

## Calvin College dependent tuition waiver

Did you know that Calvin offers a tuition program that provides a discount of up to 80% off Calvin tuition for children of eligible staff members? The dependent tuition waiver is available to all employees working 75% time or greater whose dependent children up to age 24 attend Calvin.

This 80% off waiver is available to staff members only during his or her years of employment. The benefit is prorated based on workload for employees working at 75% or greater but less than full-time.

Do you have questions about this benefit? Please feel free to [contact](#) our office at ext. 6-6495.



A look across Commons' lawn on Calvin's snow day, February 2.

## this issue

From our director **P.1**

Strengths revolution **P.2**

Training and development **P.3**

Upcoming events **P.4**

## From the desk of our director

As the warm temperatures this week remind us, spring is not so far away. Even though the snow this winter has been beautiful—even resulting in Calvin's first snow day in over 20 years!—I am ready to move on to the next season.

As the spring semester kicks off, our office is excited to offer a full roster of training and development opportunities. Something new this year is the “[Plug In: Leading, Learning and Connecting](#)” video series, facilitated by Razel Jones. In this series, participants will view short videos about leadership and developing individual talents and gifts. This spring we will be using a series of videos from strengths guru, Marcus Buckingham. For more information about this series and the philosophy of the strengths movement, check out the article on page two.

Beyond the video series, check out our website for information about [new staff orientation](#) (including open sessions for “[re-orientation](#)” of current staff members), seminars from our [EAP](#), Pine Rest, sexual harassment awareness and prevention training ([SHAPT](#)) and two professional development days for office assistants. Information about all opportunities can be found on our website and reminders will appear periodically in Calvin News.

This month our office has been working on Calvin dependent tuition waivers for next year. A letter will be going out via ICM this week to eligible faculty and staff members detailing the benefit for the 2011/2012 academic year. If you do not receive a letter but have a son or daughter who will be attending Calvin in the fall, please contact our office. For more information about the Calvin dependent tuition waiver, visit our [website](#).

The month of February is also Black History Month. The Calvin offices of multicultural affairs and multicultural student development have already co-sponsored a number of wonderful events with various academic departments, but I want to encourage you to check out the remaining opportunities. For more information about this month and events happening around campus, check out page three or the News & Stories [article](#).

I am looking forward to a great spring semester. As always, if you have an idea for an article, a question about something you've read or simply want more information, please feel free to contact our office. Happy February!

Todd Hubers  
director of human resources

## It's My Job: A chat with Matthew Sink

One of the new faces you might see in the enrollment division belongs to Matthew Sink, director of financial aid.



R: How long have you been at Calvin?

M: I left and I came back! I worked here for almost two years from 2007 to 2008 and I've been *back* in this new role for about two months.

R: What do you do?

M: I (and my department) oversee all institutional, federal and state aid programs, administer all scholarships and help to make sure we recruit a strong class every year.

R: What is your favorite part about being back at Calvin?

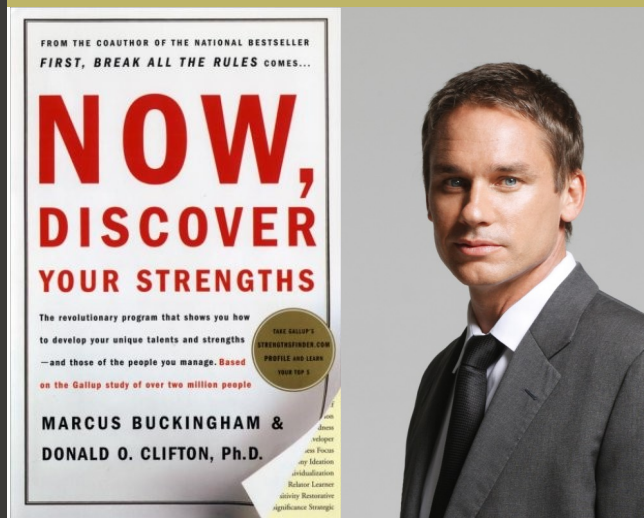
M: I've really appreciated the spirit of unity on campus, both in my division and in the entire college. There's a feeling that we're all in this together.

R: What do you enjoy about your job?

M: I am so excited about the efforts of the enrollment division to expand the reach of Calvin to new groups of students. We are at a crossroads as a college and the whole place is buzzing with energy and new ideas.

R: Tell us one unique thing about yourself.

M: When last I checked, I still held a record in the Indiana High School Basketball hall of fame for the highest percentage of free throws (just under 95%)!



## Marcus Buckingham and the strengths revolution

**Buckingham states that individuals perform best—in life and in work—when they play to their strengths. Should you believe it? Let's find out.**

Think back to your childhood. If you came home from school with a report card bearing an A in English and a D in math, do you think your parents would focus more on the “A” or the “D”? According to Marcus Buckingham, New York Times bestselling author and management consultant, most parents would focus entirely on the “D”. The basis of Buckingham’s life work is to try to change that mentality.

Buckingham spent nearly two decades as a senior researcher at the Gallup Organization before breaking off to form his own company—The Marcus Buckingham Company (TMBC)—to offer strengths-based management solutions for organizations worldwide.

According to the TMBC website, “years of research prove that individuals and teams playing to their strengths significantly outperform those who don’t in almost every business metric.” The research done by Buckingham’s company reveals that only 12 percent of people in the workplace profess that they use their strengths “most of the time.” Buckingham claims that we live in a society that is fascinated by weaknesses and unimpressed by strengths.

“I think we spend the majority

of time in work or life looking at the things we do wrong,” said Razel Jones, training and orientation coordinator at Calvin. “Buckingham goes a different route. He gives us permission to see what is *good* about ourselves. Then we can learn how to make those things better.

Jones has made it his mission to bring the strengths movement to Calvin’s campus whenever possible.

“This is one of my favorite topics for training and development,” said Jones. “I think that sometimes people at Calvin can get so caught up in work they forget to work on themselves, but something about strengths really seems to get people interested and invested.”

Marcus Buckingham and his business case is not a new concept on campus. Members of the Calvin leadership team had the opportunity to hear Buckingham speak at the 2004 Global Leadership Summit at Willow Creek. Additionally, attendees of past professional development days for office assistants had the opportunity to take a strengths assessment (created by Gallup and Buckingham) and discuss the results in a seminar.

Jones believes that as strengths help us learn about our areas of personal passion and expertise, they also make us stronger team members.

“The first step in this process is realizing we can’t all be good at everything,” said Jones. “Buckingham says that teams must be well-rounded precisely because we as individuals are not.”

This week Jones started a three-session training using Buckingham’s short video series “Trombone Player Wanted.”

“These videos are short, engaging and will provoke discussion,” said Jones. “Buckingham is the perfect person to kick off our video series because he’s the kind of speaker that inspires deep thought while also making the material extremely accessible. It’s fun to hear him speak.”

Series dates are February 16 (completed), March 16 and April 13; all sessions are in the Commons Annex alumni board room from 12-1:15 p.m. Even those who were unable to attend on February 16 are strongly encouraged to check out the remaining sessions! More information is available [online](#).



## This spring in training and development

The spring semester is in full swing and so is the spring season for training and development opportunities from our office!

In the upcoming months, we will be offering the final sessions for sexual harassment awareness and prevention training (SHAPT). Calvin is required to offer sexual harassment awareness training to employees every three years. Our office sent targeted invitations to the remaining staff members who have not participated in such training; staff members who did not receive an invitation do not need to participate in this round of SHAPT. In the future, refresher courses will be available online. For a full schedule of available sessions,

check out our [website](#).

We are also looking forward to two more professional development days for office assistants on April 20 and 26. The schedule is still in the works, but participants can expect another half day of great speakers and good fellowship.

Another session of new staff orientation (NSO) kicked off last week. NSO is a six-week orientation course designed to acclimate new staff members to Calvin. One notable change this year is that we have opened select sessions to the general Calvin community. These “re-orientation” sessions are designed to connect newcomers with current staff as well as give current staff a

chance to experience some of the great sessions available in NSO. Go [online](#) for a full list of available sessions. We hope to see you there!

Over 30 staff and faculty members participated in the seminar from our EAP, Pine Rest, this week on resiliency and coping. Thank you for the great response! Michael Reiffer, Pine Rest clinical social worker, will be back on April 12 to talk about how to move relationships from “good” to “great.” This seminar will take place on April 12 from 11:45 a.m.–1:15 p.m.

Check out the staff development [website](#) for more information about all of the opportunities available this spring.

## Getting to know NEW STAFF

We want to take this opportunity to welcome the staff members (new or transitioned) who have started at Calvin this month. Be sure to make them feel welcome!

**Luis Flores**, building services supervisor for the physical plant

**Danielle Settington**, department assistant for advancement services and events

## Calvin Perks DID YOU KNOW

**DID YOU KNOW** that as a staff or faculty member you are eligible for free or reduced-rate tickets to many recitals, concerts, athletic events, [art gallery](#) shows and [theater](#) productions sponsored by Calvin College? All you need is your ID card!

Some events will merely require you to show your ID at the door; others will allow you to buy tickets at discounted rates. Additional information about any given event is available at the [office of conferences and campus events box office](#), located on the first floor in the renovated Covenant Fine Arts Center (CFAC), just off of the west lobby.

Tickets can be purchased by phone at 526-6282 or [online](#) with a Visa or MasterCard. For a list of upcoming events, visit the Calvin [calendar](#) and/or the student activities office (SAO) [website](#).

## Recognizing Black History Month



history (source: [www.history.com](http://www.history.com)).

Black History Month is an annual celebration of achievements by black Americans and a time for recognizing the central role of African-Americans in U.S.

teaming up with various academic departments around campus to offer a variety of events to celebrate.

If you haven't been able to attend any of the lectures or other events, there's still one left! Check out “A Taste of Soul,” a sampling of soul food and African-American poetry led by the English department's Linda Naranjo-Huebl at **4 p.m. on Wednesday, February 23** in the Fish House.

For more information, check out the News & Stories article [online](#).

This month, the offices of [multicultural affairs](#) and [multicultural student development](#) are

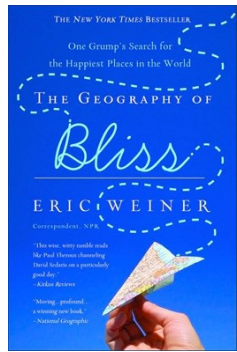
## What are you reading?

We at Calvin are a culture of education and self-improvement. What better way to encourage our colleagues in their lifelong learning than to ask that revealing question—"what are you reading?"

Want to submit a book review?  
Email [humanresources@calvin.edu](mailto:humanresources@calvin.edu)

Do the dreary winter months make you think about travel to far away lands? If so, we think you'll love this month's book review from **Don DeGraaf**, director of off-campus programs.

### **The Geography of Bliss** by Eric Weiner



Do you like to travel? Wish you had more time to explore the world? Although you may not have the time or money to travel the world for months at a time there are ways to get your travel "fix." One way is to read the book *The Geography of Bliss: One grump's search for the happiest places in the world*

by Eric Weiner.

In this book, Weiner, a former correspondent for National Public Radio, takes the reader on a tour around the world stopping in ten countries: Bhutan, the Netherlands, Switzerland, Qatar, Iceland, Moldova, Thailand, Great Britain, India and the United States. The premise of Weiner's

search is to find the happiest places on earth and understand what makes people happy.

What follows is a fascinating trip into the human mind. The book is part travel log, part research study into the human mind and part human interest story. Weiner does a great job integrating these various genres into a great story that is sometimes hilarious but always a thoughtful discourse on what makes us happy.

Now before you pack your bags and move to Bhutan, you may want to read the book and realize with Weiner that although culture, climate, faith, friends and environment all impact our subjective happiness, the quantity and quality of our relationships is the real key. In the words of Weiner, "money matters, but less than we think and not in the way that we think. Family is important. So are friends, Envy is toxic. So is excessive thinking. Beaches are optional. Trust is not. Neither is gratitude."

After reading the complete book, I would recommend it to everyone. Not only is it an interesting read, it makes the reader examine the keys to his or her own happiness as well. Enjoy!

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## Upcoming Events

### **EAP training sessions**

Pine Rest, the facilitator of Calvin's employee assistance program, will be offering two more training sessions this spring. Both seminars will take place in the Commons Annex alumni board room from 11:45 a.m. to 1:15 p.m.

April 12: Building positive relationships

\*More information available [online](#); please [RSVP](#) to HR

### **Marcus Buckingham video series: "Trombone Player Wanted"**

Join Razel Jones, training and orientation coordinator, for these sessions to watch and discuss various training videos created by author, researcher and motivational speaker [Marcus Buckingham](#). All sessions are from 12-1:15 p.m.

March 16

April 13

\*[RSVP](#) to HR

### **Professional development days**

This spring, we will be offering two half day trainings for office assistants. Both sessions are from 12-5 p.m. *More information is coming soon!*

April 20

April 26

### **Re-orientation**

Select sessions of the new staff orientation (NSO) curriculum are open to Calvin staff and faculty. Come to connect with new staff as well as relearn facts and information about Calvin's history, offices, policies and resources!

\*For a list of available sessions, visit the [re-orientation schedule](#)

### **2011 Benefits Fair**

This year's benefits fair will be on April 27 in the Spoelhof Fieldhouse Complex. More information will be coming in March.



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