I'm excited to share several new recruiting efforts HR introduced over the past few months as part of our ongoing strategic staffing initiative. We added a “Life” section to the University’s LinkedIn page to showcase the employment experience enjoyed by the Princeton University staff through a variety of photographs, testimonials, and quotes. Please visit us there and join the growing number of employees and prospective employees who follow us.

We also launched our Instagram channel, @WorkingAtPrinceton. Often posting daily, we share images, events, stories, and other information to feature the breadth of jobs and richness of our employment experience. Eva Menezes, our social and multimedia specialist, manages the content for both Instagram and LinkedIn, and she would love to feature stories, articles, videos, and images about you or your department. Contact her directly at emenezes@princeton.edu for more information.

In October, the Office of Human Resources, in collaboration with the Military Service and Veterans and the Disability Alliance at Princeton employee resource groups, invited Melissa Stockwell, a United States Army veteran, wounded warrior, and two-time Paralympian, to our campus when she gave a very inspirational presentation to more than 75 staff and students who were spellbound by her courage, journey, and perseverance.

Sitting in the audience, I was struck by her profound message about the power of choice and by how her experience helps to dispel misperceptions that people may have about veterans and individuals with disabilities. We sponsored this program to bring increased visibility and motivation to hiring veterans, wounded warriors, and other disabled individuals. You can watch a video of the event on the Working at Princeton YouTube channel and read more about her visit on page 3.

I’m pleased to share that two very experienced and talented staff members recently joined the HR team. Welcome Elaine Cha, assistant vice president for HR information systems, and Gloria Ramirez, talent acquisition specialist. We also congratulate four individuals recently promoted—Stacey Burd, manager for benefits services; John Flynn, senior manager for retirement and work life; Michelle Kalayjian, senior manager for health and welfare; and Kay Sylla, senior HR manager.

Please remember to send me your feedback—it is always welcomed and appreciated!

Lianne Sullivan-Crowley
Opportunities

» HR is currently preparing for the annual Service Recognition Luncheon honoring employees who attained service milestones in 2017 and recipients of the President’s Achievement Award and the Griffin ’23 Management Award. All honorees should have received invitations by mail to their home addresses. Invitations to supervisors have been sent by email. More information about the program can be found on the HR website. For questions, contact Jaclyn Wollett at 8-9149 or jaclyn.wollett@princeton.edu.

» Princeton University offers summer camp opportunities for faculty, staff, students, and the community. Located at Dillon Gymnasium, the camp is designed for children entering grades 1–8 and runs for eight weeks from June to August. Exclusive registration for faculty, staff, and students began on February 5 and will continue until registration opens to the community on March 5. For more information about the program and to register, visit the Campus Recreation website.

Policy Reminders

» The 2018 annual performance appraisal process is now underway. HR is offering classes on conducting performance appraisals (refer to page 8). Anyone with questions should contact HR at 8-3300 or hrld@princeton.edu.

Benefits

» The Spring Mammography Program for female faculty and staff members who are of age 35 or older will be held during the week of April 23. Additional information about the program will be sent in early April. For questions, contact Maureen Lampariello at maureenl@princeton.edu.

Health and Wellness Fair

Save the date for Princeton University’s Health and Wellness Fair, to be held on Wednesday, May 9, from 10:00 a.m. to 2:00 p.m., in Dillon Gymnasium. The event will feature massages, smoothies, eyesight and hearing screenings, financial wellness vendors and workshops, a healthy cooking demonstration, prizes, giveaways, and more. We will also draw the names of the recipients of the My Health Coach Giveaway. Additional details forthcoming—stay tuned!

New CAPS Training Session

Talent Acquisition is offering an advanced hands-on training session for hiring managers and hiring manager delegates to review disposition codes, bins and statuses, rejection reasons, and associated email communications in the Careers at Princeton for Staff (CAPS) system. Upcoming dates are March 20, and April 17. For more information and to register, visit the HR website.

Join us for Social Media Day, a professional development conference for all students, faculty, staff, and alumni. It will be held at the Frist Campus Center on Friday, April 13, and will feature campus experts and guests; TED-style lightning talks from students, staff, and alumni; profile check-ups with social media doctors; free headshots; and more. Social Media Day is hosted by the Office of Career Services in collaboration with the Office of Human Resources and other campus partners. Be on the lookout for more information coming soon.
Melissa Stockwell: “Be Greater Than the Great People You Already Are”

Last fall, Princeton University community members came together in McDonnell Hall to see veteran and wounded warrior Melissa Stockwell speak about her journey to become a two-time Paralympian. Stockwell challenged the students and staff members in the audience to be greater than the great people they already are and to start each day with a positive outlook.

“There are twists, there are turns, and there are obstacles in life, but we all have the power to overcome them.”

During the reception and meet and greet that followed the event, the sentiment of inspiration, motivation, and pride permeated the room. “I saw a very strong human being who had a disability that added to her strength,” said Damian Sian, senior web accessibility advisor in the Office of Information Technology. “I feel inspired to be a little more fearless, to let go of excuses, and to try to take a different look at barriers in my own life.”

Sophomore and ROTC Cadet Anne Marie Wright appreciated Stockwell’s fresh perspective and the opportunity to see her speak on campus. “It was the empowerment that I needed to think about how to attack life in general and being in the military.”

Contact us:
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Princeton, NJ 08544
Phone: (609) 258-3000
Fax: (609) 258-4837
hr@princeton.edu
hr.princeton.edu

Watch a video of Melissa Stockwell’s full presentation on our YouTube channel

Princeton sophomore and ROTC Cadet Anne Marie Wright shows her notes with key takeaways from Stockwell’s presentation. “Make your difficulties desirable,” she wrote. Photo by EVA MENEZES
Presented by the Office of Human Resources, the Military Service and Veterans employee resource group (ERG), and the Disability Alliance at Princeton ERG, the event was ideated and organized by Senior Talent Acquisition Specialist Sandra Tango, a 13-year veteran of the Army Reserves and founding member of the Military Service and Veterans ERG. “I had always been interested in bringing a wounded warrior to campus because I know the powerful story that an individual can tell,” she said, adding that Stockwell’s visit to Princeton helped to dispel misperceptions that people often have about veterans and those with disabilities. “Very few people have been able to meet wounded warriors in person. You see them on TV and you see them online, but it’s very different when you meet them and hear their stories directly.”

Stockwell said she hoped her story of tragedy turned into triumph would inspire others to apply the lessons that she learned along the way to their own lives. “Believe in yourself even when you doubt yourself, find people to rely on—we’re all in this life together, and find a way to make your difficulties desirable. A lot of times you end up even better on the other side.”

The Office of Human Resources supports several employee resource groups of staff members who share a common background and interests, including the Military Service and Veterans ERG and the Disability Alliance at Princeton ERG. If you are interested in learning more about or joining one of our ERGs, contact Ivette Martinez-Rivera at ivettem@princeton.edu or 8-5636 or visit the HR website.

View additional photos.

“You see [wounded warriors] on TV and you see them online, but it’s very different when you meet them and hear their stories directly.
Congratulations to employees who completed Management Development Certificate Program

Pictured from left to right are
Front row: Amy Nash, Lewis Center for the Arts; Eneida Toner, Program in Latin American Studies; Satomi Chudasama, Office of Career Services; Elisabeth Tarnok, Office of Human Resources; Maria Hartstein, Office of Research and Project Administration; Joseph M. Drahuschak, Office of Information Technology, Operations and Planning; Kristen Palkovich, University Health Services; Sterling W. Tantum II, Facilities, Operations Back row: Julie Haenischi, Princeton University Press; Allison Viola, Facilities, Operations; Andre Corbitt, Office of Information Technology, Support Services; Raphael Aryeetey, Princeton Institute for the Science and Technology of Materials; Darleny Cepin, Office of the Dean of Undergraduate Students; Nancy Goodstein, Woodrow Wilson School; Mohamed Flites, Facilities, Operations; James Sullivan, Facilities, Operations; Marta Levitskii, Program in Teacher Preparation

Not pictured
Orlando Murgado, Lewis Center for the Arts; Michelle Brown, University Services, Housing and Real Estate Services; Maura Matvey, Department of Chemistry; Russell Feder, Princeton Plasma Physics Laboratory; Elizabeth Holtz, Office of Information Technology, Administrative Information Services; Jane Feng, Princeton Plasma Physics Laboratory; Pamela Edelman, John H. Pace Jr. ’39 Center for Civic Engagement; Sam Evans, Department of Art and Archaeology; Laurie Kuuskvere, Lewis Center for the Arts; Michael Hvasta, Department of Mechanical and Aerospace Engineering; Michael Hodges, Corporate Engagement and Foundation Relations; B. Rose Kelly, Woodrow Wilson School

New Manager Orientation

Pictured from left to right are

Front row: Karen Cuozzo, Office of the Provost; Susan Regan, University Library; Tayla Burns, Davis International Center; Albana Cejne, Office of Audit and Compliance; Angeline Brambley-Moyer, Department of Athletics Back row: Jonathan Seamans, Department of Athletics; Anne-Marie Maman, Princeton Entrepreneurship Council; William J. Hallahan, University Services, Print and Mail Services; Louis Petrecco, Department of Public Safety; Kristin Muenzen, Office of the General Counsel; Jeffrey Zodda, Facilities, Finance and Administrative Services; Karen Wahl, Office of the Registrar; Beth Schupsky, Department of Music

Not pictured
Rob Adams, Department of Public Safety; Theresa Nolan, Office of Advancement, Office of Alumni Affairs; Michele Whitlow, Office of Advancement, Office of Alumni Affairs
Congratulations to employees on the move

Congratulations to the following employees who were promoted or transferred to a vacant position or assumed an acting appointment between October 1, 2017, and January 22, 2018. If you believe your name should have been included on this list, contact Claire Jacobs Elson at celson@princeton.edu or 8-4131.

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Office</th>
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<tr>
<td>Joseph Agyei</td>
<td>Facilities, Operations</td>
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<td>Ruby Lyn Alonzo</td>
<td>University Services, Campus Dining</td>
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<td>Tamara Andrews</td>
<td>Facilities, Finance and Administrative Services</td>
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<td>William Boyle</td>
<td>Department of Public Safety</td>
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<td>Kathleen Braunstein</td>
<td>Department of Chemical and Biological Engineering</td>
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<td>Stacey Burd</td>
<td>Office of Human Resources</td>
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<td>Veneka Chag</td>
<td>Office of Advancement, Development</td>
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<td>Kin Chau-Lee</td>
<td>University Services, Campus Dining</td>
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<td>Albert Chiarello</td>
<td>Facilities, Operations</td>
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<td>Anna Colasante</td>
<td>Department of Philosophy</td>
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<td>Jonathan Darmon</td>
<td>Department of Chemistry</td>
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<td>Jose Espinoza</td>
<td>Facilities, Operations</td>
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<td>Tiffany Falter</td>
<td>Department of Operations Research and Financial Engineering</td>
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<td>John Flynn</td>
<td>Office of Human Resources</td>
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<td>Pedro Garcia-Juarez</td>
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<td>Michael Gibson</td>
<td>University Services, Campus Dining</td>
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<td>Michele Giovannetti</td>
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<td>Lisa Gratkowski</td>
<td>Council of Ivy Group Presidents</td>
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<td>Igor Gubenko</td>
<td>Office of Information Technology, Enterprise Infrastructure Services</td>
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<td>Anil Hayban</td>
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<td>John Hibbs</td>
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<td>Janice Huang</td>
<td>University Health Services</td>
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<td>Louis Johnson</td>
<td>Department of Astrophysical Sciences</td>
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<td>Michelle Kalayjian</td>
<td>Office of Human Resources</td>
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<td>Craig Keyasko</td>
<td>Facilities, Operations</td>
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<td>Courtney Kohut</td>
<td>Department of Mechanical and Aerospace Engineering</td>
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<td>Leda Kopach</td>
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<td>Emily Lawrence</td>
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<td>Thomas McLaughlin</td>
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<td>Mariann Miller</td>
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<td>Tabitha Mischler</td>
<td>Department of Operations Research and Financial Engineering</td>
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<td>Nicole Montgomery</td>
<td>University Services, Campus Dining</td>
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<td>Jordan Moses</td>
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<td>Pamela Muscente</td>
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<td>Michael Olin</td>
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<td>Matthew Panto</td>
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<td>Yves JN Pierre</td>
<td>University Services, Campus Dining</td>
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<td>David Platt</td>
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<td>Juan Polanco</td>
<td>Princeton University Investment Company</td>
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<td>Clarence Robinson</td>
<td>University Services, Campus Dining</td>
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<td>Kurt Rodgers</td>
<td>Office of Advancement, Development</td>
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<tr>
<td>Caitlin Root</td>
<td>Office of Environmental Health and Safety</td>
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Farra Rosko  
Princeton Plasma Physics Laboratory, Office of the Vice President

Jon Saloukas • †  
Office of Finance and Treasury, Financial Services

Caralyn Schwartz *  
School of Architecture

Brian Shaw * † ^  
Facilities, Operations

Laurie Skoroda *  
Center for Human Values

Sonya Smith  
Woodrow Wilson School

Kristen Sobolewski •  
Facilities, Operations

Lisa Soler  
University Services, Campus Dining

Brigid Sudnick  
Office of the Dean of the Graduate School

Kay Sylla  
Office of Human Resources

Yvener Thelusmat  
Facilities, Operations

Mellisa Thompson  
Office of the Dean of Undergraduate Students

Nicole Wagenblast  
Department of Politics

• Participates in HR's Management Development Certificate Program  
* Graduate of HR's Management Development Certificate Program  
^ Graduate of the Excelling at Princeton Program  
† Participates in the Staff Educational Assistance Plan

Women of Princeton Employee Resource Group Launches

Staff members filled the Frist multipurpose room on January 23 for an introductory meeting where they shared their excitement and contributed ideas and feedback toward the future of the Women of Princeton ERG (WERG), whose mission is to foster supportive and productive ties among women in the workplace and to affirm and enhance their contributions to the University community. If you are interested in getting involved, contact Ivette Martinez-Rivera at ivettem@princeton.edu or 8-5636 or visit the HR website.

HR’s Friendly Face: John Flynn

John Flynn, recently promoted to senior manager for retirement and work life, assists in setting strategy for total rewards at Princeton. In this new role, John oversees the administration of the University’s retirement plans and work life programs, working with vendors such as TIAA, Vanguard, Bright Horizons, and Carebridge, as well as campus partners from across the University. It is through these initiatives that he feels he has the opportunity to contribute in an impactful way to the University community.

Having started as a temporary staff member who worked in several different positions in Facilities and the Office of Human Resources, John says that the University has provided him with unique opportunities to be a part of the conversation. “You have the ability to make an impact on the University at any level,” he says. “Princeton’s culture has always felt more personal and less formal. The relationships with colleagues and the flexibility to manage your work and personal life make this place special,” he added.

Outside of his job, John enjoys spending time with his wife, two daughters, and their new puppy Rider.
Mark Your Calendar

with important dates

**HR’s Core Learning Curriculum** from A to Z

Advance registration is required at the Employee Learning Center.

To read descriptions of courses for the Core Learning Curriculum, visit the HR website.

All classes meet at 7 New South unless otherwise noted below.

- **Coaching Others Toward Improvement**
  - Wednesday, April 4
  - 8:30 a.m.–12:30 p.m.

- **Communicating with Others**
  - Wednesday, February 28
  - 8:30 a.m.–12:30 p.m.

- **Embracing Change**
  - Tuesday, February 27
  - 1:00 p.m.–5:00 p.m.

- **Enhancing Feedback and Listening Skills**
  - Tuesday, April 17
  - 8:30 a.m.–12:30 p.m.

- **Guiding the Development of Others**
  - Wednesday, May 23
  - 8:30 a.m.–12:30 p.m.

- **Influencing Others**
  - Wednesday, March 7
  - 1:00 p.m.–5:00 p.m.

- **Legal Aspects of Supervision**
  - Tuesday, March 6
  - 1:00–5:00 p.m.
  - Thursday, May 10
  - 9:00 a.m.–1:00 p.m.

- **Managing Effective Interactions**
  - Thursday, May 3
  - 8:30 a.m.–12:30 p.m.

- **Networking for Enhanced Collaboration**
  - Thursday, April 5
  - 9:00 a.m.–noon

- **Performance Management**
  - Tuesday, March 13
  - 8:30 a.m.–12:30 p.m.

- **Write or Wrong: Improving Written Communication**
  - Thursday, May 1
  - 9:00 a.m.–noon

- **CAREER DEVELOPMENT**
  - **Interview Preparation**
    - Thursday, March 8
    - 10:00 a.m.–noon

- **DIVERSITY AND INCLUSION**
  - **Ally Project: Supporting LGBT Students, Staff, and Faculty**
    - Wednesday, March 13
    - 9:00 a.m.–noon
    - Frist Campus Center MPR A

  - **Ally Project: Asexuality**
    - Wednesday, March 13
    - 2:00 p.m.–4:30 p.m.
    - Frist Campus Center MPR A

  - **Leveraging Diversity: Challenges and Opportunities**
    - Wednesday, March 21
    - 8:30 a.m.–noon
    - Tuesday, May 15
    - 8:30 a.m.–noon

  - **Leveraging Diversity: Part II**
    - Wednesday, March 21
    - 1:00–4:00 p.m.
    - Tuesday, May 15
    - 1:00–4:00 p.m.

- **The Power and Impact of Unconscious Bias for Employees**
  - Thursday, April 19
  - 8:30 a.m.–noon

- **The Power and Impact of Unconscious Bias for Managers**
  - Thursday, April 19
  - 1:00–4:30 p.m.

- **LUNCHTIME MATINEES**
  - **Performance Appraisals**
    - Tuesday, February 13
    - Noon–1:15 p.m.
    - Thursday, March 1
    - Noon–1:15 p.m.

- **PRINCETON DECONSTRUCTED**
  - **Princeton Financials**
    - Presented by Vice President for Finance and Treasurer Carolyn Ainslie
    - Tuesday, March 20
    - Noon–1:00 p.m.
    - Frist Campus Center MPR B

  - **The Student Experience**
    - Presented by Vice President for Campus Life W. Rochelle Calhoun
    - Monday, April 30
    - Noon–1:00 p.m.
    - Frist Campus Center MPR A

For questions, contact HR Learning and Development at: hrld@princeton.edu

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