



Each month, the Communicator will feature a story about a randomly selected employee on campus. Learning about our colleagues helps to build community and is interesting—because everybody has a story!

Everyone Has A Story—Myron Beasley

What happens on the journey from Israel to Lewiston, ME? Just ask Myron Beasley.

Originally from Tel Aviv, Myron has somehow found his way to our small city in the heart of Maine. As you can imagine, many things happened along this path to Bates. Through the years, Myron developed many friendships with individuals living on the coast of Maine and found his own writing space on Monhegan Island. While living in the Boston area, he made many treks to the north to visit. He developed a love of the state and one day declared to friends and family his desire to live in Maine. A short time after this declaration, a position became available at Bates.

Myron is a Visiting Professor of African American and American Cultural Studies. Although his office is located in

Pettengill, one of the things that Myron loves about Bates is the wealth of opportunities to get out and interact with students, faculty and staff. He feels that Bates is unique in the sense that there appear to be no real clear distinctions between the various groups on campus. He cites frequently seeing students, faculty and staff dining together in both New Commons and the Den.

It is not surprising that Myron would make such an observation; many of his lessons and projects both in and out of the classroom have evolved from discussions of food. His work involves immersing himself in the communities in which he lives and telling their stories. An important piece of the community story is the sustenance and nourishment that is available to its characters. He cites our Dining Service

operation as being a unique community in itself.

Myron indicates that, in his opinion, the Dining Service employees are some of the most important members of staff on our campus. In addition to being the providers of sustenance to the campus, the employees in Dining Services that he has encountered are always friendly and engaging and make his visits to the dining facilities a pleasurable experience. He has been allowed to learn pieces of their stories and experiences.

Myron sums up his experience in Maine and at Bates as providing three essentials in his life: the opportunity to teach good students; the opportunity for good, quality research and the opportunity to “live a simple life.”

Thank you, Myron, for sharing your story and your love of Maine!

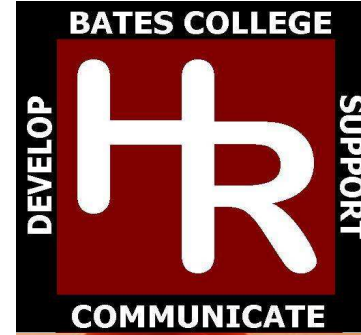
New Employees—December

Laura Miller, *Service Employee*, Dining Services
Jan Perreault, *Records Specialist*, Office of the Registrar



Work-Life Balance Tip

Free tax preparation for taxpayers who earn less than \$50,000 a year.
For a free tax preparation appointment with an IRS-Certified Volunteer Preparer, please call 207-513-3160.
Available through March 31, 2009.



Communicator

FEBRUARY 2009

FAQ's: Your Retirement Savings Plans

Why did the amount of the College's contribution to my Pension Plan Account change in my January paycheck?

The contribution formula for the Bates College Pension Plan resets on January 1st of each calendar year. The College contributes 6.7 percent on the first \$16,850 earned each calendar year and then 11 percent on any amount earned over \$16,850.

What is the maximum amount I can contribute to TIAA-CREF in 2009?

The IRS has increased the amount you can contribute in 2009 to \$16,500. In addition, if you are going to turn at least age 50 by the end of the year, you have the opportunity to contribute an additional “catch up” contribution of \$5,500 for a total of \$22,000.

If I make contributions to TIAA-CREF does the College make additional contributions?

Yes, in addition to the College's contributions to the Pension Plan described above, if you contribute at least 1 percent to TIAA-CREF, the College will match that 1 percent. You may contribute more than 1 percent to the above maximums described

above but the College match remains at 1 percent.

The value of my 403(b) retirement account is declining because of the recent market volatility. I am considering holding off on making additional contributions until the market starts to go up again. Is that a good idea?*

While every investor needs to make an individual decision about setting money aside, most financial professionals agree that you do not want to miss out on taking advantage of your employer's retirement program.

It can be difficult to see your retirement fund account decline and then continue to stay the course in making regular contributions. But investing in a 403(b) or a similar defined contribution plan allows you to put pre-tax dollars aside for retirement and then let any returns on that money accrue tax-deferred. By not investing at least enough money to take full advantage of any employer match, you are effectively leaving free money on the table.

Also, by investing the same amount of money on a regular basis, you can benefit from dollar-cost averaging. That means that you purchase

more shares of a given investment when prices are lower, such as the case now for many investments, and fewer when prices are high. Over time, dollar-cost averaging can lower the average purchase price of your shares. It may also be a less risky way of investing than purchasing a large quantity of stock or other investments in a lump sum. If you stop investing now and begin again when prices rise, you may miss out on an opportunity when prices are low and instead get in when prices are higher, lowering your overall return potential.

You may want to examine your asset allocation, or how you have your retirement money divided up among equities, bonds and other types of investments. Even in turbulent times, you can be well served by sticking with a long-term investment game plan and diversifying your holdings across a variety of asset classes.

If you need further help planning your financial strategy, we encourage you to speak with a TIAA-CREF consultant at 1-866-861-8363.

~Ken Emerson

*Additional information: www.tiaa-cref.org

Family Dining in Commons

Faculty, staff and their immediate family members are invited to join us for dinner in Commons every Friday evening for “Family Fridays”.

This meal is offered to the campus community, at a reduced rate, in the spirit of building community and en-

couraging interaction. Children under 8 years of age eat free and those 8 and older will be charged \$4.50. You must present a Bates ID to dine at Family Friday prices.

In order to accommodate families with young children, Commons has high chairs.

The chairs are located near the Manager on Duty desk.

Join your colleagues and friends and enjoy a hot, community meal at the end of the week!



DID YOU KNOW???

The following college properties were in tremendous disrepair and would have required substantial investment to make them useful again:

- 195 College St.
- 203 College St.
- 104 Bardwell St.
- 11 Frye St.

It was determined to be in the best interest of the college to level them and create green spaces.



Each month, the Communicator highlights a program, interesting fact or accomplishment of a department or office on campus. February's featured office is Off-Campus Study

Ladders and Your Safety

Did you know that each year there are 164,000 injuries treated in emergency rooms which result from ladder-related incidents?

There are lots of things we do which require the use of ladders. At this time of year, we need to pay attention to ladder stability when responding to outdoor issues that demand we leave the safety of solid ground. The first rule is to select the right ladder for the job and the conditions. Step ladders require a broad, flat and level surface. In winter we must also be alert to the presence of ice. If you must use a step ladder, be sure to shovel a level area on which to place the ladder's feet. Use sand or an old piece of carpet to prevent the ladder feet from sliding on ice. Remember that you should never stand on the top platform of a step ladder. Keep

your center of gravity over the ladder by ensuring your belt buckle is aligned within the width of the ladder.

If you need to ascend to even greater heights, you may need to rely on an extension ladder.

Be sure your ladder is long enough to allow proper placement. For every four feet of height the base of the ladder must be one foot away from the object or wall it is leaning against. A 12-foot ladder must have its feet three feet away from the wall. If you must get off the ladder, for example to get onto a roof, be sure you have at least three feet of ladder above the platform you will climb onto. Don't stand on the top three rungs of an extension ladder. Extension ladders can be equipped with spiked feet which are essential for use on ice. The base should also be

tied to something solid to keep the feet from slipping away from the wall. It wouldn't be a bad idea to also secure the top in place to prevent sliding.

The safest way to climb any ladder is to use both hands and both feet. Whenever possible you should carry tools on a belt or raise them up with a rope after you are in place. At a minimum you need to have two feet and one hand on the ladder at all times. Always face the ladder when climbing or descending. The center of your feet should be placed on the rungs. Keep the rungs and the soles of your boots clear of ice, grease, oil or mud. And never leave a ladder unattended. Kids love to climb.

~Ray Potter

Off-Campus Study Program Office

Did you know that 64% of the junior class studied abroad last year for a semester or longer, making Bates College the institution with the highest study abroad percentage in NESCAC.

Off campus study ranges from one to five weeks during Short Term to full year abroad



programs, with over 250 options on nearly every conti-

nent. Additionally, we offer the opportunity to study at other colleges and universities including Morehouse College, Spelman College and Washington & Lee University.

Last year, our busy off-campus office coordinated 350 students studying around the world.

Dates of Interest in February

February 5th	Bi-Weekly Payroll
February 9th	Performance Development Open Lab (9 a.m. to 11 a.m.)
February 12th	Monthly Payroll Supervisor Training Series: Managing Conflict—Crafting Collaboration New Employee Orientation Lunch 'n Learn—Exploring Aetna Navigator
February 13th	Bates Wear Red Day
February 18th	Performance Development Open Lab (1 p.m. to 3 p.m.)
February 19th	Bi-Weekly Payroll
February 24th	Lunch 'n Learn—Heart Disease 101



Heart Health Awareness Month

February is National Heart Health Awareness Month and in light of that, here are **5 ways to reduce your risk of heart disease.**

Don't smoke: Seek support in quitting; Bates' very own Keith Pray is running a tobacco support group at St. Mary's every Thursday night at 7pm.

Exercise at a moderate to vigorous intensity for at least 30 minutes a day on most days of the week. Walking, Cross Country Skiing and Snowshoeing are all great activities to do during the winter months in Maine. If it's too cold outside,

head to the Merrill Gymnasium or Davis Fitness Center.

Eat a predominantly plant-based diet high in fruits, vegetables, whole grains, beans, fish, small amounts of lean meat and plenty of healthy unsaturated fats from unsalted nuts, avocados, olive oil, and canola oil.

Limit your alcohol consumption. While having one drink can actually reduce your risk of heart disease, the opposite is true if you over consume.

Avoid refined carbohydrates found in products like white

bread and baked goods made with white flour.

Of course, you've probably heard this advice before but check this out: a study which followed 84,000 women for 14 years found that adherence to these lifestyle habits can prevent over 82% of all cases of coronary heart disease. While some cases of heart disease are strictly genetically related, it is nice to know that practicing these healthy lifestyle behaviors can reduce your risk so drastically!

~Mike Milliken

Performance Development Update

We are mid-way through our pilot program and for those employees who have completed the planning and goal setting process it is time to check in on the progress towards your goals. During this mid-year check-in, you may find that there is a need to update your plans and goals if work demands have changed. This mid-year check-in is also useful in receiving coaching to help you reach your performance standards and goals. Employees share responsibility for measuring their own job

performance so be sure to talk to your supervisor.

This is also a good time to review the Core Competencies and Job Family Competencies. Remember, the Note Feature in Success Factors is available for you to take notes about your work experiences and progress.

Our first reviews must be completed by April 30, 2009. During March and April, the Human Resources staff will be offering help to employees as you complete your self-

evaluation.

If you have any questions, please feel free to call Human Resources at extension 8270.



B Green

Call **1-888-567-8688** to permanently remove your name from all marketing lists that the credit agencies supply to direct marketers.

Visit www.optoutprescreen.com to opt out of all credit offers sent to you in the mail.

Notes from BCSA

Greetings from BCSA Steering Committee! Did you know there are a number of ways to communicate and have your voice heard? You can visit the BCSA on the Bates College website:

<http://www.bates.edu/x153947.xml>

Online suggestions will automatically be sent anonymously or if you wish, you may include your name. You can also submit your thoughts/

concerns/suggestions via the BCSA envelopes that are located around campus; Libbey Forum, Lane Hall mailroom, Human Resources, Physical Plant break room, and the New Commons break room.

We want to hear what's going right, what needs attention and what we can do better. You can certainly talk to any member of the BCSA Steering Committee. We want to hear from you!