McKeen Awards Celebrate Three for Service

The Brace Center for Gender Studies presented the 2019 McKeen Awards to Sharon Magnuson, Julie Powers, and JoAnne Fallon on October 4. Each of the three women has provided administrative assistance to the Brace Center through the years and has exhibited inspired and dedicated leadership.

After a long career in human resources management, Magnuson became the first administrative assistant for the Brace Center in 1996. Over the years, Magnuson helped establish the two Brace Center locations, provided support for Student Fellow and Faculty Fellow presentations, and helped launch the Student Proctor program. Now retired from PA, most recently serving as an editor in Communications, Magnuson remains a loyal fan, attending Brace Fellow presentations and campus events.

Powers came to Andover in 2004, first working at the Brace Center to support its

continued on page 10

Open House at the Artist Studio Tonight

This evening from 5 to 7 p.m., the Addison will host an open house at the artist studio in Abbot Hall (24 School Street, 2nd floor). Drop in to visit Aphrodite Navab, whose work is included in the current exhibition Men of Steel, Women of Wonder, and get a behind-the-scenes look at what she has been working on during her week as Edward E. Elson Artist-in-Residence at the Addison.

Navab is an Iranian-born, New York-based artist whose work mines her Iranian, Greek, and American cultural heritage asking questions of its competing histories and politics. Refreshments will be served.

—Rebecca Mongeon
Communications Coordinator,
Addison Gallery of American Art
THE SCENE

Community and Extracurricular Activities

Friday, October 11
5–7 p.m.—Artist Studio Open House
Aphrodite Navab will display her work. *Artist Studio, Abbot Hall.*
6–7 p.m.—Climate Change Talk
Bruce Anderson '90 will discuss climate change at the second Climate Café. *Freeman Room, OWHL.*
7 p.m.—Indigenous People’s Day
A talk about contemporary Native cultures. *Kemper Auditorium.*

Tuesday, October 15
9:50–10:40 a.m.—Education for Sustainability
Meeting to learn and create new approaches. *Tang Classroom, OWHL.*

Thursday, October 17
6 p.m.—Costume Story Time
Officer Wendy will read stories to children of all ages. Wear costumes. *Children’s Area, OWHL.*

Religious Scene

Friday, October 11
12:15 p.m.—Muslim Student Association (MSA) Prayers
Advisor: Noureddine El Alam. Weekly Prayer Meetings sponsored by the MSA. All are welcome. *Meditation Room, Lower Level, Cochran Chapel.*
6 p.m.—Muslim Student Association (MSA) Dinner
Advisor: Noureddine El Alam. MSA will sponsor a club dinner every Friday. Everyone is welcome. *Ada’s Room, Paresky Commons.*
6–7 p.m.—Jewish Shabbat Service and Jewish Student Union (JSU) Meeting

Monday, October 14
5 p.m.—“Culture, Politics, and Religion” (CPR)

6–7 p.m.—Andover Christian Fellowship (ACF)
Advisor: Shawn Fulford. *Ada’s Room, Paresky Commons.*

Sunday, October 13
5:50–6:30 p.m.—Catholic Confirmation Class
Led by Mary Kantor, Catholic chaplain. To sign up or for more information, please contact mkantor@andover.edu. *Room 16, Cochran Chapel.*

6 p.m.—Protestant Service
Led by the Reverend Anne Gardner, Protestant chaplain and director of spiritual and religious life. Special music by the Gospel Choir. *Cochran Chapel.*
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 Valerie Barczak of the Music Department. Reception will follow. *Kemper Chapel, Cochran Chapel.*

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

Wednesday, October 16
5:30–6:30 p.m.—Gospel Choir

Note:
Hindu Student Union (HSU)
Led by the Reverend Anne Gardner, Protestant chaplain and director of spiritual and religious life. Meeting dates and times for the Hindu Student Union will be announced in future issues of the Gazette.
Tonight, Bruce Anderson ’90 Discusses Climate

Byron Hurt Speaks at ASM Today

Violin Recital Canceled

All-School Meetings

Public Safety
Adrienne Keene Celebrates Indigenous People’s Day

In recognition of Indigenous People’s Day, NAPA (Natives@PA) and CAMD invite the community to a talk by Adrienne Keene on Friday, October 11 at 7 p.m. in Kemper Auditorium. Keene (Cherokee Nation) is a Native scholar, writer, blogger, and activist, and is passionate about reframing how the world sees contemporary Native cultures. She is the creator and author of Native Appropriations, a blog discussing cultural appropriation and stereotypes of Native peoples in fashion, film, music, and other forms of pop culture; and of All My Relations, a podcast cohosted by Matika Wilder.

Through her writing and activism, Keene questions and problematizes the ways indigenous peoples are represented, asking for celebrities, corporations, and designers to consider the ways they incorporate “Native” elements into their work. She is very interested in the way Native peoples are using social and new media to challenge misrepresentations and present counter-narratives that showcase true Native cultures and identities.

Keene is an assistant professor of American Studies and Ethnic Studies at Brown University, where she teaches courses on Indigenous Education, Native representations, and Native American Studies more broadly.

She earned a BA from Stanford University in Native American Studies and Cultural Anthropology, and a doctorate from Harvard Graduate School of Education, in culture, communities, and education. Her research focuses on college access for Native (American Indian, Alaska Native, and Native Hawaiian) students and the role of precollege access programs in student success.

—LaShawn Springer
Director, Community and Multicultural Development Office

Byron Hurt, continued from page 3

Beyond Beats and Rhymes one of the Top 10 most important black films of the decade.

In 2008, Hurt released If Five-0 Shoots and Barack & Curtis. Both were critically acclaimed; the latter exploded in the blogosphere as a part of The Masculinity Project, further cementing Hurt as an important documentary filmmaker.

Hurt has been featured in a wide array of media outlets, presented at numerous professional conferences, and trained tens of thousands of young men and women on some of today’s most cutting-edge gender issues. He is also the former host of the Emmy-nominated television show, Reel Works with Byron Hurt.

One of his films, Soul Food Junkies, won the CNN Best Documentary award at the American Black Film Festival and Best Documentary at the Urbanworld Film Festival in New York City.

Learn more at www.bhurt.com.

—Elisa Joel
Director of Athletics

NEASC 2020 Self-Study Update

The Standard Committees are hard at work, gathering data from documents and interviews on campus. A big thank you to the many faculty members and administrators who have graciously agreed to interviews (sometimes, many interviews!).

On October 28, the standard committees will meet again in person to talk about common themes that have emerged and will begin the writing process for each of the 13 standards.

**CALENDAR NOTE: for those who plan ahead, please block Monday and Tuesday, October 5 and 6, 2020 (a year from now) for visits and conversations with the visiting committee members who will be part of the 16-member committee. Please avoid travel away from campus and keep your calendars open during those days if you are likely to be meeting with the committee.

As always, send questions our way if we can be helpful.

—Aya Murata, Steering Committee Cochair
—Joshua Mann, Steering Committee Cochair
—Paul Murphy, NEASC 2020 Director

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

Concerts

Family Weekend is always a particularly special time at Phillips Academy and the music department endeavors to make the weekend even more memorable. Performances, which take place all weekend, include orchestras, bands, and choruses. All concerts are free and open to the public.

The Symphony and Chamber orchestras and the Concert Bands perform on Friday, October 18 in Cochran Chapel at 7:30 p.m. The Amadeus Chamber Orchestra directed by Elizabeth Aureden will perform the first movement of Mendelssohn’s String Symphony in E Major. The fourth movement of Dvorak’s Symphony VIII will be performed by The Symphony Orchestra, directed by Christina Landolt.

Derek Jacoby will lead the Chamber Orchestra in Handel’s Concerto Grosso in F Major. The Concert Bands, directed by Peter Cirelli, and Vincent Monaco, will perform Alamo March by Karl L. King and Del Borgo’s Music for Winds and Percussion.

On Saturday, October 19 at 6:30 p.m. in Cochran Chapel, Abbey Siegfried will lead the Academy Chorus and Fidelio Society in a concert entitled, “Words Matter.” All the music to be performed has been composed by living composers.

—Wendy Heckman
Department of Music

Grasshopper Shows

Grasshopper 2019—“The Future” is coming up! There will be four shows during Family Weekend:

Thursday, October 17 at 8 p.m.—open dress rehearsal for Seniors and Faculty "no tickets needed"

Friday, October 18 at 6 and 9 p.m.

Saturday, October 19 at 8 and 9:30 p.m.

All tickets are free and will be distributed as follows:

Sunday, October 13—Seniors only starting at 4:30 p.m. then all students starting at 5 p.m.

Monday, October 14—All students starting at 5:30 p.m.

Tickets will be distributed on a first-come-first-serve basis. Students will line up in the Steinbach Lobby and lines will be clearly labeled. Each student in line can receive two tickets or up to five if those tickets are for family members only. Half the tickets will be distributed on Sunday, the other half on Monday.

—Rachel Andersen
Administrative Assistant, Theatre and Dance

New Mobile App for Family Weekend

We are excited for Family Weekend 2019 to be held October 17–21. Through the hard work, dedication, and assignment of resources, we have launched a PA Families and Campus Community mobile app for Family Weekend this year.

The schedule for Family Weekend can be found on the new Andover Events Guide App, available through both app stores. To download the guide and view the preliminary schedule:

2. Open the Andover Events Guide App and tap Find Guides (the magnifying glass in the bottom right corner of the app).
3. Tap the Have a passphrase? button.
4. Type the passphrase Andover1778 to find the PA Families and Campus Community guide for the latest information and schedule for Family Weekend. Be sure to accept notifications so that you will receive notice of any venue or schedule changes.

We invite you to customize your weekend visit using the My Schedule option within the guide—and hope you will attend as many events as possible!

Big thanks go to everyone for their tireless efforts to get this up and running. As always, BIG THANKS also to the Family Weekend working group who met throughout the summer and fall term to iron out so many details.

—Clyfe Beckwith P’15, ’17
Assistant Head of School for Teaching and Learning
Diversity, Equity, and Inclusion

National Coming Out Day
October 11 marks the 31st year of National Coming Out Day in which we remember, honor, and celebrate those who have come out as LGBTQIA (lesbian, gay, bisexual, transgender, queer, intersex, asexual).

Coming Out Day marks the long, ongoing struggle for equality, and the personal stories that emerge on this day speak to the complexity of that struggle, which often involves resistance against an intersectionality of oppression and marginalization. Coming Out Day is also a reminder that our institutions and policies are predicated on heteronormativity, which privileges and reinforces heterosexuality as correct and normal.

Currently, there is no federal law that protects LGBTQ people from discrimination, and many states offer little to no protection in employment, housing, public accommodations, and education. There are a few LGBT cases going before the Supreme Court this year, including one that will determine whether or not the Civil Rights Act bars employers from discriminating based on sexual orientation.

Quick statistics:
- 9.5% of PA students self-identify as bisexual
- 2.2% of PA students self-identify as homosexual
- 2.2% of PA students self-identify as pansexual
- 10% of PA faculty are out
- 4.5% of the U.S. population identifies as LGBTQ

Below are a few resources pertaining to a variety of LGBTQ issues:
- This is excellent for sharing with students who are questioning their sexuality: https://pflag.org/resource/be-yourself
- Variety of coming out resource guides, including ones that address different ethnic groups: https://www.hrc.org/resources/

Girl Powered Workshop!
In celebration of the International Day of the Girl, the OWHL and the Brace Center will co-host a Girl Powered Workshop! Join us on October 16 from 6 to 8 p.m. in The Nest. This national event—coordinated by the REC Foundation and VEX Robotics—is free and open to all girls in 4th through 12th grade. Please note: participants who are not students at PA must have an adult present. Exceptions might be considered on a case-by-case basis.

The event will include a speaker panel of awesome PA Student Makers, a group leadership activity, and two fun build activities. Space is limited so signup is required. If you have any questions, please contact Carol Artacho (cartachoguerra@andover.edu), Claudia Wessner (cwessner@andover.edu), or Emily Goss (egoss@andover.edu).

LGBTQ+ Adult Social
Let’s celebrate Coming Out day! Join other LGBTQ+ faculty and staff for a social gathering with appetizers and cocktails on October 11 at the home of Marisela Ramos (History Department) and Corrie Martin (English Department) in Adams North. Email mramos@andover.edu to RSVP and/or with any questions.

—Deb Olander
Instructor in Mathematics, Statistics, and Computer Science

SEED and AWARE Meetings Begin in October
The SEED Project @PA (Seeking Education Equity and Diversity) will begin meeting in the Sykes Classroom on October 15 from 6 to 7:30 p.m. Facilitators will forward more information to participants next week. SEED is designed to create conversational communities to drive personal, organizational, and societal change toward greater equity and inclusion.

AWARE (Andover White Anti-Racism Education) small groups will begin meeting in October. Six groups were formed to accommodate the 45 colleagues who signed up. Facilitators will reach out to their groups early next week with specific dates, times and locations.

In AWARE, adults in the community who identify as white meet to provide a space for inquiry as we increase our understanding of how racism functions in our society, as well as in ourselves, and examine the role of whiteness and white privilege. Additionally, we will build our skills in being accountable allies to people of color; develop strategies for interrupting racist situations and dismantling white supremacy culture; increase our ability to support other white people to do anti-racism work; and build an action plan of concrete next steps, including hosting an ongoing meeting for white anti-racism work on our campus.

—Marisela Ramos
LGBTQ+ Adult Coordinator

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
2020 Advanced Placement Exam Registration Information

The College Board has changed the way it manages AP exam registration. Registration is now divided into two time periods:

- Early registration runs **October 7–November 8**. The cost of the AP exams is $94 per exam plus a $10.00 non-refundable administrative charge.
- Late registration runs **February 3–February 28**. The cost of the AP exams is $134 per exam plus a $10.00 non-refundable administrative charge.

The exams are given from May 4 to 15.

Phillips Academy students will be sent an email from the Phillips Academy Standardized Testing Office (Dcolombo@andover.edu) with registration instructions. They will register online with their College Board account information.

For specific information on registration and exam dates and fees, go to: [https://www.andover.edu/community/standardized-testing](https://www.andover.edu/community/standardized-testing).

For questions regarding the AP registration process, please contact Debra Colombo at dcolombo@andover.edu.

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Notes from Educational Initiatives

**October Canvas Course Spotlight: PHY 550**

With support from the Tang Institute, physics instructors Caroline Odden, Ranbel Sun, and Mika Latva-Kokko built out a set of digital resources for Physics 550 to make available to the department. See how they used a mind-mapping web app to show relationships between course learning objectives, developed video tutorials so students can review concepts wherever and whenever they want, and developed automatically graded quizzes so students can check their understanding and receive instant feedback.

Have a Canvas practice you’d like to share with the rest of the Andover community? Contact Jen Dick.

**Help Shape the Next Version of PAnet**

Have an opinion about PAnet? We want to hear the good, the bad, and the ugly. Take just two minutes to complete this very brief survey about PAnet and help inform the next iteration of our intranet portal. Weigh in to make sure your voice is heard!

As always, please visit the [OIT website](https://www.andover.edu/community/) or reach out directly with questions and ideas: emccloskey@andover.edu or x4603.

—Erin McCloskey

Associate Director, OIT/Educational Initiatives

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Calling 2020–2021 Fellowship Proposals!

The Tang Institute is calling for 2020–2021 fellowship proposals. The deadline is Monday, **November 11** at 5 p.m. Andover faculty members may submit proposals as interdisciplinary teams or as individuals with plans to collaborate on a common project. The application is available here: [https://forms.gle/Qy2J5hqrUXKsQqB2A](https://forms.gle/Qy2J5hqrUXKsQqB2A).

If you have questions about submitting a proposal, please contact tanginstitute@andover.edu.

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Faculty Meeting Schedule

**Monday 10/14 (plenary):** Follow-up on Opening of School Topics

**Monday 10/21:** No Meeting (No Classes, Long Weekend)

**Monday 10/28 (NEASC groups only):** NEASC Standards groups meet

**Monday 11/4 (plenary):** Update from Assessment/Grading Working Group and Academic Council

**Monday 11/11 (plenary):** Faculty Workload Committee/Point System review

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Campus Closet Hours

**October 18**
11 a.m. to 5 p.m. Family Weekend

**October 19**
Noon to 5 p.m. Family Weekend

**October 20**
10 a.m. to 3 p.m. Family Weekend

**November 8**
Noon to 4 p.m. Trustees/Student Hours

**November 13**
11 a.m. to 4 p.m. Student Hours

**November 22**
11 a.m. to 4 p.m. Student Hours (Thanksgiving Recess)

**December 6**
11 a.m. to 4 p.m. Student Hours

**December 18**
11 a.m. to 4 p.m. Holiday Sale

**December 19**
11 a.m. to 4 p.m. Holiday Sale (Christmas Recess)

Or, order items online at [https://squareup.com/market/pspa](https://squareup.com/market/pspa) and pick them up at GW Hall Monday through Friday from 8 a.m. to 4:30 p.m.
Senior Administrative Council Meeting Minutes
Monday, October 7

Attending: Ferd Alonso, Clyfe Beckwith, Jeff Domina, Jenny Elliott, Linda Carter Griffith, Jessica Herbst, Nancy Jeton, Sean Logan, Raj Mundra (scribe), Tracy Sweet

With a few members of SAC traveling for the Academy, we heard updates from members of the group.

Clyfe Beckwith: Judith Dolkart, director of the Addison Gallery of American Art, has submitted her resignation effective in early December to assume the position of deputy director of Art, Education, and Programs at the Detroit Institute of Art. Allison Kemmerer, Mead curator of photography and senior curator of contemporary art, will be the interim director. There is a proposal for a three-day teacher workshop after end of school year funded by the Tang Institute for 20 teachers to collaborate on aspects of teaching and learning including equity and inclusion, adolescent learning, and classroom practices that can be implemented next year.

Jeff Domina: Continuing to meet with many faculty at the end of their evaluation process. The dean of faculty’s office is starting to ramp up for hiring season. There have been many discussions about work, workload, workload points in conversations with the cochairs of the workload committee, Kate McQuade and Dan Schneider. There will be a faculty meeting in November focused on workload.

Nancy Jeton: Board reports are due a week from Friday.

Tracy Sweet: Campaign messaging to support Jim Ventré’s travels this fall includes remarks highlighting Andover’s priorities in teaching and learning and a film that features four distinct student experiences.

Ferd Alonso: With the Paid Family and Medical Leave law, we are continuing to gain information, match our policies with state-mandated guidelines, and work with the Faculty Benefits committee. The quality of Playsight, which livestreams Andover games, is improving. The business office is rolling out guidelines and support for employees who travel internationally.

Raj Mundra: The working group on grading and assessment has partnered with the Academic Council and started by asking, “What is the problem we are trying to solve?” The scope of the committee’s work is focused on the academic curriculum and there may be other parts of the program that learn from process and consider a review of how they offer student feedback. There is a subcommittee of the Academic Council that is starting a discussion about developing a curricular vision for our academic program.

Sean Logan: Recently, a federal court ruled that Harvard does not discriminate against Asian American students through its use of race-conscious admissions, but one recommendation from the court was that Harvard implement training to avoid implicit bias and clear guidelines on the use of race in admissions. Early decisions are approaching and counselors and seniors have been meeting to discuss options. The Advanced Placement process has changed for students to sign-up early for the test and there are implications for Andover students. There were two college fairs that Andover recently hosted, and attendance was excellent.

Linda Carter Griffith: There have been multiple appeals to SRT decisions, and we are monitoring reasons why there has been an uptick. Recently, there was a successful Equity and Inclusion training with half of the OPP group and there are plans for implicit bias training by everyone in OPP by December. Brian Gittens will be back at MLK Day to lead implicit bias training for faculty and staff. There are plans to develop a comprehensive plan for equity and inclusion (EI) training for all staff. The project to start an EI dashboard with Academy information will start in the winter term. There is a new campus group, the Wellness Collaborative, that will gather once a month to communicate, connect, and collaborate wellness programming. Byron Hurt is visiting this week and will meet with different student and adult groups. There is a request to prepare a document for all ASM speakers about expectations and guidelines for their talk and visit.

Abbot Grant Info and Help Sessions

Do you have an idea for an Abbot Grant? Want to learn more about the Abbot Academy Fund (AAF) and the grant application process? Erin Strong, community liaison to the AAF, will be available to answer questions in Paresky Commons, Lower Left, on the following days and times:

- Friday, October 11 12:10–1:25 p.m.
- Monday, October 14 5:15–6:30 p.m.
- Thursday, October 17 11:30–12:30 p.m.

If you are unable to meet at the times listed above, please contact estrong@andover.edu for individual appointments.

The deadline for submitting Abbot Grant proposals is Monday, October 21.

An abbreviated application is available for requests under $1,000.

Link to the application and information: Abbot Grants.

—Liz George
Assistant to the Abbot Academy Fund

Jessica Herbst: On Monday, approximately 30 key responders participated in a training session led by Sunitha Menon from RAINN to discuss actionable skills and strategies for sexual misconduct, awareness, and response.

Jenny Elliott: We heard a discipline update and more students are calling sanctuary to take care of their friends. The morning study hall has been running smoothly to date and allowing for more immediate follow through with students of concern. We are in conversations around the prom, hospital runs, and nightly responsibilities in dormitories. Leadership training led by CAMD last week was excellent and Byron Hurt will meet with student leaders this week.

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
House Counselor Committee Meeting Minutes  
Friday, October 4

Committee Members: Anny Candelario Escobar, Kate Dolan (ex-officio), Emma Frey (full-term sabbatical), Shawn Fulford, Cath Kemp, Matt Lisa, Vic Mallick, Christine Marshall, Liz Munroe, Megan Paulson, Jose Peralta, Keith Robinson, and Catherine Tousignant

Most of today’s meeting was devoted to discussing the intersection between the advising system and residential system—pros, cons, and tensions. We discussed the various constituencies (faculty, the school, students, and parents) and how perspectives, needs, and wants can vary accordingly.

1. Clarify boarding point person/advisor—intersection
2. Clarify expectations about each role
3. Address inequities—workloads, dorm architecture

What is the purpose of advising? What are we trying to achieve? We have upped the number of advisors recently in order to decrease advisor loads. We talked about advisor loads vs. quality of advising, 11th and 12th grade boarding students having “student choice” in their advisor, and how day students typically have one advisor for their entire time at Andover. We noted that a four-year boarding student could have three advisors in four years while a day student could have one advisor in the same time. What are our priorities? Students? Parents? It would also help to have clarity as to what we mean with the terms advisor, house counselor, point person—clarify roles, clarify our nomenclature.

Additionally, we talked about how dorm teams need and advising needs sometimes do not align. For example, you can have a dorm team of four for a medium-sized dorm and conversely not enough advisors for our bigger dorms. However, it was asked: is advising kids in the dorm additional work for a house counselor or complementary work? Student housing system affects advising—as kids move, advisors can change.

We finished by touching on the challenges of being an advisor and possible models for the future. First year faculty members do not advise. How easy/difficult is it to learn our curriculum? To be a “good” advisor? The new flow charts for math and science courses (posted under academic resources) are very helpful.

We currently have 180 advisors and 5 clusters, divide the advisors into five clusters and have them advise the students in their cluster was one possible model suggested. One model we talked about for advising is everyone has about five advisees. Another is making advising for all boarders dorm-based. Another model from day schools is actually condensing the job of academic advising to fewer adults. They are trained in all areas of the program and are responsible for many students.

Our next meeting will be Friday, October 25.

Education for Sustainability—Meeting Tuesday, October 15

This academic year, we are holding a series of working meetings to learn about education for sustainability and workshop our own curriculum and programming. Our aim is to learn from one another, refine or try new approaches to educate and engage on climate change and sustainable development, and catalog our work so that it can be reproduced with the advent of a campus hub for sustainability. This is an emerging effort on campus, so we can all help shape it by participating.

All campus adults are welcome to join us for the second Education for Sustainability meeting on Tuesday, October 15. It will be held during Full Team Meeting (9:50–10:40 a.m.) in the Tang classroom in the OWHL. To receive meeting reminders and occasional updates about Education for Sustainability, sign up at https://drive.google.com/open?id=1z6jR6UpMNc24DNj6wttvAyJkxN_J0JIb9jixXMuFC4 or emailaguerette@andover.edu.

Residence Hall Sustainability

If your residence hall is interested in (1) using reusable dishware, cups, and cutlery (and washing them between uses) and/or (2) composting in your residence hall, please contact aguerette@andover.edu. If you need backup to kickoff either of these programs, EcoAction students are eager to help educate your residence hall with a presentation and practical tips for success.

—Allison Guerette  
Sustainability Coordinator

Online Sports Schedule

Hoping to enjoy a little healthy competition this week? Visit the Andover Athletics website at https://athletics.andover.edu to see a schedule of this week’s events, then come out and cheer on our Big Blue athletes!
FAC Meeting Minutes
Wednesday, October 2

In Attendance: Charles Brown, Dianne Domenech-Burgos, Leon Calleja (convener), Emma Staffaroni, Jose Peralta, Lisa Joel, Bridget Tseno (scribe), Jeff Domina (ex officio) and Clyde Beckwith

We began by talking about the winter faculty meetings, discussing our past practice of holding February faculty meetings during the ASM slot, yet balancing the fact that this slot is now also used biweekly for department meetings. As a result, we will only have one daytime faculty meeting in February: Friday, February 28.

Substitute Teachers

We then moved on to a discussion about substitute teachers. Jeff Domina pointed out that our present system works quite well. When a faculty member needs someone to serve as a substitute teacher on a long-term basis, someone in that person’s department usually steps up. Although the volunteering colleague’s load might increase, they receive compensation for taking on the extra class. When a member of the faculty needs a substitute to cover a sick day or a professional development day, someone in that faculty member’s department usually will take over the class. When a member of the faculty needs a substitute to cover a sick day or a professional development day, someone in that faculty member’s department usually will take over the class. Domina finds that the internal system is an important part of our school culture for several reasons including the caliber of instruction PA students have come to expect in the classroom. Domina went on to explain that it may not be financially feasible to retain external substitute teachers because it would draw money from the general compensation pool. Our conversation also discussed the varying practices across departments regarding who finds a substitute, with Domina encouraging faculty members to consult their department chair about finding substitutes when they need one.

A question about professional development emerged out of the discussion about substitutes. We wondered if professional development was part of the benefit pool and found out that it is not. Since funds are separate, we wondered if coverage for conference attendees could come out of the professional development pool. Domina noted that dipping into these funds would deplete our resources for conferences and other professional development, so this did not seem ideal either.

Maternity/Paternity Leave

Turning next to a topic brought by several colleagues, FAC discussed some perceived differences in maternity/paternity leaves, particularly as it pertains to house counseling and dorm coverage. Domina could not comment on leaves made to date but noted that there is a baseline of what needs to be done in the dorm, both legally and financially, during the term of the maternity/paternity leave. He also described the significant advantage of flexibility that the current policy has, which allows the individual and the school to more expansively consider the impact of what’s legally required for a leave. He believes the school should continue to work with the faculty member going on leave to build an arrangement that both meets the school’s needs and suits the particular needs of the individual.

Homework Policy

Beckwith then joined us to discuss the homework and personal time policies, although time only allowed us to focus on the first of these. Regarding the homework policy, Beckwith reiterated how Academic Council voted on this policy in June. He also noted how both Academic Council and the faculty at large wrestled with the homework policy three years ago. This was a reference to the faculty’s vote regarding the “Course Time Envelope” in November of 2016, when the faculty voted for the 9-hour rule. Given this relatively recent faculty vote on the issue and the fact that we are in the first year of the new schedule and calendar, Beckwith did not think that this would be an ideal time to revisit the homework policy, although he remains open to our guidance.

FAC will continue to discuss the possibility of giving faculty meeting time to the homework policy, as well as personal time, when it convenes next on Monday, October 14.

McKeen Awards, continued from page 1

administrative needs. Known for her cheery persona, calm efficiency, and impeccable professionalism, Powers guided students as Brace Center proctors and eventually moved on to positions in the math department, the Academic Skills Center, and the Dean of Studies office, where she currently works. Powers recalls her favorite Brace role: “to provide a comfortable and safe space for students where they could always be their true feminist selves.”

After having worked in the English department and the Institute for Recruitment of Teachers, Fallon became the current assistant for the Brace Center in 2015. Juggling responsibilities for both the English department and the Brace Center, Fallon says her favorite part of the job is “getting to know the students, who are all so nice, having conversations with them, and observing first-hand how much they enjoy being in the [Brace Center] space.”

McKeen Awards Through the Years

Now in their 20th year, the McKeen Awards honor individuals who have made significant contributions to shaping the all-gender Phillips Academy in the spirit of Philena McKeen. Principal of Abbot Academy from 1859 to 1892, McKeen devoted herself to the well-being of her school and the young women who studied there during her 33-year career.

Previous Recipients:

Joseph B. Wennick, 1999
Marion Finbury, 2000
Carroll and Elaine Bailey, 2001
Ted and Nancy Sizer, 2002
Jean St. Pierre, 2003
Don and Britta McNemar, 2004
Priscilla Bonney-Smith, 2005
Susan McIntosh Lloyd, 2006
Carole Braverman, Ada Fan, Mary Fulton, and Carolyn Kelly, 2008
Diane L. Moore, 2011
Rebecca M. Sykes, 2013
Kathleen E. Dalton and E. Anthony Rotundo, 2015
Margaret N. Jackson, 2017
Academic Council Meeting Minutes

Thursday, September 26
Present: Clyfe Beckwith, Sue Buckwalter (scribe), Stephanie Curci, Susan Esty, David Fox, Lisa Joel, Chris Jones, Cristina Landolt, Matt Lisa, Sean Logan, Elizabeth Meyer, Raj Mundra, Caroline Odden, Judy Wombwell, Thayer Zaeder

Open Agenda:
1) The Dean of Studies office is fielding emails from advisors and house counselors who have students reporting homework assignments are due at 11:59 p.m. or 10:59 p.m. Advisors and house counselors should find out the teacher/class and send this information directly to the teacher or department chair.
2) Can the Unscheduled Time be used as:
   • Conference time? Yes, as long as it is not mandatory.
   • Individual meetings for kids? Yes, as long as other times are also available.
   • Retakes? Yes, as long as other time is also available.
   • Faculty collaboration opportunity? Definitely okay.
   ◊ Can we hold department meetings longer and go into the unscheduled time? Concern is there may be an approved group that is already meeting during this time, as that commitment comes first. Others could meet during this ‘unscheduled’ time.

Agenda: Enrollments
The members of Academic Council were sent enrollment numbers for the past 10 years. A video of Judith Butler’s commencement address at McGill University 2014 was shown to help aid in framing the discussion. The Council spent the rest of the meeting discussing the enrollment numbers, including trends in the numbers and our curricular goals for our students.

At the end of the discussion, Beckwith set forth the following action plan:
Writing a curricular mission statement (useful to lead into discussions on diploma requirements, transcripts, SPRC discussions of student programs). A committee was formed to work on this statement.

Thursday, October 3
Present: Stephanie Curci, Susan Esty, David Fox (scribe), Lisa Joel, Andy Houssiaux, Chris Jones, Christina Landolt, Matt Lisa, Sean Logan, Erin McCluskey, Elizabeth Meyer, Raj Mundra, Caroline Odden, Kurt Prescott, Judy Wombwell, Thayer Zaeder

Laura Warner joined us, for the first section of the meeting, in her role as cochair of the Grading and Assessment Working Group. Three members of Academic Council also serve on the Working Group. We first reflected individually on what we take the purpose(s) of the Working Group to be and then shared our impressions. We then each ranked six distinct purported purposes of grading and assessment, thinking about both our impressions of how things are and our aspirations for how things might be.

During the final 45 minutes, Landolt and Jones led a discussion of Academic Council within the context of Standard 10, “Administration,” of the NEASC review. We engaged with the following:
   • Who is an administrator at our school?
   • What is the role of Academic Council?
   • How are faculty members involved in decisions about the curricular program, and in what ways does Academic Council enable or amplify faculty voice?
   • What suggestions might Academic Council have for addressing systemic challenges that we discussed while responding to the previous questions?

The discussion is more appropriately captured via the NEASC review than in these minutes.

A Walk to Promote Deeper Community Connections

Please join Courageous Conversations for a walk on the Spicket River Greenway in Lawrence, https://groundworklawrence.org/spicketrivergreenway, on Sunday, October 13 at 1 p.m.

Lesly Melendez, from Groundwork Lawrence, and Mark Cutler, of Phillips Academy, are teaming up with Courageous Conversations to lead a walk with members of the Lawrence and Andover communities. We’ll talk history, culture, and environment along the way, starting at Manchester St. Park and ending at Island Street, with an opportunity to visit the Essex Art Center (3-4:30 p.m.) and to have a sip at the Spicket River Brewery.

We will meet at Groundwork Lawrence, 50 Island St. at 1 p.m. and shuttle to 77 Manchester St. The walk should take about two hours. To give us an idea of numbers for the shuttle, please reply to sgstott@me.com, but do not hesitate to come if your plans change at the last minute.

—Mark A. Cutler
Instructor in Spanish and Interdisciplinary Studies

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
TIAA Financial Counseling
The Academy provides individual confidential financial counseling sessions with TIAA 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.

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

TIAA sessions will occur in GW Hall in the 2nd floor conference room on the following dates:
- Tuesday, October 15
- Tuesday, November 5
- Tuesday, December 12

Appointments are available from 9 a.m. to 4:30 p.m. Call TIAA at 866-843-5640 between 9 a.m. and 8 p.m.

Fall Administrator and Staff Meeting
Please hold the date for the Fall Administrator and Staff Meeting. The meeting will be held on Tuesday, October 15 from 3 to 4 p.m. in Kemper Auditorium. We look forward to seeing you there!

Flu Shot Clinics for Employees
Cold weather is just around the corner, and along with it comes the flu season. To help protect you from the flu, Phillips Academy will be offering two convenient flu shot clinics for campus adults again this year, run by the professional nursing staff of Maxim Health Care. The first clinic will be Friday, October 25 from 11 a.m. to 3 p.m. in Kemper Auditorium. The second clinic will be Thursday, November 7 from 4 to 7 p.m. in Paul’s Room, Paresky Commons. Employees, spouses, and dependents over the age of 18 can participate. You will be required to show your health insurance card at the time of your flu shot. Maxim will bill your current insurance plan, so no fee will apply. For more information about influenza and the flu shot, please visit the Centers for Disease Control (CDC) website: www.cdc.gov/flu/.

Short-Term Disability Enrollment Period October 28–November 1
Benefit-eligible colleagues (.50 FTE or greater) will have an opportunity to enroll in short-term disability for an effective date of December 1. Eligible employees interested in enrolling in short-term disability insurance may do so Monday, October 28 through Friday, November 1 for an insurance effective date of December 1.

What is Short-Term Disability?
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.

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 7, 14, or 30 days after you become disabled. Rates are locked in at your age of purchase; they will not change.

How much does Short-Term Disability Cost?
Rates and additional information are available on PAnet. Personalized rates will be calculated for you on the enrollment website based on census information we sent to Unum. Premiums are deducted from your paycheck on an after-tax basis.

During this enrollment period, employees who were hired from May 12, 2019 to the present may enroll up to the maximum benefit without medical underwriting. Employees hired prior to that date can still enroll, but they will be required to complete a medical questionnaire. You own this policy, so you can keep it even if you leave Phillips Academy or retire. While you are enrolled, the Academy will deduct your after-tax premium from your paycheck and remit it to Unum each pay period.

How to Enroll in Short-Term Disability
This quarter, Unum’s enrollment can only be done by contacting Unum via a special dedicated phone number for this enrollment period. The phone number will be available beginning on the first day of the enrollment period and will be staffed with enrollment professionals that can help you create a personalized benefit. Important Note: There is no obligation to purchase insurance if you speak with an enrollment specialist.

If you have any questions, please contact Stephanie Donovan at x4106 or sdonovan@andover.edu.

HR at Your Service
Because understanding your benefits is an important part of your employment experience at Phillips Academy, the human resources team would like to provide you with an opportunity to learn more about each employee benefit in a way that is meaningful to you. As such, we will begin a monthly series called HR at Your Service. This week in conjunction with the Short-Term Disability enrollment period, a member of the human resources team will be available in the Upper Left of Paresky Commons during lunchtime on Wednesday, October 30 from 11 to 1:30 p.m. for you to stop by and learn more about your short- and long-term disability benefits.

Long-Term Disability
Did you know that all benefit-eligible
Employment and Benefits News

Employment and Benefits News, continued from page 12

employees are automatically enrolled in the Academy’s long-term disability benefit on the first of the month after one year of continuous service? The Academy pays Unum, the disability vendor, monthly premiums based on employees’ gross earnings.

What is Long-Term Disability (LTD)?
You never expect a serious illness or accident to happen, but when it does, it can interrupt your ability to work for months—even years. Long Term-Disability Insurance can give you the financial support you need to manage your disability and your household.

How does LTD work?
After a 180-day elimination period, the monthly benefit amount for eligible employees is a percentage of monthly earnings to a maximum benefit of $8,000 per month. Please note that payment may be reduced by deductible sources of income and disability earnings.

Who Pays for LTD? Employees pay employment taxes on school-paid premiums as though the premium was income so that, in the event of an eligible employee’s disability, the employee will receive the benefit tax-free. Unum pays monthly benefits directly to the employee. For more information or a copy of the summary plan description for the faculty or staff policy, please visit the human resources office or the Human Resources Section of PA.net.

Employment Opportunities

Facilities Operating Engineer
Phillips Academy seeks a Facilities Operating Engineer to maintain power plant machinery, equipment, and piping systems with a minimum degree of supervision while working alone on shift. The successful candidate will possess a Third Class Engineers license issued by the Commonwealth of Massachusetts Department of Public Safety. Experience operating high-pressure boilers, steam turbines, diesel engines, electrical distribution equipment, auxiliary machinery, and building management systems are required.

While the power plant is in operation (Late September–Early June) this is a 12-hour shift from 7 a.m. to 7 p.m. When the power plant is offline, the shift is 10 hours with weekends off.

A high school diploma or equivalent is required.

Full background check is required. Please complete an application and include a resume online at http://www.andover.edu/employmentopportunities. Immediate review of applications. Position will remain open until filled. Strong internal interest.

Phillips Academy is an equal opportunity employer. Any offers of employment will be contingent upon successful CORI/SORI and fingerprinting background checks as well as authorization to work in the United States.

Cantor
(2019–2020 Academic Year)
Phillips Academy seeks qualified individuals to serve as cantor for the 6:45 p.m. Sunday Mass for the Catholic community of Phillips Academy in Andover, MA for the 2019–2020 academic year. Requirements include Mass (under an hour) and a 30-minute check-in rehearsal with accompanist and other liturgical ministers.

Phillips Academy is an intentionally diverse and inclusive residential community “committed to creating an equitable and inclusive school in which students from diverse backgrounds, cultures, and experiences—including race, ethnicity, nationality, gender, socioeconomic class, sexual orientation, gender identity, religion, and ability—learn and grow together.” The Catholic Chaplaincy serves those Andover residential and day students, the affiliated families, faculty, and staff seeking a Catholic worship experience. The ideal cantor in this setting works well with young people and prayerfully and musically supports the inclusive and diverse nature of the community.

The cantor will lead the assembly in full and active participation in the sung prayer of the liturgy. Ideal candidate will meet the following qualifications:

Musical Qualifications
- Pleasant and inspiring voice; ability to read music and sight sing
- Excellent diction and intonation
- Professional training in vocal music is encouraged
- Sung fluency in more than one language is encouraged
- Independent preparation skills
- Public speaking ability
- Ability to teach new music to an assembly
- Familiarity with wide variety of Catholic liturgical music

Liturgical Qualifications
- Understanding and respect for the Catholic worship tradition and its various forms of sung prayer in the liturgy: assembly singing of hymns and Mass setting; solo cantor singing of Psalm, Gospel acclamations, and other chants and verses particular to cantor role.
- Obtained NPM Cantor Certificate (any level) or the equivalency in parish cantoring experience.
- Ability to work within liturgical ministries team of Catholic Chaplain/ worship director; various priest/ presiders; accompanist; student liturgical ministers.

Work Environment/Resources
- Liturgical music resources: Worship, Gather, Spirit and Song, and Breaking Bread

continued on page 14
Technical requirements:
- ASP.NET MVC; ASP.NET CORE
- SharePoint Development/
- Administration
- Web Services: SOAP / JSON / REST
- HTML5 and C#
- "Modern" Javascript and CSS
- Microsoft SQL server
- Visual Studio
- Frameworks such as jQuery, Knockout, Bootstrap, Angular, Aurelia, or Durandal
- TFS, GitHub

Full background check is required. Please complete an application and include a resume online at: http://www.andover.edu/employmentopportunities. Immediate review of resumes. Position will remain open until filled.

**Web Application Developer**

Phillips Academy seeks a Web Application Developer to join our Information Systems team. The successful candidate will be part of a team responsible for the design, development, enhancement, testing, troubleshooting, implementation, support, and documentation of the Academy’s web-based applications.

With minimum supervision, the Web Application Developer prioritizes and allocates time to the various activities in support of the Academy’s business objectives. The candidate must work closely with our Full Stack Developer, members of Network and System Services, our SQL Programmer Analysts, as well as outside vendors. The successful candidate must be comfortable working within all layers of the Academy’s web-based products including SharePoint, third party vendor packages, and custom-developed solutions. Maintenance and modification of existing web-based applications is a must with some new development opportunities.

Technical requirements:
- ASP.NET MVC; ASP.NET CORE
- SharePoint Development/

**PALS Program High School Placement Advisor**

PALS is seeking a High School Placement Advisor to assist current 8th grade PALS in applying to high schools this fall. This temporary, part-time position would begin immediately and run through January 2020. The Advisor will support a small cohort of students from a Lawrence, MA, middle school through the application process—assisting with list development, application completion, essay writing, interview preparation, and serving as a liaison of information between the PALS program and the students/school sites. The Advisor will meet with students at their school site outside of school hours (weekday afternoons) as coordinated by the Advisor and the school site/students.

About the Program:

PALS, one of Phillips Academy’s outreach programs, is an academic-year program that provides academic enrichment, study skills, and learning strategy support for Lawrence middle school students and assists them with the high school application process. Established in 1988, PALS serves up to 45 students from Lawrence middle schools in both academic year and summer programming, free of charge, and combines a rigorous academic enrichment program with ongoing mentorship from a cohort of volunteers from Phillips Academy and Andover High School.

Learn more!

Compensation: The Advisor will earn a competitive hourly wage and the number of hours will be dependent upon the assigned number of students (maximum 5 hours per student).

Minimum Qualifications: Bachelor’s degree required. Experience working in an educational setting with middle and/or high school students required. Experience with the application process to high school or college preferred.

If interested, apply online at: http://www.andover.edu/employmentopportunities.

**Major Gifts Officer**

Phillips Academy seeks candidates for the role of Major Gifts Officer (MGO). The MGO will manage a portfolio of alumni and parent leadership gift prospects ($100,000+).

Reporting to the Director of Major Gifts, and working collaboratively and strategically with colleagues in the Office of Academy Resources, faculty, senior leadership of the Academy, and volunteers, the MGO will secure resources essential to maintaining Andover’s place at the forefront of private secondary education.

Minimum Job Qualifications:
- Bachelor’s degree required. Minimum
Employment and Benefits News

Employment and Benefits News, continued from page 14

5-7 years of successful fundraising experience, in development or academic advancement fields. Minimum of 3-5 years’ experience identifying, cultivating, and soliciting major gifts is highly desired. Ideal candidate will have excellent written and oral communication skills. Knowledge of fundraising databases and Microsoft Office. Strong organizational skills; attention to detail; ability to work independently with minimum supervision. Demonstrated ability to prioritize tasks and meet deadlines. Excellent interpersonal skills and commitment to being a member of the OAR team. Travel throughout the United States is required. Full background check required.

If interested, apply online: http://www.andover.edu/employmentopportunities.

Note: Phillips Academy is an equal opportunity employer. Any offers of employment will be contingent upon successful CORI/SORI and fingerprinting background checks as well as authorization to work in the United States.

—Leeann Bennett
Director of Human Resources

Mark your calendars!

celebrate our community

FALL OPEN HOUSE
November 22 | 3:30 - 5:30 p.m.
hosted by Jim & Kristen Ventre
74 Bartlet Street, Andover

campus adults only

Holiday Dance
December 20th | 6:30 - 11:00 p.m.
Snyder Center
Live band! Great food! for you & a guest

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