



## HR Updates, Initiatives, and Related Resources

**New Employee Orientation Rescheduled:** The Office of Human Resources has rescheduled the in-person New Employee Orientation for newly hired employees for **Wednesday, March 5 from 9am—12pm. in the McKillop Library, room 116.** Newly hired employees and those who were unable to attend the last NEO are encouraged to join. Please contact [Stephanie Beachem](#) if you have any questions.

**Employee Fitness Classes & Instructors:** We are looking for additional employees who are certified and interested in leading a fitness class for our workplace wellness program. If you have the necessary certification and the time to dedicate this year, we'd love to hear from you! Please reach out to [Caitlin McNulty](#) if you're interested or have any questions.

**Employee Health Hub:** Visit [pgs. 3—5](#) to explore, engage, and embark on your health and wellness journey with us! New Yoga classes and a Faculty and Staff Lunch and Learn has been added to the schedule !

**Newport Night Run:** Join fellow colleagues for this year's Newport Night Run! The city-by-the-sea's annual after-hours 5K starts and finishes at Rogers High School and benefits the Newport Public Education Foundation. Salve Regina is a silver sponsor of this event. Walkers and runners of all ages and paces are welcome to participate! Please visit [pg. 4](#) for more information and to register.

**Explore LinkedIn Learning and Other Learning & Development Opportunities:** Employees are encouraged to utilize LinkedIn Learning to assist with learning and development needs. Follow these simple [steps](#) to setup your LinkedIn Learning account, explore course content and take advantage of all LinkedIn Learning has to offer. [Visit pg. 6](#) for more information and access additional learning and development opportunities available through LinkedIn Learning, United Educators, and The Chronicle.



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## Welcome New Hires!

<p><b>Gregory Skinner</b> Executive Director of Information Technology, Office of Information Technology</p>	<p><b>Dylan Gray Tavares</b> Technical Support Specialist II, Office of IT/Technology Services Center</p>	<p><b>Upamanyu Mondal</b> Senior Data Reporting and Analytics Analyst, Office of IT/Enterprise Applications</p>



## Reminder—Title IX Policy Update and Reporting Expectations

Effective immediately, the Biden administration’s 2024 Title IX regulations are replaced by the Trump administration’s 2020 Title IX regulations. Following a federal court’s decision in *State of Tennessee, et al. v. Cardona* to vacate the Biden administration’s Title IX regulations in their entirety nationwide, the Trump administration issued a [Dear Colleague Letter](#) mandating all institutions of higher education that receive federal funding, including Salve, revert to enforcing the 2020 Title IX Rule found in Salve’s [Title IX policy](#).

**The main points to understand are:**

- Narrowed definition of sexual harassment:** The 2020 rule narrows what counts as sexual harassment. It only includes behavior that’s severe, pervasive and objectively offensive. Allegations of misconduct falling short of this definition will be adjudicated under Salve’s [Anti-Discrimination Policy](#).
- Narrowed definition of gender:** The court found that the Department of Education’s inclusion of discrimination based on gender identity in its regulatory definition of discrimination “on the basis of sex” would be inconsistent with Title IX’s plain meaning, which is limited to male and female. In sum, the court vacated the new protections for transgender students and vacated the Biden regulations. Salve will address harassment and discrimination based on gender identity through its [Anti-Discrimination Policy](#).
- Live hearings:** In cases of sexual harassment, Salve must hold live hearings where both the accuser and the accused can question each other through an advisor.
- Off-campus incidents:** Allegations of sexual harassment, including sexual violence, occurring outside of University property, programs and activities are no longer within the jurisdiction of Title IX. Those allegations will be adjudicated under Salve’s [Anti-Discrimination Policy](#).

As a reminder, all faculty, staff and students are expected to report any known or suspected incidents of sexual assault or other Title IX violations to the University’s Title IX coordinator upon notification. Prompt reporting ensures that affected individuals receive appropriate support and that the University can take necessary steps to address and prevent further harm. Failure to report a known Title IX violation may result in disciplinary action in accordance with University policies. Retaliation against any individual for reporting or participating in a Title IX investigation is strictly prohibited.

Any questions regarding this policy change, Title IX resources or expectations, or reporting obligations may be directed to [jonathan.cook@salve.edu](mailto:jonathan.cook@salve.edu). We appreciate your cooperation in upholding a safe and equitable campus community.

## TIAA IRS Contribution Limits



### IRS contribution limits for 2025

**You can contribute up to \$23,500 annually to your retirement account. Additional catch-up contributions are available for certain ages.**

The regular IRS limit for 2025 is \$23,500. If you will be age 50 and above in 2025, you can contribute an additional \$7,500; or, if you’re turning age 60, 61, 62 or 63 in 2025 you can contribute an additional \$11,250 above the regular limit.

Below are the total contribution amounts allowed to an employer-sponsored retirement amount in 2025.

**Why Save More?**

Age in 2025	IRS Contribution Limit
Under 50	\$23,500
50-59	\$31,000
60-63	\$34,750
64 and Above	\$31,000

There are tax advantages to saving within your plan, which means the impact to your take-home pay may not be as much as you think.

Your money has the potential to grow through the power of compounding interest. That growth can help offset increases in the cost of living. Saving more may bring you closer to the kind of retirement you want and deserve.

Starting or increasing your plan contributions is easy! **Log into your TIAA account at [www.tiaa.org](http://www.tiaa.org) to change your contribution.**



The Employee Health Hub

Employee Health Hub!

Wellness encompasses several key pillars that are interconnected and contribute to overall wellness. The pillars are: physical, intellectual, mental, emotional, social, spiritual and financial. Taking care of each aspect helps create a balanced and fulfilling life! Check out the wellness activities related to these pillars right here in the Employee Health Hub.



Fitness Class for Faculty and Staff YOGAFLOW with Hilary Flanagan

Wednesday's, March 24—May 14 (no class on Wednesday, 4/30) 12:30pm – 1:30pm in Antone 126

WAIVER

Interested in a fitness break during the workday? Join us for YOGAFLOW! Classes start March 26 and runs for 8 weeks! This mindful, rejuvenating practice will offer something for those brand new to yoga, returners to yoga, or seasoned yoga practitioners. A perfect blend of energizing and relaxing, each week you will have the opportunity to work at your pace through a series of poses that will hone both body and mind.

Our instructor & Salve employee, Hilary Flanagan, trained under IYENGAR Yogi, Richard Schachtel. After discovering the benefits of power yoga after graduating college, Hilary has sought out different practice styles and credits yoga with both mindfulness and injury prevention in her continued pursuit of podiums and PRs for all distances of triathlon. She enjoys sharing her knowledge and love of practice with clients of all ages and abilities.

If you are interested in participating, a new waiver for 2025 must be signed and submitted. Waivers can be submitted during or before your first class to Caitlin McNulty at caitlin.mcnulty@salve.edu.

Reminders:

Shoes can only be worn in the studio if they are clean and have not been worn outdoors.

Please bring your own mat.

Mindful Moments

Please join us for this upcoming Lunch and Learn workshop: Mindful Moments for Spring with Christopher Carbone

Wednesday, April 9 from 12pm – 1pm Ochre Court Library

REGISTER



In this "Mindful Moments " mini-workshop, as we enter into the Spring season, come and experience easeful techniques and gentle ways of being that can help you unwind from the day, and release stress naturally. Discover ways to explore your breath, your inner-awareness and other centering practices that can help you find clarity, lift your spirits, boost your immune system and improve your overall health and well-being. Learn how to integrate these mindfulness-based practices into your everyday life, in a revitalizing and enjoyable way.

This session will focus on themes of the Spring Season and qualities/ practices attuned to this season. This is an introductory level mini-class, appropriate for all levels of experience.

Lunch will be served after the session.

About the speaker:

Christopher Carbone, is known for bringing a positive and gentle spirit into his work with people of all ages in the local communities, in the fields of yoga, mindfulness and creative arts practices. Here at Salve, Christopher serves as Program Coordinator and Faculty member in our Graduate Certificate Program in the Expressive & Creative Arts, dedicated to training counselors, educators, social workers, health-care practitioners and other helping professionals in utilizing the arts and holistic practices for personal growth and well-being.

Well Within Reach – Podcast Corner!

Defining and Evaluating Sleep Health with Drs. Dayna Johnson, Anne Fink and Konrad Sawicki

Sleep Awareness week is March 9—15! In this informative podcast Drs. Dayna Johnson, Anne Fink and Konrad Sawicki discuss the implications of sleep for our cardiovascular health and how, at a population level, sleep quality, or lack of it, is a public health concern. Listen and learn from experts in sleep health on the definition and evaluation of sleep health.



Helpful Links

Table with 2 columns: Wellness Resources, How to access Harvard Pilgrim's Living Well Portal & download the app



### The Employee Health Hub



## Saturday, April 5 at 7:30 PM

Join fellow colleagues for this year's Newport Night Run!

The city-by-the-sea's annual after-hours 5K starts and finishes at Rogers High School and benefits the Newport Public Education Foundation. Walkers and runners of all ages and paces are welcome to participate!

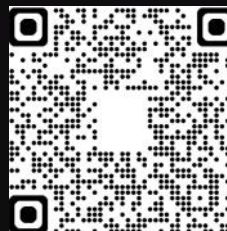
For employees that are interested, please register online and then email [caitlin.mcنulty@salve.edu](mailto:caitlin.mcنulty@salve.edu). When it asks for a team name after ticket purchase, please add "Team Salve". Registering for this 5k will be a great opportunity for employees that have similar interests to get together and do something they truly enjoy while also supporting a great cause! Family members and students are also more than welcome to sign up under Team Salve.

By joining your colleagues and registering for the race, you will have the ability to log **200 pts in the Harvard Pilgrim Living Well Portal** on the day of or after the event takes place. As a reminder, employees enrolled in the University's medical plan who earn 1,000 pts by December 31, 2025, will receive a \$260 payroll credit in February 2026. If you have any questions, please contact Caitlin McNulty at the email address above.

For more information, go to [www.newportnightrun.com](http://www.newportnightrun.com) ————— Salve Regina is a Silver sponsor of this event.



**REGISTER HERE**





## The Employee Health Hub

# Employee Health Hub!

Health and Wellness activities offered by our trusted vendors!



### Harvard Pilgrim Free Webinar Series!

Whether you are looking to shake it up, stretch it out, or get centered, we've got you covered with Zumba®, yoga, guided mindfulness, wellness sessions, which are now available to everyone through the [Living Well at Home](#) programs. All classes are at no cost to you and easy to access via Zoom.

Click the links below to explore each webinar's details and join in!

#### [Wellness Wednesdays | 1:00—1:30pm](#)

- ◇ **March 5:** Eat with the Seasons: Spring Greens
- ◇ **March 12:** Micro Habits for Healthy Eating
- ◇ **March 19:** Exploring Cultural Cuisine: St. Patrick's Day
- ◇ **March 26:** Eating for Your Sleep

#### [Fitness Thursdays | 1:00—1:30pm](#)

**March 6, 13, 20 & 27**—Targeted Strength Training

Access past well-being webinars any time by visiting the [Living Well YouTube Channel](#).



### Health Advocate Life & Work Resources

Each month, Health Advocate highlights a new wellness topic and provides additional resources, including webinars, for your benefit! Check out the [Life and Work Resources page](#) to learn more. If this is your first time visiting, you will need to create an account.

#### Monthly On-Demand Webinar [Developing Critical Thinking Skills](#)

The ability to make good decisions quickly and to creatively solve problems is what sets some people apart. In fact, for many employers, it is often the most sought after skill set. Though most credit their ability to think critically with their experiences in school, can we cultivate this capacity in our daily personal or professional lives? The answer is yes!



#### March—Create your plan for better sleep

Sleep Awareness week is March 9—15. Getting a good night's sleep doesn't start at bedtime. It's actually dependent on the choices you make throughout much of your day—which means you need to be thinking about, and planning for, good sleep well before your head hits the pillow. Click [HERE](#) for tips and info to help you create a new sleep plan!



### TIAA Live Webinars

Virtual counseling appointments are available to current employees. To schedule an appointment, [click here](#) or scan the QR code.



All Salve employees are invited to attend webinars offered through [TIAA's virtual environment](#). Explore TIAA's Webinar Lounge featuring monthly webinars, both pre-recorded and live! These informative, interactive workshops will give you strategies and tactics to help you achieve your financial and retirement goals. Check out a few listed below!

**TIAA webinars and virtual 1-on-1 meetings can be logged as 200 points on the [Harvard Pilgrim Living Well portal](#).**

Questions? Please contact Caitlin McNulty at [caitlin.mcnulty@salve.edu](mailto:caitlin.mcnulty@salve.edu) or ext. 2165



## Learning & Development Opportunities

**DID YOU KNOW?**




LinkedIn Learning

LinkedIn Learning offers employees the ability to obtain 70+ professional certificates. A list of business-related professional certificates can be found [HERE](#), and a comprehensive list of obtainable certificates can be found [HERE](#) (click the Show All link from the top right).

Additionally, LinkedIn Learning offers employees the ability to:

- **Complete continuing education credits:** professional learning that entitles the employee to credits they can use to maintain a certification or license granted by a third-party organization.
- **Participate in office hours:** allowing employees to stay on top of trending topics with live discussions and open Q&A's hosted by industry experts.
- **Participate in certification practice exams:** intended to help employees prepare for taking certification exams; practice exams allow you to assess your knowledge, identify areas where you may need additional preparation, and measure your overall readiness to take each certification exam.

Need assistance with LinkedIn Learning? Employees can utilize the  **Help** button located on the bottom left-side of the home page; OR you can utilize the "search" feature located at the top middle section of the home page.

## THE CHRONICLE OF HIGHER EDUCATION®

Join members of The Chronicle, national experts and leading practitioners on how to chart a course forward in Higher-ed by participating or watching live and/or virtual webinars offered by the Chronicle. A short list of relevant topics has been included [HERE](#).

Additional virtual webinars related to leadership, teaching and learning, finance and operations, and DEI can be accessed [HERE](#).

## NEW RELEASES

LinkedIn Learning offers new training courses weekly, which can be accessed through your LinkedIn Learning [home page](#) under "New Releases".

New courses include, but are not limited to:

- [Generative AI for Continuous Improvement](#)
- [Copilot in Word: Create and Refine Documents with AI](#)
- [Smarter Thinking and Better Living in an AI World](#)
- [Building Trustworthy AI Systems, Transparency, Explainability, and Control](#)
- [AI-Enabled Programming, Networking, and Cybersecurity](#)
- [Google Slides Essential Training](#)
- [Mentoring Tips for Senior Leaders](#)


### Searching for specific training?

You can utilize options on the "content" tab to find training relevant to your professional development needs.

We have included a LinkedIn Learning video to help you find content that is relevant to you and your learning goals, click [HERE](#) to access.




In addition to pre-assigned training, employees can access Higher-ed specific training through United Educators. A list of trainings can be viewed [HERE](#).

To access training content, [login to UE](#). Once logged into the main page, click the  **Back** button at the top left-side of the screen. Select "categories" followed by "Higher-ed".



**Ash Wednesday—Distribution of Ashes**

*Ash Wednesday  
Distribution of Ashes  
March 5*



CENTER FOR  
SPIRITUAL LIFE

- † **Distribution of Ashes** • 9:45am-10:45am  
O'Hare Academic Lobby
- † **Liturgy of the Word with Distribution of Ashes** • 12:00pm - 12:30pm  
Our Lady of Mercy Chapel
- † **Distribution of Ashes** • 1:00pm-1:30pm  
Miley Lobby
- † **Mass with Distribution of Ashes** • 5:30pm - 6:00pm  
Our Lady of Mercy Chapel

**Library Events**

**WOMEN'S HISTORY MONTH DINNER AND DIALOGUE  
WOMEN EDUCATING AND INSPIRING GENERATIONS**

In celebration of Women's History Month, we invite you to join us for an evening of meaningful conversation and reflection on mentorship.

with **Keynote Speaker: Eileen Sweeney, Director of Community Outreach and Engagement, RI Department of State**  
hosted by The David and Carolyn Brodsky Chair in US Democracy and the McAuley Institute for Mercy Education

Thursday, March 6  
4pm - 6pm  
McKillop Library  
Atrium



Scan the QR Code to Register

Faculty and staff are encouraged to bring students as their guest to share in this special event. Faculty, staff, and students of all genders are welcome! Together, we will honor the mentors within our community and reflect on how they have meaningfully impacted our lives. Dinner will be served and registration is required for you and your mentor.



Staff Advisory Council Events

# STAFF ADVISORY COUNCIL

### What is S.A.C.?

The Staff Advisory Council is the representative body of the Salve Regina University staff to the President of the university and Human Resources department. We assist in facilitating communication between departments on campus, as well as offer advice on new policies and ways in which the University can enhance the experience of staff. For more info, email [staffadvisory@salve.edu](mailto:staffadvisory@salve.edu).



**AIDA NEARY**  
executive board president  
2024-2026



**DOMINIQUE CAGNIER**  
executive board vice president  
2024-2026



**REGINA CONNOLLY**  
executive board secretary  
2024-2026



**SHANIA FENTON**  
executive board HR liaison  
2024-2026



**LEAH PALAZZO**  
executive board finance liaison  
2024-2026



CAMPUS@SALVE STAFF ADVISORY →

## Recurring Events

**1ST TUESDAY OF MONTH**  
noon - 1p.m.

### COFFEE WITH THE COUNCIL

All staff, new and returning, are welcome to join members of S.A.C. at the McKillop Library Starbucks to say hello, ask questions and have a free drink of their choice.

### LUNCH WITH THE PRESIDENT

President Kelli Armstrong invites staff for an informal lunch in McKillop Library, Room 116. Staff will order a-la-carte from the cafe.

**EVERY OTHER MONTH**  
noon - 1p.m.

**QUARTERLY**  
10 - 11a.m.

### S.A.C. All Staff Assembly

All staff are welcome to tune in virtually to our council meeting. Hear what we are working on and ask questions. Zoom link available on Campus@Salve, staff advisory page.

## Thank You—Salve Day of Giving!



Thank you to everyone who participated on **Salve Day of Giving.**



Missed making your gift? No worries!  
Visit [salve.edu/give-salve](http://salve.edu/give-salve) to make yours today!







## Naloxone & Overdose Response Training for Staff & Faculty

### Naloxone & Overdose Response Training

Gerety Hall Fireplace Lounge

March 19<sup>th</sup> 2025

**4 Session Times: 11-11:30am, 11:30am-12pm, 12-12:30pm and 12:30-1pm**

Naloxone, or more commonly known as Narcan®, is a safe medication that can save someone's life by reversing the effects of an opioid overdose. Free Naloxone trainings and Naloxone kits are available for individuals or local business. **Newport County Prevention Coalition** is committed to helping reduce opioid-related overdose deaths by offering trainings on the signs of an overdose, administering Naloxone and the Good Samaritan Law to any business, community group, faith-based establishments, or community organizations.



#### Training Includes:

- Overdose Prevention Strategies
- Signs and Symptoms of an Overdose
- How to Administer Narcan and A Free Narcan Kit
- What is the Good Samaritan Law?
- Support Information and Resources

**Register on Seahawk Connection:** [Narcan Training](#)

Please contact [Tracy Hauer](#), Health Education & Prevention for more details.

## Calling for Volunteers in Out of the Darkness Walks!

# AFSP Rhode Island

Join a dynamic team to organize **Southern RI's Out of the Darkness Walk at Salve Regina University** to create a meaningful walk experience that raises awareness and funds for suicide prevention. As a planning team member, you can share your passion and talents by planning logistics, developing fundraising strategies, promoting the walks, coordinating volunteers, and engaging with participants. Your dedication can bring hope and support to those affected by suicide in our community.

Please complete this form to receive the **Zoom meeting link:** [2025 AFSP-RI Community Walk Committee Interest](#)

For any questions or concerns please contact [Tracy Hauer](#), Health Education & Prevention to learn more.





Support SalveTHON—Fundraising for Hasbro Children’s Hospital

# SUPPORT SALVETHON

Fundraising for Hasbro Children’s Hospital

SalveTHON is holding their annual raffle of big ticket items, including...

- One Night Stay at Newport Marriott
- One Night Stay at The Vanderbilt
- One Night Stay at Hotel Viking
- \$300 Gift Card to Rose Island
- Signed Boston Sports Memorabilia
- And more on Instagram! @salvethon

**\$1 FOR 1 TICKET**

**\$5 FOR 7 TICKETS**

**\$10 FOR 15 TICKETS**

**\$20 FOR 35 TICKETS**

**EMAIL SALVETHON@SALVE.EDU TO PURCHASE TICKETS!**

SalveTHON’s Main Event and Raffle Drawing is on Saturday, March 22

## 2025 Newport St.Patrick’s Day Parade

*The city celebrates this heritage with a month-long roster of events, including the Newport Saint Patrick’s Day Parade, which celebrates its 69th anniversary on Saturday, March 15 at 11am.*

*For more information, please visit [Discover Newport](#).*

*Have a safe and fun St.Patrick’s Day from the Office of Human Resources!*





Office of Human Resources  
Stonor Hall  
Salve Regina University  
100 Ochre Point Avenue  
Newport, RI 02840

**Phone:**  
(401) 341-2154

**E-mail:**  
[sarah.trefethen@salve.edu](mailto:sarah.trefethen@salve.edu)

## Important Dates

- March 5 (Wednesday 9am—12pm) **New Employee Orientation**, McKillop Library, room 116
- March 5 (Wednesday 9:45am—5pm) **Ash Wednesday Distribution of Ashes**, O'Hare Academic Building
- March 5 (Wednesday 12-12:30pm) **Ash Wednesday Distribution of Ashes**, Our Lady of Mercy Chapel
- March 5 (Wednesday 1-1:30pm) **Ash Wednesday Distribution of Ashes**, Miley Lobby
- March 5 (Wednesday 5:30-6pm) **Ash Wednesday Distribution of Ashes**, Our Lady of Mercy Chapel
- March 6 (Thursday 4—6pm) **Women's History Month Dinner and Dialogue—Women Educating and Inspiring Generations**, McKillop Library, Atrium
- March 7 (Friday 10—11am) **SAC Assembly: All Staff Welcome**, virtual
- March 7—16 (Friday—Sunday) **Spring Break—Residence Halls Close**
- March 17 (Monday 12—1pm) **Staff Lunch with the President**, McKillop Library, room 116
- March 19 (Wednesday 11am—1pm) **Naloxone & Overdoes Response Training for Staff and Faculty**, Gerety Hall, Fireplace Lounge
- March 22 (Saturday 10am—6pm) **SalveTHON's Main Event and Raffle Drawing**, Ochre Court
- March 23—April 3 (Sunday—Thursday) **French Film Festival**, O'Hare Academic Building, Bazarsky Lecture Hall
- March 24—May 14 (Wednesday 12:30—1:30pm) **YOGAFLOW with Hilary Flanagan**, Antone, room 126
- March 26 (Wednesday 7—8pm) **America's First Ladies: Policy Making from the Velvet Pulpit**, O'Hare Academic Building, Bazarsky Lecture Hall
- March 27 (Thursday 4—5:30pm) **Women in War: Discussing The Trojan Women**, McKillop Library, room 219
- April 5 (Saturday 5—7:30pm) **Newport Night Run**, Rodgers High School
- April 9 (Wednesday 12—1pm) **Faculty and Staff Workshop: Mindful Moments for Spring with Christopher Carbone**, Ochre Court Library