



# BY GEORGE!

## JUNE 2014

A NEWSLETTER FOR WASHINGTON COLLEGE EMPLOYEES

### *What's On Your Mind?* MITCHELL REISS

I've been asked to say a few words about student retention and I am happy to do so. Perhaps you recall that after my first year as president, we suffered a greater than usual decline in our retention numbers. I thought that the ongoing recession had something to do with this, as it appeared that many of the students transferred to less expensive state schools. But regardless of what we thought might be the underlying causes, we had to investigate, identify solutions and fix the problem. After all, it did not make much sense for us to admit students and then lose them after a year or two.

So I asked the Acting Provost, John Taylor, to form an ad hoc committee of faculty, staff and administrators and report back to me with recommendations within 60 days. (I did not think that we had any time to lose.)

Sixty days later the committee sent me a memo with a number of recommendations all designed to enhance the experience of our students

both inside and outside the classroom. The theme common to all of the recommendations was that retention was a team effort, that we all had a role to play in ensuring that the students could be successful. We brought them to the faculty and then executed the plan. We saw success very quickly thereafter.

I now understand that there is some concern about students who commute or are more mature and ensuring that we retain them as well. I think the same formula that worked before can work again, only this time without having to form an ad hoc committee. On July 1, we will be joined by our new Vice President for Student Affairs, Xavier Cole. If anyone has any ideas, they should please contact Xavier, or, if it cannot wait, then please contact me.

We all have a *continuous* role to play in ensuring an outstanding educational experience for all of our students.

*Have a question for President Reiss? Submit your questions to [staff\\_council@washcoll.edu](mailto:staff_council@washcoll.edu)!*



### Watershed Observatory Dedication

Director Dr. John Seidel addresses the crowd about the new exciting projects for the Waterfront Observatory. Thanks to the hard work of the CES staff, these projects will involve local students. Pictured above, Faculty Admin. Assistant Naomi Colon helps her daughter build a flotation device to carry a payload of golf balls.



## INTRODUCING

Jasmine Blake and Rachel Holding have joined Buildings and Grounds as full-time Housekeepers. Emails: [jblake2@washcoll.edu](mailto:jblake2@washcoll.edu), [rholding2@washcoll.edu](mailto:rholding2@washcoll.edu)

As announced in March, Dr. Xavier Cole will join the College as the new Vice President for Student Affairs on June 16, 2014. Dr. Cole comes to Washington College from Loyola University Maryland in Baltimore, where he has worked since 1995. Email: [xcole2@washcoll.edu](mailto:xcole2@washcoll.edu).

## FEATURED EMPLOYEE

The Featured Employee for the month of May is Kyle Wilson



Kyle Wilson's passion and commitment to his job as Lead Retail Supervisor is apparent, as he goes above and beyond what is required of him. He is a good and fair manager, he is committed to his work, and he thinks outside the box, applying his passions and skills to his job in ways that make the workplace a more successful and exciting place for employees and consumers alike. Kyle truly exemplifies what it means to be part of a team, as well as what it means to be an effective leader. His leadership has helped lead the team to amazing survey scores which are at 90% satisfaction and to retail sales increase of \$54K over prior year.

He listens to customer feedback, plans menu specials, has embraced a lead role in the Dining Services Relay for Life team, and takes the extra steps needed to make sure that his job is not only done, but done right. "The term self-starter was invented for people like Kyle. He is determined, dedicated, passionate, and won't back down from a challenge." - Jennifer Sipala, Retail Director "Seeing Kyle become a leader gave me the confidence to go for a lead position as well. He has stepped up and I want to do the same" - Kareem Hackett, Dining Employee "Kyle's passion is contagious and I admire the ease in which he brings his personal strengths into his leadership style." - Janelle Craft, Residential Dining Director

## REMINDERS

## YEAR END PROCEDURES

- ✓ Outstanding Requisitions or travel reimbursements or other unpaid expenses for goods received, or expenses incurred prior to June 30, must be submitted immediately. All requests for reimbursements for FY14 must be submitted **NO LATER THAN TUESDAY, JULY 8th, 2014.**
  - ✓ Personal reimbursement requests received after July 8, 2014 for FY2014 expenses, will be charged to the 2015 budget.
  - ✓ Budget Managers who have received goods or services prior to June 30 and have not received invoices by July 8th, should contact the Business Office immediately.
  - ✓ There will be no check run for the week of July 4, 2013.
  - ✓ Credit card statement allocations are due by **WEDNESDAY, JULY 9th, 2014.** Statements and receipts should be in the Business Office by Tuesday, July 16<sup>th</sup>, 2014.
- Emails and questions should be directed to Robyn Moore, [rmoores2@washcoll.edu](mailto:rmoores2@washcoll.edu).

## BENEFITS EFFECTIVE JULY 1, 2014

Benefits elections made by employees for the coming year will be effective July 1, 2014.

- ✓ Effective July 1, 2014 benefits will be deducted from 24 pays
- ✓ Effective July 1, 2014 the College's dental and vision insurance will be provided through United Healthcare.

## UPCOMING EVENTS

**MEETINGS OF THE BOARD OF VISITORS AND GOVERNORS**  
June 19, 2014

**NEW EMPLOYEE ORIENTATION**  
June 23, 2014 @ 8:30am-4:00pm  
Skybox

**TIAA CREF ONE-ON-ONES**  
June 26, 2014 @ 9:00am-4:00pm  
OIT Classroom

**LAST DAY OF THE FISCAL YEAR**  
June 30, 2014

**PERFORMANCE REVIEWS DUE**  
June 30, 2014

**BENEFIT ELECTIONS EFFECTIVE**  
July 1, 2014

**STAFF COFFEE**  
July 1, 2014 @ 9:00am  
Hodson Dining Hall

For a full schedule of Athletic events please visit: [washcoll.edu/athletics/](http://washcoll.edu/athletics/)

For a full schedule of Drama productions please visit: [washcoll.edu/drama](http://washcoll.edu/drama)

For a full schedule of lectures open to the Washington College community please visit: [washcoll.edu/calendar](http://washcoll.edu/calendar)

*Washington*  
WASHINGTON COLLEGE

# SUMMER SPORTS CAMPS

ROWING • FIELD HOCKEY • SWIMMING • TENNIS  
SOCCER • LACROSSE • SOFTBALL • VOLLEYBALL

FOR MORE INFORMATION ON CAMP DATES AND REGISTRATION, PLEASE VISIT

[WASHINGTONCOLLEGESPORTS.COM/CAMPS](http://WASHINGTONCOLLEGESPORTS.COM/CAMPS)



Please scan for more information  
or call 410-778-7253.

**Gold Medal Swim Camp**  
June 14-17  
Boys & Girls, ages 8-14  
410-778-7241  
[klessard2@washcoll.edu](mailto:klessard2@washcoll.edu)

**Victory Week Field Hockey**  
June 22-25  
Boys & Girls, ages 5 and up  
410-778-7236  
[rboyle2@washcoll.edu](mailto:rboyle2@washcoll.edu)

**Be the Best Softball All Skills**  
June 23-25  
Girls, ages 7-14  
410-810-7463  
[lister2@washcoll.edu](mailto:lister2@washcoll.edu)

**Coerver Coaching Girls' Soccer**  
June 26-29  
Girls, ages 9-16  
410 507-7-37  
[rdunshce2@washcoll.edu](mailto:rdunshce2@washcoll.edu)  
[www.CoerverUnited.com](http://www.CoerverUnited.com)

**Coerver Coaching Boys' Soccer**  
June 29-July 2  
Boys, ages 9-16  
410 507-7-37  
[rdunshce2@washcoll.edu](mailto:rdunshce2@washcoll.edu)  
[www.CoerverUnited.com](http://www.CoerverUnited.com)

**Chesapeake Crew Camps**  
Boys: July 7-10 and July 28-31  
Girls: July 14-17 and July 21-24  
Ages 13-18  
410-810-7468  
[ChesapeakeCrewCamps@gmail.com](mailto:ChesapeakeCrewCamps@gmail.com)  
[www.ChesapeakeCrewCamps.com](http://www.ChesapeakeCrewCamps.com)

**Positional Skills Lacrosse Academy**  
July 14-16  
Boys, ages 7-17  
410-778-4738  
[jeffshirk@shirklacrosse.com](mailto:jeffshirk@shirklacrosse.com)  
[www.ShirkLacrosse.com](http://www.ShirkLacrosse.com)

**Revolution Field Hockey Camp**  
July 20-23  
Girls, all ages  
1-800-944-7112  
[support@FHcamps.com](mailto:support@FHcamps.com)  
[www.fhcamps.com](http://www.fhcamps.com)

**On the Fly Lacrosse Camp**  
July 24-27  
Girls, Grades 3-12  
410-778-7257/ 410-699-1756  
[hycman2@washcoll.edu](mailto:hycman2@washcoll.edu)

**Southern States Elite Recruiting Camp**  
July 26-27  
Boys, High School  
410-778-4738  
[jeffshirk@shirklacrosse.com](mailto:jeffshirk@shirklacrosse.com)  
[www.ShirkLacrosse.com](http://www.ShirkLacrosse.com)

**College Soccer Training Center**  
July 27-30  
Boys, High School  
410 507-7037  
[vcaltabiano2@washcoll.edu](mailto:vcaltabiano2@washcoll.edu)  
[www.CollegeSoccerTraining.com](http://www.CollegeSoccerTraining.com)

*These camps are independently owned and operated and are not affiliated with Washington College or Washington College Athletics.*