**Connect the Big Blue Community**

In this week’s *From The Cubby*, Interim Head of School Jim Ventre ’79 hosts a two-part conversation. First, Shahinda Bahnasy and Sebastian Romero share perspectives from the senior class. Then, members of the Sykes Wellness Center—Amy Patel, Jessica Pierre-Chery, and Natalie Zervas—offer strategies for staying healthy. All videos for the series will be posted in Andover’s social media channels, including YouTube. Today’s episode will be available around 10 a.m.
Religious Scene

Upcoming Calendar of Observances, Worship, and Fellowship

**Catholic Community**
- Worship Service—Sundays @ 7 p.m.
  - Including prayer, readings, and fellowship.
  *If you would like to be added to the Zoom email invitation (if not already on the distribution list), please contact Dr. Mary Kantor at mkantor@andover.edu.

**Jewish Community**
- Shabbat Service—Fridays @ 5:30 p.m.
  - Including blessings, candle lighting, and a discussion of Passover.
  *If you would like to be added to the Zoom email invitation (if not already on the distribution list), please contact Rabbi Michael Swarttz at mswarttz@andover.edu.

**Protestant Community**
- Compline Prayer Service—Wednesdays @ 6 p.m.
  - Including prayer, readings, and fellowship.

**Muslim Community**
- "Members of our Muslim community will begin the holy month of Ramadan this week, beginning on April 23 or thereabouts (depending on the sighting of the crescent moon that marks the beginning of a new month). Traditionally, those observing Ramadan abstain from eating or drinking from sunrise to sunset. Given the rigor of this practice, some may experience increased levels of fatigue and/or lack of focus. Social distancing has also hindered the ability of observant Muslims to gather to break the fast or to pray as a congregation.

As this month progresses, we ask for your understanding and flexibility as our Muslim students, staff, and faculty balance the various commitments of their faith, family, and work.

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Celebrating the Breath of Life

In the days after my dad’s funeral in early March, I hiked the northern Wisconsin woods near where I grew up. Snow and brisk breezes still had a hold there, any greening of the landscape still weeks away. On this side of winter, my dad would sit at the kitchen table plotting out his garden, scheduling the seed plantings under grow lights in the basement. While crunching through a frozen swamp, surrounded by milkweed plants, these seeds and Dad’s gardens came to mind, a prompt to snap off a branch and crack open a dried milkweed pod, releasing seeds to the day’s wind.

In Genesis, beginning the sacred scriptures for Judaism and Christianity, a creation story begins with a “wind” or “spirit” of God. This same Hebrew word was later used when God puts the “breath of life” into humanity. The storyteller later speaks not only of humans but also of all creatures as having this “breath of life.”

I hugged my mom goodbye before flying back to New England, not realizing this touch of someone or something with the breath of life, would be the last for several weeks. I live alone; my lease does not allow for pets. My usually generous pet-sharing neighbors are social-distancing their dogs too. (I’d slather my hands with Purell, I promise...) Yet, the source of this breath of life, however one defines it, continues to sustain me. Daily evidence is abundant: three-year-old twins learning to blow kisses to me in FaceTime; a live-cam puppy playroom on my screen—now as constant as Zoom; at least one stem of something blooming in a vase on my kitchen table/desk/now online-worship altar; Some Good News in our world and in space; our students.

I am profoundly grateful my dad could be touched and held to his last breath. I pray and grieve for those now dying alone, for those wanting to hold them. In these days of this breath-stealing pandemic, I’m finding joy, loss, tears, and gratitude are also abundant. Wishing the bountiful breath of life in cleansing spring breezes, laughter-filled lungs, and deep hugs to all of us.

—Dr. Mary Kantor
Catholic Chaplain

*Some inspiring options:
- [https://explore.org/livecams/warrior-canine-connection/service-puppy-cam](https://explore.org/livecams/warrior-canine-connection/service-puppy-cam)
- [https://aboutflowers.com/quick-links/health-benefits-research/](https://aboutflowers.com/quick-links/health-benefits-research/)
- [https://www.youtube.com/channel/UCOe_y6KKvS3Pdlfb9q9pGug](https://www.youtube.com/channel/UCOe_y6KKvS3Pdlfb9q9pGug)
Happy Earth Week, Andover!

Here are four ways to get involved virtually in the Andover environmental and climate justice movement.

1. Take the EcoAction Flipgrid Challenge. Post a video of you and/or your family doing something good for the environment. Anyone that posts will receive an AGreenerBlue water bottle or coffee mug when we return to campus. [https://flipgrid.com/ecoaactionearthweek](https://flipgrid.com/ecoaactionearthweek)

2. Read and react to articles on the AGreenerBlue blog. We are posting some great articles by ASM speaker Bill McKibben, our students, and others. [https://agreenerblueblog.wordpress.com/](https://agreenerblueblog.wordpress.com/)

3. Participate in earthdaylive2020.org, which replaces the planned global 72-hour strike. The Student Ambassadors for Climate Curriculum and EcoAction are hosting a local livestream featuring our faculty and students.
   - Topic: Climate Education at Phillips Academy Andover
   - Time: Apr 24, 12 p.m. Eastern Time (U.S. and Canada)
   - Join Zoom Meeting: [https://andover.zoom.us/j/91853316276](https://andover.zoom.us/j/91853316276)

4. Stay tuned for virtual Climate Cafés this spring!

—Allison Guerette
Campus Sustainability Coordinator

The Assignment Tracking Tool Supports Students

To support students in the online learning environment, Academic Skills Center (ASC) has created an Assignment Tracking Tool and a brief video with tips for advisors and point people. With this tool, students can organize information about assignments, Zoom/conference times, important links, and planning into one place. Students may access the tool through links in Campus News or in the “Tips for Online Learning” section of the ASC Canvas Course. The document is “view only;” students are directed to click File—Make a copy to save their own editable copy.

When we meet with students through the ASC, we often help them personalize this tool. We encourage students to review their Canvas courses and update the tool weekly, ideally on Sunday or Monday, so they can map out their assignments and plans for the upcoming week.

Advisors and point people, we encourage you to access this tool to support your students who may be struggling with organization and planning this term. It’s helpful to do this, even just for one student! Here’s a brief video—”Advisor/Point Person Tips for helping students manage/plan their work”—to walk you through the process.

—Laura Warner, Maureen Ferris, Lani Silversides, Maureen Crowley

A Shout Out to Public Safety

What a wonderful surprise! Thank you, whomever may have placed these signs at Public Safety! We appreciate your support!

Warmest regards,

—Wendy Cogswell
Department of Public Safety

The Andover Gazette

Nancy Hitchcock (ext. 4659)
Editor

Tracy Sweet (ext. 4313)
Director of Academy Communications

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

The Department of Dance is happy to offer an array of Zoom classes to the community to help bring us together and connect our minds to our bodies and our hearts. All of these classes are designed for small spaces. Password: padance.

**Wednesday 4 p.m. EST — 1 hour**

*Improv for Adults with Children Together: (Try a one-to-one ratio!)*

Movement and improvisation games!
Judy Wombwell
https://andover.zoom.us/j/3369552561

**Thursday 8 p.m. EST — 30 min**

*Head, Heart, Hand Time: A combination of flow yoga, breathing, and gratitude.*
Erin Strong
https://andover.zoom.us/j/2857709577

**Friday 3 p.m. EST — 1 hour**

*Jazzy FriYay!: An open level jazz dance class for all ages.*
Erin Strong
https://andover.zoom.us/j/2857709577

—Department of Dance

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**PA COMMUNITY BOOK CLUB**

Open to all PA adult community members

Friday, May 15
Noon–1 p.m.
Location TBD

Next Book:
Untamed
By Glennon Doyle

Contact Belinda Traub (btraub@andover.edu) for more information
Cosponsored by the Head of School’s Office and the OWHL.

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**CAMD Scholar, continued from page 1**

visual appearance will reveal the gravity of implicit messaging in seemingly innocent productions.

Shen’s presentation seeks to empower us all to be more critical and conscious viewers when consuming media, and inspire us to imagine the endless possibilities of positive and inclusive characterization.

Join us for her presentation here: https://andover.zoom.us/j/96210309426; password is natalie20.

Shen will be joined by guest collaborator Kawai Lai, a designer and facilitator serving schools in strategic planning. Lai started VizLit.org to unleash the visual mind of every learner. Formerly, she served as the vice president of innovation at the National Association of Independent Schools and helped launch and grow Education Elements. Lai’s visit is sponsored by an Abbot grant to PA’s Asian Women Empowerment (AWE) organization.

—Emma Staffaroni
CAMD Scholars Coordinator
**New! Office 365 integration for Canvas**

We have enabled the Office 365 integration with Canvas, which allows direct access to your OneDrive files so that students can complete assignments, opens the Collaborations tool up to using shared Word/Excel/PowerPoint documents, allows students to submit files directly from their OneDrive, and more. See the Office 365 Integration tool page in Canvas@Andover for a complete summary of how to use it.

**A request from the Help Desk**

When submitting a question regarding Canvas, please include a URL to your course so we can access it more quickly. This makes it much easier for us to get to and diagnose the problem without searching through course lists. Thank you!

**The Tech Toolbelt**

You’ve seen our Tech Toolkit (Canvas, Zoom, etc.). Now check out The Tech Toolbelt—tech tips and shortcuts that are right there at-the-ready—that’ll help you get things done more easily and efficiently.

**Cut, Copy, Paste (Cmd+X / Cmd+C / Cmd+V [Mac], Ctrl+X / Ctrl+C / Ctrl+V [PC])**

Save yourself time and right-clicking by using these handy keyboard short cuts to cut, copy, and paste content. How to remember which is which? Try these mnemonic devices:
- I use my Xacto knife to cut
- C is for copy
- The V is an inverted caret ^ that an editor uses to indicate where to insert or paste new text.

Even better: they work in most web and desktop applications!

—— Jen Dick

**Screen-shot (Mac) Cmd+Shift+4**

When I learned how to capture a portion of my screen on my Mac, it was a game changer. I use it all the time. It can be very useful if you need to capture an error message/warning that you want to include in a Help Desk ticket or if you want to include a screenshot in a student assignment.

How to capture a portion of your screen (not the entire screen) on a Mac:
- Press and hold these three keys together: Command, Shift, and 4.
- Drag the crosshair to select the area of the screen to capture.
- To take the screenshot, release your mouse or trackpad button.
- You will see a thumbnail on your desktop.

If you want to capture the entire screen:
- Press and hold these three keys together: Command, Shift, and 3.
- You will see a thumbnail on your desktop.

—— Paula Driscoll

**Screen-shot (PC) Windows Key+Shift+S**

There are many reasons to capture screen shots on your computer. Perhaps you need to make a how-to guide for a specific technical process?

Here’s how to capture a portion of your screen (not the entire screen) on a Windows PC:
- Press and hold these three keys together: Windows Key, Shift, and S.
- This will open the Snip & Sketch tool (new in Windows 10).
- Click, hold and drag the crosshair to select the area of the screen to capture.
- To take the screenshot, release your mouse or trackpad button.
- Your screen shot is now in your clipboard and you can paste it into another application.
- To save and/or annotate your screen shot, click on the pop-up Windows Notification that will appear in the lower right corner of your screen. This will open the full Snip & Sketch application.

Here’s how you can capture the entire screen:
- Press the ‘Prt Scr’ (Print Screen) button to capture the entire screen to your clipboard.
- Press and hold the Windows Key+‘Prt Scr’ to automatically save your screen shot to the Pictures folder. Your screen will dim for a moment to indicate you have just taken a screen capture.
- Note: If you have multiple screens, they will all be included in the screen capture as a single image panorama.

—— Mike Tridenti

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

Mental Health Resources

In an effort to help our faculty and staff find and maintain personal wellness and feel equipped to continue connecting with our students during this adjustment to our current reality, the Psychological Services team will be including articles here in the Gazette each week. We hope that they prove to be informative, helpful, and perhaps comforting for our colleagues in these unprecedented times. If there are any topics you are hoping we can address through an article, please let us know at counseling@andover.edu. Please also know that while the psychological counselors are not able to provide counseling to students during this time, we are available to consult with colleagues about student concerns. You can reach out to any counselor individually or email counseling@andover.edu. We hope you are staying well!

How saying “no” can be great self-care (article from last year that is relevant now): https://www.nytimes.com/2020/04/16/parenting/burnout-boundaries.html?searchResultPosition=3

Unique ways to carve out time for self-care:

—The Psychological Services Team

Grids for Connection

We are excited to announce our Grids for Connection Flipgrid! So often during our days on campus we are running from one building to another. Right now we are not passing each other on the walkways but we are connecting in a new fashion. Flipgrid is a fun and simple way for us to stay in touch and maybe learn a little more about each other.

Every Friday we will post a link to a new topic. We are starting off with “Let’s Get Connected.” Click this link (flipgrid.com/bigbluebewell) to see what some colleagues have already shared and add your own video!

* When asked to sign in, click on “Log in with Microsoft” and use your PA credentials.

There are tips on the grid if you feel a little camera shy or want to jazz up your video a bit. If you have an idea for a topic please email Melissa at mpiantidosi@andover.edu. Looking forward to connecting with you all soon!

Be Well.

—Sykes Wellness Team

Lifestyle Medicine

Lifestyle medicine is an evidence-based approach to preventing, treating, and even reversing diseases by replacing unhealthy behaviors with positive ones—such as eating healthfully, being physically active, managing stress, avoiding risky substance abuse, adequate sleep, and having a strong support system.

Lifestyle Medicine Focuses on 6 Areas to Improve Health

- **Healthful Eating**: Focus on whole, plant-based foods
- **Increase Physical Activity**: Regular, moderate exercise that can increase health and decrease risk for many cancers and heart disease
- **Decrease Screen Time**: Limit time spent on screens, including video games and social media
- **Manage Stress**: Use techniques such as deep breathing, yoga, or meditation
- **Form & maintain Relationships**: Foster connections with friends, family, and community
- **Substance Abuse**: Avoid risky substances such as alcohol, tobacco, and illegal drugs

6 Ways to Take Control of Our Health

- **Nutrition**: Focus on a balanced diet of whole, plant-based foods
- **Exercise**: Regular, moderate exercise can increase health and decrease risk for many cancers and heart disease
- **Sleep**: Aim for 7-9 hours of quality sleep each night
- **Substance Abuse**: Avoid risky substances such as alcohol, tobacco, and illegal drugs
- **Social Support**: Foster connections with friends, family, and community
- **Stress Management**: Use techniques such as deep breathing, yoga, or meditation

Lifestyle Medicine’s Unique Value Proposition

- **Improves Quality of Life**
- **Reduces Healthcare Costs**
- **Enhances Quality of Life**
- **Improves Mental Health**
- **Enhances Physical Health**

American College of Lifestyle Medicine

The American College of Lifestyle Medicine (ACLM) is the nation’s leading organization for physicians, health professionals, nurses, and others committed to helping people achieve optimal health and wellness through lifestyle change. ACM is dedicated to transforming health and rebuild health care through lifestyle medicine. LifestyleMedicine.org

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Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
Diversity, Equity, and Inclusion

AWARE Canvas Page
AWARE hosts a Canvas page with a wealth of resources, including suggested books, articles, poetry, plays, films, and podcasts. This spring the page will include a weekly post of a recent article, podcast, etc. of interest (only some of which will be related to current events around the pandemic) and these will also be shared here in the Gazette. If you would like to be added to the AWARE Canvas page, email Deb Olander.

AWARE Weekly Share
This spring we will share a weekly recommendation for engaging in issues of racism and antiracism. This week, we recommend Raoul Peck’s Oscar-nominated documentary I Am Not Your Negro based on an unfinished project of James Baldwin’s. Peck uses Baldwin’s original words and a flood of rich archival material to examine race in America. The film is available to stream for free through Kanopy, a streaming service available through Andover’s Memorial Hall Library (and many other public libraries) and Amazon Prime Video.

The AWARE Planning Team
Jamie Gibbons, Allen Grimm, Cath Kemp, Katherine Matheson, Deb Olander, Kate Slater, Emma Staffaroni, Chris Ishizuka-Wade and Carolyn Zimmer.

CAMD and Brace to Host COVID-19 Dialog
On Thursday, April 30, at 4 p.m. EST, Amy Patel, Monique Cueto-Potts, Flavia Vidal, and LaShawn Springer will host a webinar, which is the second installment in a COVID-19 series. Last week, we outlined some of the health disparities highlighted by COVID-19 and the structural and systemic racism, classism, and cis-sexism impacting our communities. As conversations about re-opening businesses in certain states have begun—despite admonitions from the CDC that it’s too soon—it’s important that we name the privileges driving these and other individual and governmental decisions and actions we’ve seen play out. Please note that attendees will be broken into small groups for some portion of the webinar to discuss their responses to a prompt that will be sent out to registered participants prior to the event.

Please register here: https://docs.google.com/forms/d/e/1FAIpQLSd2-BZjDeCdjJpvpZok6T-4UEYg6dxMJIE85rhXAUyGhYO7cw/viewform.

—LaShawn Springer
Director, Community and Multicultural Development Office

Mindfulness Opportunities
The Tang Institute would like to share the following upcoming mindfulness opportunities that may be of interest. Note that all of these offerings are free of charge and will take place using Zoom.

• Sit to Connect (guided meditation) session with Alison Cohen. Mondays from 9 to 9:40 a.m. EST and 12 to 12:40 p.m. EST (40 minutes; these sessions will be offered every Monday for the foreseeable future). You can join the Zoom call by clicking here. *Alison’s sessions are free, but if you would like to make a donation, 100% of which will go to the GoFundMe.org COVID-19 Relief Fund, please Venmo @Alison-Cohen-5 or send a donation through PayPal (alisonesther@gmail.com). Please include the message “Sit to Connect.”

• Cambridge Insight Meditation Center (CIMC) “Wednesday Evening Program” with Narayan Helen Liebenson. Wednesday, April 29, 6:30 to 7:15 p.m. (meditation) and 7:30 to 8:45 p.m. (talk and Q+A with Sebene Selassie). Click here for the Zoom link or call (646) 876-9923 and enter the Meeting ID 617-554-886.

• Cambridge Insight Meditation Center (CIMC) “Dharma in Daily Life” with Narayan Helen Liebenson. Weekday sessions from 8:45 to 9 a.m. EST (15 minutes). Click here for the Zoom link to this daily offering or call (646) 876-9923 and enter the Meeting ID 846 003 521.

—The Tang Institute Team
Academic Council Meeting Minutes
Thursday, April 16

In attendance: Clyfe Beckwith, Steph Curci, David Fox, Linda Griffith, Andy Housiaux, Lisa Joel, Chris Jones (scribe), Christina Landolt, Matt Lisa, Sean Logan, Erin McCloskey, Elizabeth Meyer, Raj Mundra, Caroline Olden, Kurt Prescott, Marisela Ramos, Keith Robinson, Abbey Siegfried, Jill Thompson, Judy Wombwell, Thayer Zaeder.

- Academic Council again considered courses for approval for the Course of Study. In this context, we further discussed Andover’s commitment to a liberal arts curriculum (see next item).
- Academic Council drafted a Curricular Vision statement and was prepared to introduce it to the faculty for a scheduled April 20 faculty meeting (pre-COVID). What should our next steps be to discuss with the whole faculty?
- Department chairs shared how they are using department meeting times, small department versus large department Zoom+ sessions.

Senior Administrative Council Meeting Minutes
Tuesday, April 21

In attendance: Jim Ventre, Thom Lockerby, Raj Mundra, Jill Thompson, Jenny Elliott, Jessica Herbster, Nancy Jeton, Clyfe Beckwith, Tracy Sweet, Linda Griffith, Jeff Domina, Ferd Alonso, Sean Logan.

The group discussed a shift to our Non Sibi Day programming for next year. As plans develop, Monique Cueto-Potts will communicate with the Andover community.

Jenny Elliott and Linda Griffith proposed a virtual, asynchronous, All-School Meeting for this coming Friday (4/24) during ASM time slot. There is a lot of great content on Instagram and other social media platforms about what our students and colleagues are doing during this pandemic. The goal of the ASM would be to share support resources, amplify student voices, and invite community engagement by making this content more accessible to our many different constituencies. The program will include a welcome by copresidents, a cheer with the Blue Key heads, student performances, and messages from student groups and adult members of the community. The event will be recorded and posted in media space.

Jim Ventre proposed a town hall meeting for this coming Monday (April 27 at 8 p.m. EST) that will feature the opportunity to hear from the following guests: Clyfe Beckwith, Jenny Elliott, Linda Carter Griffith, Raj Mundra, Amy Patel, and Jim Ventre.

A group consisting of Clyfe Beckwith, Kate Dolan, Jenny Elliott, Linda Griffith, Raj Mundra, and Jenny Savino volunteered to take on the task of proposing various graduation scenarios for the Class of 2020. SAC discussed several of the possible options that the group considered. After listening to both in-person and virtual proposals for Commencement, the group will further discuss planning, appropriate outside technical and organizational support, and the ultimate content and length of the program.

Plans are underway for a “Scenario Planning Group” to understand the challenges of the pandemic lingering into the fall and beyond. The Scenario Planning Group is chaired by Nancy Jeton and includes Ferd Alonso, Jeff Domina, Jenny Elliott, Raj Mundra, and Amy Patel. At this time, there are no changes to the opening of school in September, as detailed in our 2020–2021 Academic Calendar on PAnet.

Faculty Advisory Council Meeting Minutes
Wednesday, April 22

In attendance: Jim Ventre, Dianne Domenech-Burgos, Trey Brown, Leo Calleja, Lisa Joel, Bridget Tsemo, Joel Jacob, Jose Peralta (scribe).

We began the meeting by sharing our takeaways from our small group discussions on Tuesday. The format allowed for ideas, questions, and feelings to be shared with each other and the administration, and FAC felt that faculty members were open both with each other and the SAC members about their experiences in the current climate. Here is a small sample of the numerous ideas and concerns that will be collated and reflected on in the coming days:

- Faculty are feeling overwhelmed despite the Academy’s guiding principle that ‘less is more.’
- The email on midterm report writing was a point of discussion for several groups.
- Faculty are wondering about the effectiveness of our lessons and are

continued on page 9
questioning how much learning is actually happening on the other side of the screen.

- Folks are thinking about ‘shadowing’ a student for a day and what that might reveal about their online learning experience.
- Fall 2020 was on people’s minds, and most of the questions raised were around logistical issues for the start of the term.
- People are thinking about what additional resources the Academy should be pooling to make the teaching and learning experience better for everyone.
- From an administrative standpoint, people are wondering what the role of the faculty should be in our current climate and what the process of determining changes to the academic program will be like.
- People believe that equity should continue to be one of our guiding principles.

Jim Ventre confirmed that the Senior Administrative Council is scheduled to meet on Thursday, 4/23 to discuss the questions and themes from the small groups. He went on to say that the minutes from that meeting will be published in the Gazette when they are ready. Ventre added that three groups will manage planning and examine various scenarios in respective areas—the Scenario Planning Group, the Commencement Planning Group, and the Strategic Enrollment Planning Group (which was formed three years ago). The makeup of these groups includes current SAC members and others as necessary. With faculty representation in mind, the FAC wanted to know more about the selection process for populating the working groups.

The conversation shifted to talking about several questions that the FAC received from previous town hall meetings, and that have not yet been answered by the administration through email.

Is there any message from Dr. Raynard? Is he being consulted in this decision making?

Dr. Kington is aware of the decisions that have been made at Andover. However, Ventre explained that Dr. Kington’s focus is on completing his obligations at Grinnell College for the time being. Communication will continue with Dr. Kington.

Many are concerned about the increase in bodies walking around campus as of late. I’ve spoken with more than a few colleagues about people walking through their private spaces to get into the campus, those who are not practicing the 6-foot rule, and others going into the Sanctuary despite signage that instructs otherwise. I have seen many non-PA residents on campus as well since I basically live in a high-traffic area of the campus. How might we deal with the obviously difficult reality of people looking for new ways to deal with limited entertainment options by walking through campus?

This question resonated with many of the FAC members, too. The FAC members also report seeing non-PA community members walking in private outside living spaces, not wearing masks around campus, using the tennis courts, and using a faculty member’s private driveway to shoot hoops. In addition to these non-PA resident adults, children (perhaps PA community or non-PA community) commingling and sometimes playing unsupervised with one another. FAC seemed to agree that the big concern here is a need for individuals on campus to exhibit better social (or “physical”) distancing practices. The increased signage has helped. While there is a reluctance to overburden PAPS with the task of more strictly enforcing our social distancing efforts, moving forward, the plan is to come up with ways to better communicate our community expectations around physical distancing, safety, and privacy.

Asking for data regarding mospods (internal communications platform) broken down by class, race, and gender. How do we help faculty not only be aware of the disparities our students of color are facing but how can we help support them?

This issue has been in the minds of Ventre, Raj Mundra, and Clyfe Beckwith. Ventre shared that Mundra and Beckwith will be offering a set of parameters for how and when to use the Student Alert System. The goal, as Ventre shared, is not only to report challenges with academic performance, but also to reflect on student well-being and engagement. Cultivating any form of data based on class/race/gender is difficult, but we will look into how to analyze the data.

Are Monday’s at 3 p.m. going to be our new faculty meeting time? If yes, it will be nice to tell faculty so that they can block off the time in their calendars. It will also be nice to begin to line up what those meetings will entail.

Faculty meetings will be at 3 p.m. Below is a tentative schedule.

4/27: At 8 p.m, ZOOM Town Hall for students and families with Ventre, Mundra, Beckwith, Jenny Elliot, Amy Patel, and Linda Carter Griffith. The idea is to have a brief presentation and then allow time to respond to questions or comments. A formal invitation is forthcoming.

5/5 (Tuesday): 9/10th Housing Pilot Program (Full Faculty, then by Clusters)

5/11: Small Groups (debrief updates from Board of Trustees)

5/18: The Working Group on Assessment and Grading (WGAG) (Full Faculty)

5/26: TBD

The following questions have been forwarded to appropriate channels.

Are our medical costs going to go up since there’s some predictions that insurance premiums might go up by 40% in the wake of the pandemic?

We have been hearing about the potential for an economic recession for several years. If you remember, preparedness for that eventuality was the reasoning behind the proposed faculty salary cuts last spring, among many other cuts. All this was done for the sake of keeping faculty and staff numbers untouched. How come we are not prepared despite all previous cuts having been done with that purpose in mind?

I’d like to also see a breakdown of not just expenses and expected costs, but also savings from this term: heating, water, food, athletic equipment, athletic buses and transport, student activities and services, Sykes services, munches, prom, commencement, award ceremonies. Where is that money going?
Online Pay Statements

As part of the Academy’s ongoing sustainability efforts, effective July 1, Phillips Academy will no longer be distributing paper pay statements. Employees will be able to access their pay statements online via the ADP portal. If you have not already created your portal with ADP, please contact Nicaury Rodriguez at 978-749-4508 or nrodriguez1@andover.edu to obtain your registration code.

To view pay statements, Annual W2’s, and 1095C’s, log into your portal at workforcenow.adp.com. Go to:
Myself → Pay → Pay Statements or Myself → Pay → Annual Statements.

If you would like to receive a notification when your Pay Statement or Annual Statement is available to view, click: Select Notification Options → Send Email Notification when a new Pay Statement is available. The email address will default to the email we have set up.

If you have any additional questions or concerns, please do not hesitate to contact Nicaury Rodriguez at nrodriguez1@andover.edu or 978-749-4508, or Tina Rioux at trioux@andover.edu or 978-749-4504.

Thank you.

—Comptroller’s Office

PA Pets

1. Henry Herbie Meyer: Elizabeth Meyer’s cat “whose resting place on my desk is getting increasingly precarious. I really have to clean…”; 2. Turtle: Emily Goss’s dog is smiling; 3. Zeke: “Who needs a dog when you have a cat like Zeke,” Cheryl Douty; 4. Minou: Nicole Pinet’s “indoor and outdoor cat. He really does think he’s king of the house.”
Community Connections

Quarantine Art
An art teacher in Miami, Fla., Mike Fleming ’75 sent in this original piece of “Gunga art” completed during quarantine. Fleming created this with colored pencil art stix and some markers.

Recipes
Hello from the Paresky Team! We thought we would share some recipes for you to try at home.

Garden Style Baked Fish
(4 servings)
A quick, easy and healthy dinner

- 4 six ounce pieces of cod (any white fish would work)
- ¼ cup shredded zucchini
- 2 tsp diced onion
- 3 tbsp panko breadcrumbs
- 1 tsp. oil
- 1 tsp parmesan cheese
- 2 tsp fresh parsley, chopped
- Salt and pepper to taste
- 2 tsp lemon juice

Instructions:
Preheat your oven to 350 degrees.
Brush fish filets with lemon juice and put on a greased sheet pan.
Combine the rest of the ingredients in a bowl, top each filet evenly with mixture.
Bake for approximately 10-15 minutes, until fish flakes easily with a fork.

Mexican Black Bean Salad
Lunch at home from the “Power Bar”

- 4 tbsp oil
- 2 tbsp red wine vinegar
- 2 tbsp lime juice
- 1 clove garlic, minced
- 2 tbsp chopped fresh cilantro
- ½ tsp sweetener (honey, agave, or sugar)
- ½ tsp cumin
- 1 tsp chili powder
- ½ tsp salt
- Fresh ground black pepper
- 1 can of black beans, rinsed
- 1 cup diced tomatoes
- ½ cup diced cucumber
- ½ cup diced red onion
- 1 diced jalapeno, more or less to taste

Whisk dressing (oil through black pepper) in a large bowl.
Add remaining ingredients, toss to coat.
Serve on its own, with a green salad, or tortilla chips.

Water art at Paresky Commons.
Community Connections

Chocolate Fudge Pudding
(“Heavenly Goo”)
This much-loved “Heavenly Goo” recipe is from the Bondes, who were the cooks at Abbot Academy.

Ingredients:
• 2 Tbsp butter
• 6 ¼ Tbsp sugar
• 1 tsp baking powder
• ¼ cup milk
• ¾ cup walnuts
• ¾ cups flour
• ½ oz. chocolate
• ¼ tsp salt
• ⅓ tsp vanilla

Topping Mixture
• 1 cup & 1 Tbsp brown sugar
• ½ cup white sugar
• 1 ½ Tbsp cocoa
• ¼ tsp salt
• 1 cup boiling water

Method
Have all ingredients at room temperature.
Cream butter until fluffy. Add sugar and continue creaming. Add melted chocolate and blend thoroughly. Sift flour, sugar, and baking powder together twice. Add all of this mixture and all of the milk and mix for 2 ½ minutes. Add coarsely ground walnuts. Place in a buttered pan.

Topping
Mix white and brown sugar, cocoa, and salt. Sprinkle over batter in pan. Pour boiling water over the top. Do Not Stir. Bake at 350 degrees for one hour. This will separate into two layers: crust on top and fudge on bottom.

— Paige Roberts
Director of Archives & Special Collections

Red Lentil Soup
Serves 4
(A new family favorite)

Ingredients:
• 1 tablespoon olive oil
• 1 large carrot, diced
• 2 large stalks celery, diced
• 1 small yellow onion, diced
• 1/2 teaspoon kosher salt, plus more as needed
• 1 cup dried red lentils
• 4 cups water or low-sodium broth
• 1 whole bay leaf
• 2 tablespoons freshly squeezed lemon juice (from 1/2 large lemon)
• For serving: Olive oil, yogurt, or other topping (optional)

Instructions:
1. Heat the olive oil. In a medium (2- to 3-quart) saucepan or Dutch oven over medium heat until shimmering. Add the carrot, celery, onion, and salt and stir to combine. Cover and let the vegetables sweat, stirring occasionally, until the onions are translucent, about 5 minutes.
2. Add the lentils, water or broth, and bay leaf and bring up to a boil. Reduce the heat to low and let simmer, covered, until the lentils begin to fall apart, about 20 minutes.
3. Turn off the heat and stir in the lemon juice. Taste and season with salt as needed. Ladle into bowls and serve with toppings if desired.

— Kathleen O’Sullivan

Websites to Peruse

General Sites
• AirPano—https://www.airpano.com/
• Berliner Philharominker—https://www.digitalconcerthall.com/en/home
• ExoPlanets NASA—https://exoplanets.nasa.gov/
• NASA, Langley Research Centre—https://oh.larc.nasa.gov/oh/
• The Kennedy Centre—https://www.kennedy-center.org/digitalstage/

Tourist Destinations
• Buckingham Palace, London—https://www.royal.uk/virtual-tours-buckingham-palace
• Colosseum, Rome—https://tinyurl.com/hrprzf
• Machu Picchu—https://www.youvisit.com/tour/machupicchu?pl=4
• Northern Lights—https://explore.org/livecams/aurora-borealis-northern-lights/northern-lights-cam
• Walt Disney Parks—https://tinyurl.com/v7qano5
• Pyramids—https://www.tripsavvy.com/virtual-field-trip-pyramids-1259200
• Stonehenge—https://tinyurl.com/wz3xg27
• Street Art with Google—https://streetart.withgoogle.com/en/
• Taj Mahal, Agra, India—https://tinyurl.com/qpz7vmt
• The Great Wall Of China—https://www.thechinaguide.com/destination/great-wall-of-china
• Tour of Rome, Italy—https://tinyurl.com/s5vlzbc

— Jenny Savino

April 24, 2020
Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.


— Paige Roberts
Director of Archives & Special Collections
Quote for the Week:
When “I” is replaced with “we” even illness becomes wellness.
—Malcolm X

Living Well at Home Series
Health Plans, Inc., is offering a series of well-being programs called “Living Well at Home” to keep you healthy and relaxed while at home.

These virtual offerings include live mini meditation sessions and webinars that cover topics from working well at home to how to get a better night’s sleep. All are available at no cost to you and with easy access via Zoom. You do not need to be a member of the health plan to participate. All community members are invited to attend.

Guided Mindfulness Sessions
Mind the Moment—Tuesdays and Fridays from 8:30 to 8:50 a.m.
Mindfulness can help us feel connected and get centered. Experiment with short bursts of mindfulness instruction, followed by mini meditations, led by a team of expert instructors.

• To access the Tuesday session, visit https://zoom.us/j/946535238.
• To access the Friday session, visit https://zoom.us/j/580279161.

Health and Wellness Webinars
To access all sessions, listed here, visit https://zoom.us/j/996948529.

You Got This—Easy Ways To Eat Better (and Stay Sane)—Wednesday, April 29, from 1 to 1:30 p.m.

Learn how to stock up your pantry with anti-inflammatory foods that boost your immunity. Get easy recipes for healthy snacks and meals.

Benefits Open Enrollment Update
The second period for the Annual Benefits Open Enrollment for Medical and Dental Insurance began on Tuesday, April 21, and will run for two weeks, ending Tuesday, May 5. During the open enrollment period, benefits eligible employees (.5 FTE or greater) are able to enroll, drop, and/or change participation in medical and dental insurance plans for the upcoming plan year.

This year we will have two separate time periods based on benefit elections:

• Medical and Dependent Care Flexible Spending Accounts will be Monday, April 6—Friday April 10 (now closed)
• Medical and Dental will be Tuesday, April 21—Tuesday, May 5

For employees who are currently enrolled in the medical and/or dental insurance plan and want to continue their coverage, and make no changes to their enrolled dependents, no action is needed. Benefit Eligible employees who currently do not participate in the Academy’s health insurance plan are required to complete a Medical Waiver Form every year. Please watch for an email from human resources on Tuesday, April 21, for instructions.

Information regarding the Medical and Dental plans, as well as the updated rates for the 2020–2021 plan year can be found on the human resources page of PA.net and the Home page of ADP.

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

Updates from TIAA
To protect the health and safety of our participants and employees during the coronavirus outbreak, TIAA has moved all in-person appointments to phone or online appointments.

Now may be a good time to meet with a financial professional who can look at your financial situation, speak with you about your goals, and help create a plan to get there.

Your TIAA advisor can evaluate whether your portfolio is built to weather market storms—or if it needs shoring up so it can continue meeting your objectives.

If you would like to schedule an appointment, please call 800.732.8353, weekdays, from 8 a.m. to 8 p.m. (ET), or go to TIAA.org/schedulenow. We currently have appointments available on May 12.

—Leeann Bennett
Director of Human Resources