

## **HUMAN RESOURCES NEWS**

## HR Updates, Initiatives, and Related Resources

<u>TIAA News</u>: Kwasi Adutwum, Salve Regina's new TIAA Financial Consultant, will be on campus on *Tuesday, April 15* to meet individually with employees. To schedule an appointment, go to <u>www.tiaa.org/schedulenow</u> or call TIAA's scheduling number at 800-732-8353 to reserve a time.

**<u>Employee Health Hub</u>**: Visit pgs. <u>2</u>—<u>4</u> 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!

**LinkedIn Learning's Mobile App and Daily Feature:** LinkedIn's mobile app offers employees the ability to access a vast library of on-demand courses, allowing employees to learn on the go, and options to download content for offline viewing, offering personalized learning experiences and career skill development. The Daily feature within the mobile app was designed to encourage learners to build daily learning habits. To learn more, visit pg. 6-7.



appy Easter

From the Office of Human Resources



### **Welcome New Hires!**



Kristen Ray Office Coordinator, Academic Center for Excellence



April Pharr Technical Support Specialist II, IT/Technology Services Center



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#### **HUMAN RESOURCES NEWS**

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### 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.



<u>Reminders:</u>

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

Please bring your own mat.

#### Fitness Class for Faculty and Staff YOGAFLOW with Hilary Flanagan

Wednesday's, March 26—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 <u>caitlin.mcnulty@salve.edu</u>.



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

Saturday, April 5 at 7:30 PM

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 <u>caitlin.mcnulty@salve.edu</u>. 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 . Salve Regina is a Silver sponsor of this event.

Race Info Regis	ter Course Mar	Results
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### **HUMAN RESOURCES NEWS**

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### The Employee Health Hub

## Employee Health Hub!



#### 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

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.



#### Faculty and Staff Wellness Event:

Massage Therapy Tuesday, May 13 from 11am—2pm Ochre Ct Library

For many people, everyday stresses build up in the form of tension in the back, neck, and shoulders. At this worksite event, a licensed massage therapist will help relieve that tension. During your 12 minute chair massage, you will sit in a special chair that supports your entire body. You will remain fully clothed as your massage therapist works on your shoulders, neck, arms, back, and hands. With less stress, you will be able to return to work feeling refreshed and ready to conquer the rest of the day!

Registration will be required in order to attend. If you are interested in a chair massage with one of the three therapists, please register <u>HERE</u>. If you register and can no longer attend, please remove your name so other employees *may sign up*.

Water and tea will be provided to employees who register and attend. Please arrive a few minutes prior to your scheduled time slot to sign in as well as read and sign the consent form before meeting with the therapist. Any questions or concerns can be directed to <u>caitlin.mcnulty@salve.edu</u> or X2165.

#### Well Within Reach – Podcast Corner!

#### Hope Starts With Us: Stress Awareness Month with Daniel H. Gillison Jr. & featuring Jon Hosking

*April is Stress Awareness Month!* In this episode of NAMI's podcast, NAMI CEO Daniel H. Gillison Jr. speaks to mental health advocate and Peloton instructor, Jon Hosking. They will discuss the barriers for men seeking mental health care, stress awareness and the intersection of mental health and physical health.

You can find additional episodes of this NAMI podcast and others at nami.org/podcast.

#### **Helpful Links**

<u>Wellness</u> <u>Resources</u> How to access Harvard Pilgrim's Living Well Portal & download the app



## 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 <u>Living Well at Home</u> 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

- April 2: Optimize Nutrition While Reducing Food Waste
- April 9: Eating for a Better Planet: How to Bring Sustainability to the Dinner Table
  - April 16: New England Cuisine
  - April 23: Dare to Detox: Household Products
- April 30: From Clutter to Clarity: Designing a Peaceful Space

Fitness Thursdays | 1:00—1:30pm April 3, 10, 17 & 24—Chair Yoga

Access past well-being webinars any time by visiting the Living Well YouTube Channel.



#### **TIAA Live Webinars**

HealthAdvocate<sup>®</sup>

#### 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

#### The Latest in Sleep Science

New research explains the mystery of sleep and why we need it. This session will explore what happens to the mind and body when we sleep, why it's important to get age-appropriate rest, and how sleep impacts health and well-being. The struggles of sleep disorders, disrupted sleep, and sleep schedules are discussed. Be empowered to sleep better using the latest in sleep



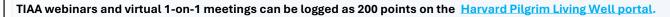
#### April—Strategies for Stress Relief

April is Stress Awareness month. The responsibilities of modern living can be overwhelming, but is it really possible to learn techniques and strategies to manage and relieve stress? Yes! In this seminar, the speaker will talk about the symptoms of stress, how they manifest in day-to-day life and ways to effectively manage stress. Click <u>here</u> to view the seminar and learn new strategies towards feeling less stressed.



Virtual & in-person counseling appointments are available to current employees. Salve's new TIAA representative, **Kwasi Adutwum**, will be available in Stonor Hall for in-person counseling appointments on **Tuesday, April 15**. To schedule an appointment, <u>click here</u> or scan the QR code.

All Salve employees are invited to attend webinars offered through <u>TIAA's virtual environment</u>. 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.



Questions? Please contact Caitlin McNulty at caitlin.mcnulty@salve.edu or ext. 2165



## Beyond the Balance: How Tax Season Affects Your Student Loans

# savi

Tax season isn't just about refunds, it can also impact your student loans in ways you may not realize. Whether you're hoping to lower your payments, maximize deductions, or prepare for next year, here's what to keep in mind when filing:

#### Your AGI Determines Your Payment

If you're on an Income-Driven Repayment (IDR) plan, or enrolling in one soon, your **Adjusted Gross Income (AGI)** helps determine your monthly payment. For the majority of borrowers, your payment is calculated using your *most recent* AGI. So if you expect your AGI to be higher this year compared to last year, you should submit your IDR application **before** you submit your tax return! This ensures you're using the lowest possibly AGI and getting the lowest possible payment!

#### <u>Your Tax Status Has Impacts Too</u>

One of the most common questions Savi receives from borrowers is "*Does my spouse's income impact my monthly payment?*" The answer depends on how you file your taxes.

• If you file your taxes as **Married Filing Jointly**, you and your spouse's incomes are combined into a single AGI. This means both you and your spouse's income will be used to calculate your student loan payment.



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• If you file your taxes as **Married Filing Separately**, you and your spouse will each have your own AGI. Your servicer will only use your AGI when calculating your payment.

While this sometimes means that filing separately can give you a lower monthly payment, **you need to talk to your financial advisor before changing your tax filing status.** Filing one way or another may cause you to miss out on certain tax benefits that are far greater than any student loan savings, so talk to your financial advisor if you're considering changing your filing status.

#### You Might Qualify for a Tax Reduction

If you paid interest on your student loans in 2024, you may be eligible to deduct up to **\$2,500** from your taxable income. Interest paid on both federal and private loans can be counted! Your loan servicer will provide you with a **1098-E form** that you can use to find how much interest you paid. Additionally, through Salve's Tuition Benefit program, any contributions made by Salve towards your student loans are tax-free up to **\$5,250**. However, if the total contribution exceeds \$5,250, the amount above that limit will be considered taxable income.



#### Tax Refund? Consider Your Loans

If you're expecting a refund, it may be beneficial to use part of it to make an extra student loan payment! Making an extra payment can help reduce your total interest over time and help you pay your loan off faster. But if you're working toward forgiveness through programs like Public Service Loan Forgiveness (PSLF), Savi recommends only making your required payments. Extra payments won't speed up forgiveness, and reduce your remaining balance, meaning less forgiveness for you!

Want to make the most of your student loan benefits this tax season? Log in to Savi to check your repayment plan, update your income, and ensure you're maximizing savings!



### Learning & Development Opportunities





### Learning & Development Opportunities





LinkedIn Learning offers a variety of pre-built frameworks and content maps designed to drive learner engagement and accelerate skill building.

Frameworks and content maps include, but are not limited to:

- Cybersecurity Upskilling: A Practical Guide to LinkedIn Learning's Cybersecurity Framework
- · Cybersecurity Framework Content Map
- Leadership and Management Critical Skills by Manager Level Content Map
- AI Upskilling Framework Content Map
- · Performance Management and AI Content Map

Additional resources related to framework options, course content, and content mapping can be found HERE.

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 <u>HERE</u>.

Additional virtual webinars related to leadership, teaching and learning, finance and operations, and DEI can be accessed <u>HERE</u>. NEW Releases

LinkedIn Learning offers new training courses weekly, which can be accessed through your LinkedIn Learning <u>home page</u> under "New Releases".

New courses include, but are not limited to:

- Tips to Build Your Social Muscle for Better Relationships at Work
- · Building Team Trust as a Manager
- Building Creative Confidence in Teams
- Employee Engagement
- Coaching Your Team to Excellence and Promotability
- Aligning Team and Organizational Goals as a Business
  Leader
- Word 2024 Essential Training

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 <u>HERE</u>.

To access training content, <u>login to UE</u>. Once logged into the main page, navigate to the "User Menu" = at the top left of the page. Select "Course Catalog" followed by "Higher Ed Courses".

Questions? Please contact Tasha Estrella or ext. 2119



lenci

## **Mercy Summit Schedule**

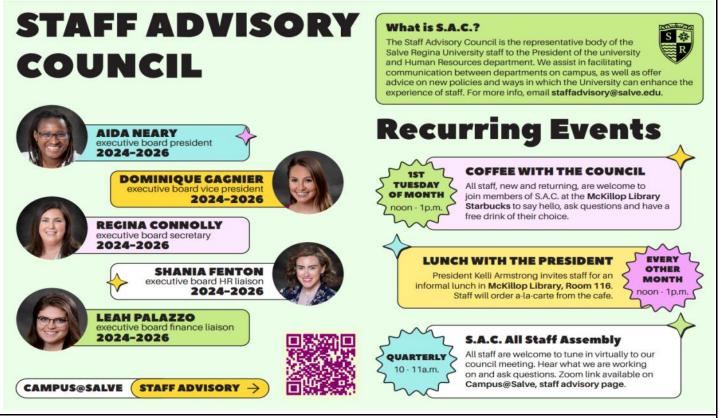
# Mercy Summit Itinerary

## Summit Schedule - Wednesday, April 30, 2025

Time	Speakers and Sessions	<u>Building &amp;</u> <u>Room</u>
8:30 - 9am	Optional Continental Breakfast	O'Hare 160
9 - 9:10am	Invocation with Dr. Theresa Ladrigan - Whelphley (Vice President for Mission Integration)	O'Hare 160
9:10 - 9:20am	Welcome and goals of the Summit with Dr. Kelli Armstrong (President)	O'Hare 160
9:20 - 10:30am	Keynote Speaker: Dr. Noliwe Rooks Presentation Topic: "Searching for the Light: Seeing Mary McLeod Bethune's North Star."	O'Hare 160
10:30 - 10:40am	Transition Break	
10:40 - 11:30am	Concurrent Sessions (7) - Topics TBA	Breakout Rooms
11:30 - 11:45am	Transition Break	
11:45am - 12:15pm	ICDP Presentation and Award Ceremony	O'Hare 160
12:15 - 1:15pm	Lunch	
1:15 - 2:15pm	Community Discussion	Breakout Rooms
2:15 - 2:30pm	Transition Break	
2:30 - 3pm	Closing Debrief	O'Hare 160



## **Staff Advisory Council Events**



### Staff Lunch with the President and Coffee with the Council





## POP-UP CONFESSIONS ~ CHAT WITH FR. RAY POP-UP CONFESSIONS ~ CHAT WITH FR. RAY All are Welcome! Want to talk? Need a safe space? When did you go to confession last? Spring Semester Wed, April 2 • Wed, April 30 1:00pm - 2:00pm Miley Hall - Starbucks EANGUAGES ENGLISH

## Admissions Upcoming Events



There are many ways to show your Mercy hospitality at our Admissions Recruitment events! If you would like to support the day, please reach out to Mary Beth Pelletier!

Connections Day: Sat, April 5th from 10am-3pm

Spring Open House: Sun, April 27th from 11am-3pm

Please Save the Date! Fall Open House: Sun, October 19th!



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Earth Week Events

# APRIL 22ND- 28TH, 2025

#### GET READY TO CELEBRATE SOME OF OUR UPCOMING EARTH WEEK EVENTS!

- ARBOR DAY TREE PLANTING & EARTH CHAMPION AWARDS CEREMONY
- . EARTH WEEK TREE MEDITATION
- SUSTAINABLE SOLUTIONS: EXPLORING OFFSHORE WIND ENERGY WITH DUGAN BECKER
- MOVIE SCREENING: HUMAN FLOW
- EARTH WEEK SABBATH
- SPRING RARE BOOK SALON- A HIPPIE ENCYCLOPEDIA: THE LAST WHOLE EARTH CATALOG
- . EARTH WEEK: BLOOD DRIVE





- RESOURCE RECOVERY TOUR
- EARTH WEEK KEYNOTE: "CLIMATE MIGRATION: RESPONDING WITH MERCY TO A WORLD ON THE MOVE" DR. MARYANNE LOUGHRY, RSM
- AND MORE!
- SALVE'S FIRST EVER FARMER'S MARKET!





<u>Home</u>



## Library Events

McKillop Library and the Division of Student Affairs **BARRE:** A Celebration of Poetry & Vulnerability In celebration of National Poetry Month, join us for a real and raw reflection on womanhood through the lens of Rupi Kaur. Choose a poem,

milk and honey register for the sun and her flowers for the sun flowers fl and raw reflection on womanhood through the lens of Rupi Kaur. Choose a poem, read it aloud and tell us what it means to you. Engage in a community discussion on love, loss, breaking, healing and femininity.

#### Monday, April 28, 4-5:30pm McKillop Library Atrium

# The second

#### MCKILLOP LIBRARY ARCHIVES & SPECIAL COLLECTIONS

## —— RARE BOOK SALON A Hippie Encyclopedia The Last Whole Earth Catalog

This January 1971 issue of the American counterculture magazine with the slogan "access to tools" featured product reviews, articles, and literature focusing on selfsufficiency, ecology, alternative education, "do it yourself," and holism.

#### Multidisciplinary Faculty Conversation Facilitated By:

Thomas Arruda, PhD; Jameson Chace, PhD; Craig Condella, PhD; Victoria Gonzalez, PhD; Jen McClanaghan, PhD; Liza Tietjen, MLIS

THURSDAY, APRIL 24, 4PM

MCKILLOP LIBRARY ATRIUM

We can't put it together.

It is together.

**Student Response & Advanced Studio Concepts Exhibition Opening** Join us for a multi-disciplined professor-led conversation discussing ART-300, POL-299, and PSY-299 student responses to our Spring Rare Book Salon topic, *The Last Whole Earth Catalog.* 

ART-300 Advanced Studio Concepts students spent the semester researching and developing work in response to *The Last Whole Earth Catalog.* Hear them discuss their work and view their finished pieces at this opening of their exhibition, *The Agency of Art: Mercy & Politics.* 

FRIDAY, APRIL 25, 4PM

MCKILLOP LIBRARY ATRIUM

## **Upcoming Events with the Pell Center**

#### "Technology and the Common Good"

Kyle Ballarta, Founder/CEO of Falkon Ventures

April 1, 2025 at 4:00 pm in Bazarsky Lecture Hall:

This event is in partnership with Salve Regina University's Office of Mission Integration.

#### "Not Always Bowling Alone in America: A Cultural History of American Civic Association"

Jere Wells, former educator

April 11, 2025 at 10:30 a.m. in DiStefano Lecture Hall, Antone Academic Building

This event is part of the broader initiative—RENEWport and is proudly sponsored by The Rhode Island Foundation, Dwight and Susan Sipprelle, Jane Timken, Stephen B. Huttler, Esq., and Jennie Huttler.

"What is the State of American Democracy Today?"

Dr. Robert Putnam, Harvard University

April 15, 2025 at 5:00 p.m. in Bazarsky Lecture Hall

This event is part of the broader initiative—RENEWport and is proudly sponsored by The Rhode Island Foundation, Dwight and Susan Sipprelle, Jane Timken, Stephen B. Huttler, Esq., and Jennie Huttler.

Register for these events here!





### Mental Health First Aid





#### Verizon Deals!

# verizon

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#### Questions? I'm right here:

Peter Jarrett M 845 762 6884 peter.jarrett@verizon.com

#### Tell me more



## Click here to view the full flyer



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

### **Important Dates**

- <u>April 1 (Tuesday 12—1pm)</u> Coffee with the Council, McKillop Library
- <u>April 2 (Wednesday 1—2pm)</u> Pop-Up Confessions—Chat with Father Ray, Miley Hall Starbucks
- April 5 (Saturday 10am—3pm) Connections Day, Campus-Wide
- <u>April 5 (Saturday 5—7:30pm)</u> Newport Night Run, Rogers High School
- <u>April 9 (Wednesday 12—1pm)</u> Faculty and Staff Workshop: Mindful Moments for Spring with Christopher Carbone, Ochre Court Library
- <u>April 10 (*Thursday 4—5:30pm*</u>) Mercy Interdisciplinary Faculty Collaborative on Immigration, *McKillop Library, Atrium*
- <u>April 15 (*Tuesday*)</u> New TIAA Financial Consultant, Kwasi Adutwum, will be on campus to meet, Stonor Hall, Conference room
- <u>April 16 (Wednesday 4—5:30pm)</u> BARE: A Celebration of Poetry and Vulnerability, McKillop Library, Atrium
- April 17—21 (Thursday—Monday) Easter Break—Residence Halls Close
- <u>April 18 (*Friday*)</u> Good Friday (University President's Day)
- April 20 (Sunday) Easter
- <u>April 22 (Tuesday 5:45am)</u> Join the Plog, Mercy Commons
- <u>April 22—28(Tuesday—Monday)</u> Earth Week, Campus-Wide
- <u>April 24 (*Thursday 4—5:30pm*</u>) **Multidisciplinary Faculty Conversion**, *McKillop Library*, *Atrium*
- <u>April 25 (Friday 4—5:30pm)</u> Student Response & Advanced Studio Concepts Exhibition Opening, McKillop Library, Atrium
- April 27 (Sunday 11am-3pm) Spring Open House, Campus-Wide
- <u>April 30 (Wednesday 1—2pm)</u> **Pop-Up Confessions—Chat with Father Ray**, *Miley Hall* Starbucks
- April 30 (Wednesday 8:30am—3pm) Mercy Summit, O'Hare 160
- May 8 (Thursday 12—1pm) Staff Lunch with the President, McKillop Library, room 116
- <u>May 13 (Tuesday 11am—2pm)</u> Massage Therapy, Ochre Court Library
- May 15 (Thursday 3pm) Graduate Commencement, McAuley Hall, Lawn
- May 15 (Thursday 4-6pm) 2025 Graduate Commencement Celebration, Ochre Court
- May 18 (Sunday 10am) Undergraduate Commencement, McAuley Hall, Lawn