to expand the following areas of focus through fellows’ projects: Learning to Learn, Hybrid and Online Learning, Digital Platforms and Resources, and Interdisciplinary Tang Fellows. We also welcome proposals that fall outside these program areas, and focus on innovative approaches to teaching and learning.

The deadline for proposals is Monday, November 6. Please apply online (http://bit.ly/tanginstitutecallforfellows) and send your application materials to tanginstitute@andover.edu. Feel free to reach out to Caroline Nolan, Eric Roland, and Sarah Bakanosky if you would like to talk through your idea or have questions about the process. For more information, please visit http://tanginstitute.andover.edu/2017/10/call-2018-2019-fellows/.

Learning in the World Update: Join Us During Family Weekend

We invite the PA community and especially our students to find out more about Learning in the World during our upcoming Family Weekend event. The LITW open house will take place on Saturday, October 21, from 9 a.m. to noon in Pearson C. Parents and students are invited to stop by to obtain information about our Learning in the World Programs. Faculty members and global ambassadors will be available to provide information and to talk about some of the ways in which these opportunities connect with and inform their on-campus learning experiences. Representatives from our PA affiliate programs will also be available to answer questions.

This year we will be offering 14 faculty-led programs, including new programs in Argentina, England, and Vietnam. There are also 13 affiliate programs, three semester-long programs, and four yearlong programs open to Andover students. Deadlines for applications are Friday, December 1, 2017, and Monday, January 5, 2018, depending upon the program. Students may apply online (https://www.academycompass.com/andover) and contact cmunozfernandez@andover.edu with questions. For more information, please visit us during Family Weekend and pick up a brochure!

Save the Date!

The Phillips Academy Holiday Party will be held on Saturday, December 16, at 7 p.m. in the Smith Center. All adult members of the Phillips Academy community and one adult guest are invited.

—Belinda Traub
Office Administrator & Events Coordinator, Office of the Head of School
Senior Administrative Council (SAC) Meeting Minutes

Monday, October 16


Topics of Discussion

1. Based on a good deal of research and deliberation, the Peabody Advisory Committee and the director, Ryan Wheeler, proposed a name change from the Robert S. Peabody Museum of Archeology to the Robert S. Peabody Institute of Archeology. This change was approved by the SAC and will now be brought to the Trustees for their approval.

2. The joint Admission/OAR two-week trip to Asia (Hong Kong, Shenzhen, Singapore, Beijing, Seoul, and Tokyo) was very successful. Spending time with both alumni and current parents, Thom Lockerby and Ellen Sullivan reported that families were very grateful and appreciative of the detailed communication and daily updates over the last several weeks. They mentioned that parents were especially thankful for all the personal emails and phone calls they received from adults on the Andover campus. From an admission office point of view, Jim Ventre and Jill Thompson saw robust crowds and lots of enthusiasm for Andover.

3. The Andover website has undergone a major reboot. It will go live on Monday, October 23. Tracy Sweet and her team have worked across the campus with multiple offices to completely redesign the site. It will focus on providing information to prospective families and students. It has been greatly consolidated and will have a brand-new feel. This new site will not impact any internal educational tools (PAnimal, Canvas, The Hive, etc.). Congrats to Sweet and her team!

4. In light of the multiple disruptions in teaching this term and consistent with a recommendation from the faculty evaluation committee, student feedback surveys that typically occur at the end of the fall term will now take place in the winter. Please see more details in the email from Yasmine Allen and Pat Farrell that went out earlier this week.

5. There was a meeting last week to review the opening of school calendar. It was clear that there was momentum to have larger conversations about the schedule. More meetings are to come.

6. SAC discussed the Interdisciplinary Proposal. The advisory vote closes today. There is broad support. John sent out his decision the evening of Monday, October 16.

Quick Hits from Around the Table

- Jim Ventre: The Office of Admission is very busy and has opened up additional appointments in the online scheduler to accommodate the demand for campus visits.
- Pat Farrell: Department chairs and search committees took part in a hiring workshop on Thursday, October 19. The workshop, led by Robert Greene, focused on best practices in hiring a diverse faculty. The assistant dean for scheduling position search began with a call for applications that went to faculty on Friday, October 13.
- Linda Griffith: Last week, the Equity and Inclusion Advisory Group had a conversation focusing on how we care for our most vulnerable students, how we create and build community, and what else we might be able to do for our juniors. Mike Barker is putting together the new climate assessment survey. Last week, the first of three New Manager Training sessions was held.
- Sean Logan: The CCO released the student-counselor’s pairings on Monday night in advance of Family Weekend programming.
- Tracy Sweet: A new Summer Session view book will be released in time for their recruitment season. This week, Andover will be hosting Business Insider magazine. They are doing a broad look at living and learning at Andover.
- Clyfe Beckwith: After the SAC meeting, more communication was sent to the community on how to help students struggling with classes as it pertains to grades or pass/fail options.
- Jenny Elliott: The CCC and a select group of deans will be doing their second series of training on best practices for handling sexual misconduct cases.
- Thom Lockerby: The OAR team is hard at work preparing for Family Weekend. The team is in major travel mode for the campaign. Lockerby praised Sweet for balancing the communication during the crisis and keeping everyone on his staff briefed on the key components.
- Ferd Alonso: On Thursday, November 2, from 5 to 7 p.m. in the Mural Room, there will be an open house to see the plans for the OWHL renovation.
- Andrea Nix: The financial audit is complete, and our auditors were satisfied that the transition to Unit4 was successful. Standard & Poor’s has reconfirmed our AAA rating.
Employment and Benefits News

Fall Administrator and Staff Meeting
The Fall 2017 Administrator and Staff Meeting will be held Wednesday, November 8, from 3 to 4 p.m. in Kemper Auditorium. We look forward to seeing you there!

Employee Assistance Program
As a reminder, as part of our employee assistance program, we offer free and confidential resources for employees and their families. They are equipped to help you find solutions for the everyday challenges of work and home, as well as for more serious issues involving emotional and physical wellbeing. They can be reached 24/7 at 1-800-854-1446 (English) and 1-877-858-2147 (Spanish). Online access is also available at www.lifebalance.net. The user ID and password are lifebalance.

Employee Wellness Fair
November 15
We are pleased to announce that our ninth annual Employee Wellness Fair will be held on Wednesday, November 15, from 11 a.m. to 2 p.m. in the Underwood Room and Kemper Auditorium. More information will be provided in an upcoming issue of the Gazette. We expect to run flu shot clinics on that same date and are waiting for final confirmation.

Flu Shot Clinics for Employees
Cold weather is just around the corner, and along with it comes flu season. To help protect you from the flu, we will be offering flu shot clinics again this year. The first clinic will be held in Kemper Auditorium during the Employee Wellness Fair on Wednesday, November 15, from 11 a.m. to 2 p.m. The second clinic will be held in Paul’s Room in Paresky Commons on Thursday, November 16, from 4 to 7 p.m. Please take advantage of this opportunity to protect yourself from the flu. Important: You will be required to show your health insurance card at the time of the flu shot. This applies to employees, spouses, and dependents over the age of 18. We have the ability to submit for all shots through health insurance, so no fee will apply as long as proof of insurance is given. Each year, Maxim Health Care provides nursing staff, who in turn bill your insurance company. Contact Stephanie Donovan at sdonovan@andover.edu with any questions.

Short-Term Disability Enrollment: October 16–20
Today is the last day of the quarterly enrollment period in which benefits-eligible colleagues (.50 FTE or greater) will have an opportunity to enroll in short-term disability for an effective date of December 1, 2017. Below is more information on the enrollment process for this voluntary benefit. Enrollment will begin on Monday, October 16, and end on Friday, October 20. On Monday, October 16, human resources will send out the live link to the enrollment website along with instructions for how to log in to the site.

Q: What is short-term disability?
A: Short-term disability can bridge the gap between your sick leave bank and long-term disability insurance by paying you a percentage of your gross monthly salary if you become ill or injured. You determine the amount of monthly benefit to purchase (from $400 to $5,000, not to exceed 60 percent of your monthly salary) based on your own situation, including the amount of sick leave you have banked and your personal income needs. You pay for the insurance via payroll deduction. Unum is our insurance carrier.

Q: Who is eligible for short-term disability?
A: If you work .50 FTE or more, you are eligible to purchase benefits that will pay you in the event of a disability or illness for up to six months. You can choose when your benefits will begin to be paid—either seven, 14, or 30 days after you become disabled. Rates are locked in at your age of purchase; they will not change.

Q: How do I enroll in short-term disability?
A: This quarter, you can only enroll by logging on to the special secure Unum web portal set up exclusively for Phillips Academy employees. Portal logon instructions will accompany the live link provided on Monday, October 16. If you or a colleague do not have regular access to a computer, please know you can enroll from your personal computer, or you can stop by the Office of Human Resources and I will gladly assist you.

Q: What is the next short-term disability enrollment period?
A: Unum has authorized Phillips Academy to hold a quarterly enrollment. The next quarterly enrollment period will be held in January 2018 for a March 1, 2018 effective date.

If you have any questions, please contact Stephanie Donovan at sdonovan@andover.edu or ext. 4106.

TIAA Financial Counseling
The Academy is making individual confidential financial counseling sessions with TIAA available to employees at no additional cost. In these sessions, you can discuss your personal financial situation with an experienced TIAA financial consultant and learn how to achieve your goals by investing in solutions such as mutual funds, brokerages, life insurance, and annuities.

continued on page 10
These sessions will provide you with a personalized actionable plan based on, among other things, your goals, time horizon, and individual risk tolerance.

The fall dates are as follows:
- Tuesday, November 7
- Wednesday, December 13

Appointments are available from 9 a.m. to 4:30 p.m. and are held in the second floor conference room in GW Hall.

Space is limited. To reserve your individual session, please call TIAA at 866-843-5640 between 9 a.m. and 8 p.m.

Employment Opportunities

Temporary Makerspace Coordinator, Oliver Wendell Holmes Library

Phillips Academy seeks a temporary makerspace coordinator to provide operations and logistics support for the library makerspace learning community. The successful candidate will plan and develop makerspace programming. They will support curricular projects from a wide range of disciplines as well as support makerspace partnerships among the campus’s user community. As part of the library team, the position usually covers between five and 10 hours on the library circulation desk.

The ideal candidate would also be able to meet with a limited number of faculty well in advance of the start date to learn lesson modules in order to provide support from day one.

This is a temporary position to start on January 3, 2018, with an end date of early April 2018.

This is a non-benefits eligible position with the exception of benefits required by law. A full background check is required.

If interested, review the complete job description, complete an application, and submit your resume via http://www.andover.edu/employmentopportunities.

Driver/Medical Advocate, Rebecca M. Sykes Wellness Center

The Rebecca M. Sykes Wellness Center is in need of per diem drivers to transport students to medical appointments. Applicants would ideally also be willing to serve in the capacity of medical advocate. Experience, ease, and positive history interacting with adolescent/young adult population is necessary. Candidates must have an excellent driving record. DMV, CORI/SORI, and fingerprinting/full background check are required.

Candidates must be able to communicate and relate well with adolescent/young adult students, their families, and Phillips Academy faculty and staff. The ability to be an advocate and supportive adult for students in emergent and/or specialty medical situations is essential. Experience navigating the health care system is required. Knowledge of Boston highways and main streets is essential, as well as knowledge of the greater Merrimack Valley area.

Review of resumes will begin immediately. Interested parties should complete an application online at http://www.andover.edu/employmentopportunities.

Journeyman Pipefitter, Office of Physical Plant

The Office of Physical Plant seeks a full-time Journeyman Pipefitter, licensed in the state of Massachusetts for power, heating, and cooling piping (PJ-01). Under general supervision, the pipefitter will perform maintenance and service repairs on steam piping, steam traps, radiators, PRV, boilers, and other mechanical systems located in buildings, in underground vaults, and in confined spaces. This position requires proficiency in medium- and low-pressure steam system installation, operation, and maintenance; mechanical equipment controls; and a working knowledge of all trades that make up mechanical and plumbing systems. The nature of this position is reactionary and responds to the requests of the campus community. Applicants must have strong analytical and trouble-shooting skills, computer skills, and experience in reading construction documents, shop drawings, layout work, and material lists. The physical ability to perform all job functions as required in a facilities setting on a boarding high school campus is required. Overtime is required as necessary. When emergencies and/or extreme weather conditions occur, the functions of this position may be deemed essential, and the employee must report to work and/or remain on duty during their regularly scheduled work hours or the work hours designated by their supervisors. The position requires candidates to have and use a personal vehicle while performing job duties.

A full background check is required.

If interested, please send a resume by Friday, November 3, to hr@andover.edu.

Phillips Academy is an equal opportunity employer.

—Leeann Bennett
Director, Human Resources

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October 20, 2017

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
You’re Invited to the SEED Project @ PA

The SEED Project @ PA is a local effort informed and inspired by the National SEED Project. It is a peer-led professional development program designed to create conversational communities that will drive personal, organizational, and societal change toward greater equity and diversity. After participating in an intensive weeklong training program last summer, we are looking forward to piloting the program here at PA, and we would be ecstatic to have you join us.

Over the course of the next several months, we will use storytelling, personal reflection and testimony, listening to others’ voices, and learning experientially in an effort to connect our lives to one another and to society at large by acknowledging systems of oppression, power, and privilege. We will use a combination of interactive exercises, readings, videos, and other media to stimulate reflection and discussion on topics of race, class, gender, sexuality, and ableism, and we will explore intersectionality.

Sessions, which will typically last 90 minutes, will meet at 6 p.m. on Tuesdays (four per term) in a room to be determined. The meeting dates are:

- November 7
- December 5
- January 9
- January 23
- February 6
- February 20

We are committed to making this an enriching, intensely rewarding experience for you, but we can guarantee it will not always be easy. We thank you in advance for working with us as we learn together.

If you are interested in participating in the SEED Project @ PA or if you are interested in participating in a future iteration but cannot do it this year due to scheduling limitations, please sign up here by Monday, October 30.

Please contact Mike Barker (mbarker@andover.edu) if you have any other questions. We would love to have you along for the journey!

—LaShawn Springer, Director of Community and Multicultural Development

—Derek Curtis, Programming and Digital Content Producer

—Mike Barker, Director of Academy Research, Information, and Library Services

Classifieds & Local Happenings

Free: 10-gallon fish tank for fish or hamster. Comes with cover, a few hamster accessories, and (optional) stories about three beloved hamsters. If interested, email jclerkin@andover.edu.

For sale: Dark wood table and five matching chairs: $150. Table measures 60” long x 38” wide x 30” high and comes with an extension. The set is in need of some TLC; it has multiple scratches & nicks. Pick up in Andover. Photos are available. If interested, email airish@andover.edu.

Get Your Spook On: Join in the Andover Historical Society’s “Bewitched in Andover” series of fall events. Tomorrow, Saturday, October 21, at 4:30 p.m., gather in the old crypt at Spring Grove Cemetery, located at 124 Abbot Street, to hear favorite ghost stories and maybe share a ghost story of your own!

The gathering will be led by Gail Ralston, chapel office manager and Spring Grove Cemetery trustee. Due to the scariness factor, the event is open to only those 18 and older. Please register at www.andoverhistorical.org/bewitched-in-andover; space is limited.

Equity and Inclusion Event: On Monday, October 23, from 7 to 9 p.m., Andover’s Memorial Hall Library presents I Am Not Your Negro, a film by master documentary filmmaker Raoul Peck that envisions the book James Baldwin never finished. The result is a radical, up-to-the-minute examination of race in America, using Baldwin’s original words and a flood of rich archival material. It’s a journey into black history that connects the past of the Civil Rights movement to the present of #BlackLivesMatter. A facilitated discussion will follow the screening. Register online or by calling 978-623-8430. This program is sponsored by Courageous Conversations and Showing Up for Racial Justice Merrimack Valley and Memorial Hall Library.

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