



Inclement Weather Policy Change

Mary Main, Human Resource Director

During the summer the Human Resources staff conducted its annual review of the Employee Policy Manual, and we recommended a few changes which have now been approved by the Senior Staff. One policy we recommended changing was the Inclement Weather Policy. Hurricane Irene almost put this policy to the test months before we thought it would be needed!

In the past, staff who were on vacation (let's say, in Florida!) during a period of time when the college closed for

inclement weather (like a snow storm!) received a credit back into their vacation bank for the hours that we were closed. Likewise, an employee who was already home using sick time also received a credit for college closings.

Beginning September 1, 2011, the college will restore time — in the event of a college closing— into an employee's personal or vacation bank if the employee called out the day of a storm because they did not feel they could safely come to work, or

they were needed at home because local schools closed. However, if you are already on a scheduled vacation or have called out due to illness in your home, you will use your accrued time as you had already planned.

This change is consistent with a survey we took of local employers and peer colleges. We want all employees to exercise personal safety in the event of a storm. And if you are already on vacation when a storm hits, enjoy your time away as you planned!

The Bates Class of 2015

Roland Adams, Bates Communications Office

Enrollment figures will not be final until Oct. 1, but Bates currently anticipates a class of 264 women and 242 men, selected from 5,196 applicants.

The students come from 396 different high schools, 58 percent of them public, in 33 states throughout the U.S. and 21 other countries.

With 26 percent of the incoming students coming from traditionally underrepresented populations, Bates has increased its enrollment of these students by more than 50 percent in the last five years. The class also includes 31 students who are the first in their family to attend college.

Bates will provide need-based financial assistance to 45.7 percent of the class.

Total enrollment at Bates this fall is anticipated to be 1,908 -- with 1,750 enrolled on campus, 25 studying in Bates programs in Austria and China, and 133 off campus in other programs around the world.

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Danger: Distracted Drivers

Ray Potter, Environmental Health and Safety Manager

This morning I looked in my rear-view mirror and there was a pickup truck just inches from my bumper. Last night on my way home from work, I could see a driver alternating her attention between driving, a child in the front seat and texting. These observations got me thinking that perhaps there can't be too many reminders to people about distracted driving.

The National Highway

Safety Commission and the AAA Foundation for Traffic Safety report that 23 percent of distracted driving accidents result from drivers looking at something outside the car. Another 19 percent result from dealing with children or other passengers; 14 percent looking for something inside the car; 11 percent are distracted by other drivers; 5 percent by personal thoughts; 3 percent by ani-

mals outside the vehicle; 2 percent by technology, including the radio, and the remaining 23 percent from a combination of distractions like eating, drinking, smoking, grooming and cell-phone use. A combined 4000 to 8000 accidents per day occur due to inattention.

I've included a few tips as a reminder to avoid distracted driving. Safe travels!

"Twenty-three percent of distracted driving accidents result from drivers looking at something outside the car."

Pull Over!

- If your children, spouse or passengers need to be disciplined
- If you need to eat anything other than the simplest, neatest snacks
- If you decide you need to be more beautiful when you arrive at your destination
- If you decide you need something in the back seat
- If you start feeling extreme stress as a result of traffic or other drivers



Notable Dates

September 12	Faculty Meeting
September 15	Bi-Weekly Payroll
September 17	Reception in Honor of the Life of Elmer W. Campbell Professor of Economics Dave Aschauer
September 29	Bi-Weekly Payroll

Welcome to the Bates Community

Hayley Anson

Assistant Director of Annual Giving

Angela Atkinson Duina

Lecturer in Education

Mina Beveney

Housing Coordinator and Residence Life Assistant

Kendall Blake

Systems Analyst

Catherine Buell

Visiting Assistant Professor of Mathematics

Timothy Cook

Visiting Assistant Professor of Geology

Erin Curren

Lecturer in French

Marika Dalton

Lecturer in Geology

Craig DeForest

Program Manager, Maine Campus Compact

Michael Durst

Visiting Assistant Professor of Physics

Todd Duval

Dining Room Attendant

Steve Engel

Assistant Professor of Politics

Carol Farrell

Costume Shop Manager

Katie Flinn

Visiting Assistant Professor of Biology

Jesse Foglia

Assistant Rowing Coach

Megan Gahl

Visiting Assistant Professor of Environmental Studies

Uriel Gonzalez

Admission Counselor

Jessada Govindasamy

Administrative Assistant

Erin Hourigan

Lecturer in German

Elizabeth Hurley

Assistant Rowing Coach

Jeffrey Jacques

Grounds and Maintenance Worker

Catherine Jones

Museum Education Fellow

Michelle Lewis

Coordinator of Campus Visits and Events

Ruth Lexton

Visiting Assistant Professor of English

Margo Linton

Head Volleyball Coach

Curt Lyford

Associate Director of Annual Giving/Reunion Fundraising

Brad MacCachran

Bates Fund Gift Officer

Steven Mortimer

Sr. Associate Director of Annual Giving/Director of Class Giving

Erin Nelson

Director of Parent Giving

Dawn Nelson

Visiting Assistant Professor of Mathematics

Beata Niedzialkowska

Visiting Assistant Professor of Art and Visual Culture

Nicholas O'Brien

Content Manager

Karen Ouellette

Recruiting Assistant/Receptionist

Micah Pawling

Lecturer in History

Grady Peterson

Sanitation Worker

Therí Pickens

Assistant Professor of English

Brad Proctor

Lecturer in History

Lee Seguin

Coordinator of Student Activities and Residence Life Assistant

Carl Steidel

Assistant Dean of Students

Jason Thompson

Visiting Associate Professor of History

Mara Tieken

Assistant Professor of Education

Lauren Vedal

Writing Specialist

Aaron Winkler

Lecturer in Biology

Everybody Has a Story—Anecia O’Carroll

Amie Parker, Employment Manager

This month, we’re kicking off the academic year with a bang! And, by bang, I mean really interesting employee. Anecia O’Carroll joined the campus community in November of 2010 as the director of multicultural and international alumni engagement in the office of Alumni and Parent Engagement. She joined us from Schull, County Cork, Ireland by way of Hawaii, the Caribbean, the Pacific Northwest, Florida and Massachusetts. So, how did she end up at Bates?

Anecia was raised in the Pacific Northwest and is a member of the Alutiiq Tribe of Alaska. She grew up on the border of an Indian reservation and is very involved in the ten tribes of the Pacific Northwest. Inspired by her upbringing, Anecia has devoted her education and career to the development of, and outreach to multicultural communi-

ties. She is currently working on a book about native issues.



A devoted mother, Anecia raised her three daughters to appreciate their diverse community and was able to provide them with the unique experience of living and traveling around the world. Her husband is a now retired professional diver and this career afforded them the opportunity to

live in amazing locations such as Hawaii and the Caribbean.

Anecia began her job search in 2010 seeking positions with the word multicultural in the title and discovered the opening here at Bates. After a six-hour interview via Skype and an ocean-crossing relocation, she landed in Yarmouth and began the next phase of her journey, in Maine. She enjoys the sense of community at Bates and was taken by the feeling that she belongs here.

An adventurer at heart, Anecia has jumped off a cliff into a pool below a three-headed waterfall, survived a category-five hurricane, studied Hula and Tahitian dance at a traditional Hulau, and speaks three languages. It’s no wonder her name means “expressing joy,” as Anecia seems to find every opportunity to do just that!

**Another fresh new year is here . . .
Another year to live!
To banish worry, doubt, and fear,
To love and laugh and give!**

~William Arthur Ward





Group Exercise Schedule

Time	Monday	Tuesday	Wednesday	Thursday	Friday
6-8am	Open Gym at Davis		Open Gym at Davis		Open Gym at Davis
8am	Boot Camp w/ Mike 8-9am (Merrill)	T'ai Chi w/ Jason 7:30- 8:30 (Olin Ampitheatre)	Boot Camp w/ Mike 8-9am (Davis)		Boot Camp w/ Mike 8-9am (Merrill)
11am		Look for more info on Water Aerobics Soon! 11-12 (Merrill)		Look for more info on Water Aerobics Soon! (Merrill)	
12pm	Tone and Tighten w/ Johanne 12-1 (Merrill) BFit w/ Marsha 12- 1 (Merrill)	Yoga w/ Lydia 12-1 (Dance Studio)	Tone and Tighten w/ Johanne 12-1 (Merrill) BFit w/ Marsha 12- 1 (Merrill)	Yoga w/ Lydia 12-1 (Dance Studio) Zumba! w/ Cynthia 12-1 (Merrill)	Tone and Tighten w/ Jen 12-1 (Merrill) BFit w/ Marsha 12- 1 (Merrill)
5pm		Zumba! w/ Amy 4:15- 5:15 (Chase Old Commons)	Yoga w/ Alice 4:45- 5:45 (Merrill)		

Contact Mike Milliken at mmillike@bates.edu or x6936 with questions about the classes, to get your free exercise program, or for one on one Personal Training sessions

Coming this Fall in B Well

Taking the Controls will run another session starting September 14th and running until December 14th. This 12 week exercise and nutrition program is free of charge and intended for employees who want to take the next step to control their health risks. The class is run by Central Maine Conditioning Clinic's Pam Edgecomb, Nutritionist Judy Donnelly, and Personal Trainer Mike Milliken. Biometric health screenings will be conducted at the beginning and end of the 12 weeks allowing you to measure a difference between the beginning and end of class! Sessions will be classroom style and will meet once per week on Wednesdays from 2:30-3:30.

There are still spots available for this class but you must act fast if you are interested! Sign up by contacting Mike Milliken at x6936 or mmillike@bates.edu.

The B Well Wellness Lunch Series will offer two presentations in September and early October. The first presentation will be called **Closing the Seasonal Loop - Eating Locally Year-Round in Maine** and will be delivered by Tom Harms. This lunch will happen on September 27th at noon in Chase lounge. Tom, a farmer from Alfred, Maine is in charge of the Wolf Pine Farms winter farm share –which will deliver shares of local organic food to Bates this winter for those who are interested (for details contact Mike Milliken).

The second lunch presentation will happen on October 6th at Noon in Chase Lounge and Feature B Well Tai Chi instructor Jason Whitney. Jason will present a brief **History of Tai Chi and Qi Gong** and also lead an interactive session introducing these two forms of exercise.

Sign up will be available on Garnet Gateway under the Fall Training Series.

Have you visited the **B Well Facebook Page**? If you are a member of facebook or not, you can view the page by navigating to www.facebook.com/bwell.bates. The page offers real time updates on B Well classes, pictures, workout suggestions, wellness links, and videos (including a nutrition awareness hip hop video shot right here on campus).

