

COMMUNICATOR

INFORMING THE BATES COMMUNITY

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Photograph by Phyllis Graber Jensen/Bates College

Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen.

—Winston Churchill

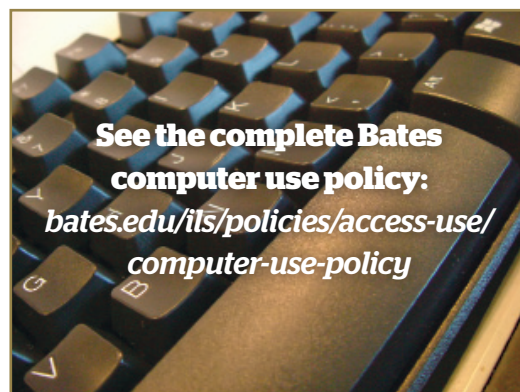
Respectful Politics

By Mary Main, Director of Human Resources, and Heather Lindkvist, Special Assistant to the President for Diversity and Inclusion

With national and state elections soon upon us, many will rally behind a candidate of choice.

In a political climate that encourages nasty mudslinging rhetoric, it is easy to forget the humanity of “the other candidate” and that candidate’s supporters. Though we may have our individual political views, Bates College, as an institution of lifelong learning, promotes diverse perspectives, informed civic action, respectful behavior and thoughtful dialogue.

We encourage all employees to keep these principles in mind as they engage with the different political views found in our community.



Additionally, we remind you that personal email addresses and personal social media venues, such as Facebook and Twitter, are opportunities to freely express your perspectives. Bates email, list serves and departmental social media accounts should be used only for the business of the college.

We are all responsible for maintaining an environment in which all members of the Bates community can thrive personally and professionally. Thank you for your shared commitment to maintaining a space of healthy debate and dialogue during this political season.

New Faculty and Staff Members

Jennifer Adair, Visiting Instructor, History and Politics

Ali Akhtar, Assistant Professor, Religious Studies

Rebecca Albitz, Associate College Librarian for Collection Management, ILS

Jeffrey Beaton, Admission Counselor, Admission

Stephanie Brady, Gift Officer, Advancement

Jason Castro, Assistant Professor, Psychology

Shatanjaya Dasgupta, Visiting Assistant Professor, Economics

Susan Dewsnap, Visiting Assistant Professor, Art and Visual Culture

David Dominguez-Navarro, Visiting Instructor, Spanish

Frederique Dupré, Admission Counselor, Admission

Katelyn Doughty, Research Assistant, Environmental Studies

Paul Eason, Visiting Instructor, History

Glen Ernstrom, Visiting Assistant Professor, Biology

Devin Fay, Assistant Rowing Coach, Athletics

Robin Graziano, Cook's Assistant, Dining Services

Zachery Hewitt, Admission Counselor, Admission

Mai Hinton, Assistant Dean of Admission, Admission

Michael Hussey, Chief of Staff, President's Office

Continued on next page.

TITLE IX + 40 = AN EVEN PLAYING FIELD 1972-2012

Title IX Turns 40

By Heather L. Lindkvist, Special Assistant to the President for Diversity and Inclusion

The term "Title IX" often brings to mind athletics and equal opportunity in sports, because the most widely noted provision of this landmark civil rights legislation has ensured that girls and women could play sports – like basketball, lacrosse and soccer — at all levels of competition. However, Title IX — passed by Congress in 1972 and also known as the Equal Opportunity in Education Act — encompasses far more than athletics.

The law prohibits all forms of sex discrimination, including sexual assault and harassment, in federally funded education programs. Title IX reads: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

Title IX applies to K–12 and higher education. Though a private institution, Bates receives federal funds, so the college must comply with all facets of Title IX.

June 23, 2012, marked the 40th anniversary of Title IX. But the need to promote gender equity across programs continues. Recently, the U.S. Department of Education's Office of Civil Rights issued a "Dear Colleague" letter, that highlighted Title IX obligations and further stipulated what educational institutions must do to ensure all students are free from the

harmful consequences of sex discrimination, including sexual violence.

In brief, Title IX:

- Prohibits sexual harassment.
- Prevents discrimination based on pregnancy (e.g., ensures pregnant students have access to education).
- Provides equal opportunity in athletics.
- Provides equal opportunity in employment in education fields.
- Promotes equal attention and a supportive learning environment (e.g., strives to eliminate gender stereotypes in educational materials).
- Ensures equitable and fair standardized testing.
- Promotes equal access to higher education, math and science fields, technology and vocational education.

Title IX resonates with the principles and mission of Bates College, which strives to ensure equity, access and inclusion. For more information, contact the college's Title IX Coordinator:

Heather L. Lindkvist
Special Assistant to the President for Diversity and Inclusion
207-786-6445
hlindkvi@bates.edu



Educational Assistance for Staff is Better Than Ever

By Amie Parker, Employment Manager, Human Resources

This year brings significant changes to the Educational Assistance program for staff.

We recognize that paying for education can be a barrier for adult learners. As a result, we've updated the program to assist staff members in new and more meaningful ways:

- We will now provide payment in advance directly to your educational institution instead of providing reimbursement at the conclusion of a class.
- Classes will now be charged to the HR department budget so that the allocation of funds is

equitable among departments, regardless of the department size or department budget.

Please note that payment for special one-day classes or seminars, conferences or other similar professional-development opportunities will continue to come from the employee's departmental budget. All requests for assistance under this program must be approved in advance.

The Educational Assistance request form can be found at bates.edu/hr/forms/ under the "benefits" section. Requests should be submitted to HR far enough ahead to ensure that we can make timely payment to your educational institution.

2012 Holiday Calendar

Thursday, November 22, Thanksgiving
Friday, November 23, Recognition Day
Monday, December 24, Holiday
Tuesday, December 25, Christmas
Wednesday, December 26, Staff Appreciation Day
Thursday, December 27, Staff Appreciation Day
Friday, December 28, Staff Appreciation Day
Monday, December 31, Staff Appreciation Day

2013

Tuesday, January 1, New Years Day

September Dates of Interest

Biweekly and monthly pay date, Sept. 13
Biweekly pay date, Sept. 27



New Faculty and Staff Members (continued)

Patrick Jokiel, Visiting Assistant Professor, Chemistry

Jakub Kazecki, Assistant Professor, German and Russian Studies

Brendan Longley, Sanitation Worker, Dining Services

David McDonough, Director, Career Development Center

Matteo Pangallo, Visiting Assistant Professor, English

Sarah Pearson, Vice President, Advancement

David Perkins, Visiting Instructor, Politics

Darby Ray, Director, Harvard Center for Community Partnerships

Mitchell Scharman, Visiting Assistant Professor, Geology

Peter Schlax, Science and Data Librarian, ILS

Paul Shea, Assistant Professor, Economics

Clayton Spencer, President

Peter Steele, Visiting Instructor, Music

Bree St. Pierre, Office Specialist, Admission

Rania Sweis, Visiting Assistant Professor, Anthropology

Matthew Thomas, Cook's Assistant, Dining Services

Benjamin Walker, Assistant Athletic Trainer, Athletics

Benjamin Weiss, Visiting Assistant Professor, Mathematics



Photograph by
Phyllis Graber Jensen
Bates College

Everybody Has a Story: Heather Lindkvist

By Amie Parker, Employment Manager, Human Resources

Heather Lindkvist, special assistant to Bates President Clayton Spencer for diversity and inclusion, is the daughter of a U.S. Navy family. Born in Idaho Falls, Idaho, she lived all over the U.S. when she was growing up — in Tennessee, Kentucky, Florida, Maine and California, to name just a few.

Today Heather is grateful for the enriching experiences she gained from living in such different places. It may be this transient life that fostered her love of travel and her fascination with diverse cultures.

From an early age, Heather devoured stories about faraway places, avidly reading mythology, folklore and National Geographic. A graduate of Poway High School in Poway, Calif., she went on to Eleanor Roosevelt College at the University of California, San Diego. In her first year there, she realized she could turn her interest in different human perspectives into a profession called anthropology.

After graduate study in an interdisciplinary program at the University of Chicago, she undertook field research in Papua New Guinea. She later shifted her focus to ethnographic research with Somali refugees in Seattle and Chicago. It was this line of study that in April 2001 brought Heather to Maine for what she thought was just a visit to conduct preliminary fieldwork.

Her brief but intensive work in Portland and Lewiston produced more results in just two weeks than she had realized in six months elsewhere. Soon thereafter, Heather moved to Maine to stay, undertaking an examination of the negotiation of cultural difference between Somalis and host communities in Maine.

She started teaching anthropology at Bates in 2003, attracted by the college's sense of community, its tradition of intellectual and public engagement, and the many challenging opportunities available to faculty and students. Heather is very thankful for these opportunities, including her work as special assistant to the president (she retains her position as lecturer in anthropology as well).

In that role, Heather aligns her work with the college's mission statement to "engage the transformative power of our differences." She encourages staff, faculty and students to challenge their assumptions and further their understanding of individual and group differences.

She leads the Safe Space Program and the Bates Community Response Team, participates in the investigation of sexual misconduct and hate crimes/bias incidents on campus, and collaborates with offices across campus to support faculty and staff development opportunities.

It is, after all, the differences in each of us that make this community interesting. And if you love yoga or are an avid reader with a love of mystery and thrillers, you may have more in common with Heather than you know!

**"You only live
once, but if you
do it right, once is
enough."**

— Mae West