



Community Newsletter

Are Your Work Habits a Product of Your Generation? Find out on Page 4!

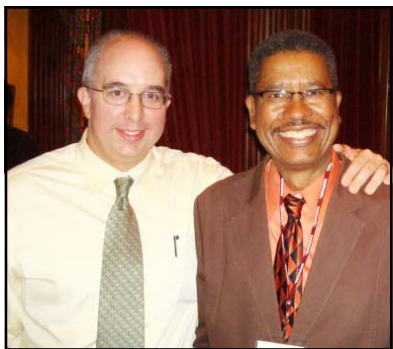
Employees Honored for 25 Years of Service

What were you doing in 1985? For eleven UOS employees the answer is “beginning a long career at Harvard University.” On October 13, they, along with more than 100 other University employees, were honored at the 25 Year Employee Recognition Ceremony in Sanders Theater presided over by President Drew Faust. A reception at the Faculty Club followed. To put things into perspective, when the honorees came to Harvard: Ronald Reagan was beginning his second term as President, the movie Back to the Future opened in theaters, and We Are the World was one of the biggest songs. Now in 2010, the 25 year employees have the chance to reflect on more than two decades of work and how much things have changed.



(l-r) Andy Culhane (honoree), Don Milley (honoree), Tony Ragucci, Jeff Smith, Tina Milley, James Normile (honoree), Warren Milley, and Jason Luke celebrate at the Faculty Club

Supervisor of Plumbing Services Andy Culhane was hired in 1985 and has worked in just about every area of the University, from Longwood to Allston to Cambridge. “The biggest change is most certainly the computer,” said Andy. “When I started here, there really weren’t any.” Custodial Crew Chief Frank Perez agrees that the changes in technology have been remarkable. However, Frank has also noticed perhaps something much more important. “When I started here 25 years ago, the relationship between management and the workers was generally not good. Over the years, communication has improved and there’s been a real emphasis on training. These things make the front line *continued on page 2*”



(l-r) Jason Luke and Honoree Frank Perez

Join us for the Next Pancake Breakfast

Breakfast is served! The UOS Diversity Council will be cooking up some delicious flapjacks, sausages, and other tasty breakfast treats on Tuesday, November 16 From 6 am to 9 am in the Blackstone South Main Kitchen. All UOS employees are welcome! The food is free, however attendees are encouraged to bring at least one non-perishable food item which will be donated to a local food bank.



Now through November 12, you may select new investments for your retirement savings.

Blackstone Hosting Wednesday Webinars

To help employees better understand the changes being made to the retirement investment options, the University is organizing live webinar information sessions. Employees can watch the webinars at their desks or gather at Blackstone to watch in a conference room. All UOS Employees are welcome and are encouraged to attend. During each webinar, time will be allotted for employees to ask questions via the web. Please see the schedule below, and mark your calendar.

- Nov. 3, 1 p.m.-2 p.m. Blackstone South room 415
- Nov. 10, 11 a.m.-noon Blackstone South room 415

Don't forget, in addition to the webinars, you can also attend one of the seminars being held across the University. In some cases, a short information session will follow with representatives from TIAA-CREF, Vanguard and/or Fidelity. [Click here](#) for a detailed schedule.

(25 year employees, continued from page 1)

employees feel more connected to the organization.”

For Recycling Services Driver Alex Gonsalves, the changes on campus mean that his job actually exists. “Back in 1985, there wasn’t even a recycling program. I was hired by Dining Services, and back then, everything was pretty much just thrown in the trash.” Talk about a big transition – today Harvard’s recycling rate is more than 55%! HVAC Maintenance Operator Jean Claude Desanges believes the changes are much more visible. “Today, the University is a much more diverse place than it was back then. Walking the campus it’s clear there are far more minority students as well as an increase in students from overseas. And that’s a good thing.”

While their viewpoints may differ on what has changed since 1985, the honorees agree that Harvard is a great place to work and a great place to have spent the last quarter century. Congratulations to all the UOS employees who have reached the 25 year milestone. *(See inset below for a complete list of UOS employees who are celebrating 25 years of service.)*



President Faust presides over the ceremony in Sanders Theater



The Kuumba Singers entertain the crowd



(l-r) Marie Garcon (honoree), Jason Luke, Nelta Laguerre (honoree), Eileen Labao, and Jean Claude Desanges (honoree)

2010, UOS 25 Year Honorees

Mona Alexis—Custodian

Andy Culhane—Supervisor of Plumbing Services

Jean Claude Desanges—HVAC Maintenance Operator

Marie Garcon—Custodian

Alex Gonsalves—Recycling Services Driver

Nelta Laguerre—Custodian

Eric Marble—Custodian

John McDermott—Steamfitter

Donald Milley—Electrician

James Normile—Custodian

Frank Perez—Custodial Crew Chief



Tony Ragucci and Jeffrey Smith congratulate Andy Culhane on 25 years of service

Blackstone Welcomes the “Green” Sheikh

Blackstone South played host to royalty this month. Sheikh Abdul Aziz, also known as the “Green Sheikh,” visited Harvard from the United Arab Emirates (UAE). Mr. Aziz is a member of the ruling family of the Emirate of Ajman, an environmental adviser to the government of Ajman, and Chairman of the International Steering Committee for the Global Initiative Towards a Sustainable Iraq. The main purpose of his Cambridge visit was to give a presentation on the importance of environmental preservation at Harvard’s Center for Middle Eastern Studies. However, Mr. Aziz stopped at LEED Platinum Blackstone South to get a first hand glimpse of this innovative building. FMO Director Jeffrey Smith guided the Sheikh through Blackstone, explaining the building renovation from site acquisition to final occupancy. Mr. Aziz was impressed when he was told that the building now operates 16% more efficiently than it was designed to.



Sheikh Abdul Aziz (center) tours Blackstone



Sheikh Abdul Aziz & FMO Director Jeffrey Smith

Cruising to Work on Foot

More than 100 members of the Harvard community participated in the Walk to Work Breakfast on October 28. The event, hosted by *Commuter-Choice*, is held each year to encourage folks to walk to work instead of driving. Walkers fueled up on pastries, bagels, yogurt, and juice. They also had the opportunity to decorate pumpkins—which many did. The leftover pumpkins, and decorating materials, were all donated to the Cambridge Community Center so the kids can enjoy them.



An unusually warm autumn day for the Walk to Work Breakfast

2011 Benefits Open Enrollment Begins

Now through November 12, you have the opportunity to review the current benefits coverage for you and your family, keep it as is, or make new elections for the following benefits: Medical, Dental, Long Term Disability, Life Insurance and Flexible Spending Accounts (FSAs).



Any benefit elections you make during Open Enrollment will be effective January 1, 2011. Your year-to-year enrollment in most of these benefits continues even if you take no action – one important exception is participating in a Medical/Dental FSA or Dependent Care FSA. You must make an active election each year during Open Enrollment if you want a Flexible Spending Account for the year ahead.

Even if you are satisfied with your present coverage, it’s important to review the information that was mailed to your home, as there are several changes for 2011.

During Open Enrollment, you can make the following changes to your benefits for 2011:

- Change, elect, or drop medical and/or dental coverage
- Add an eligible dependent child not currently on your medical and/or dental plan
- Elect a Medical/Dental FSA. You must re-enroll every year.
- Elect a Dependent Care FSA. You must re-enroll every year.
- Elect or increase supplemental life insurance.
- Elect Long Term Disability Insurance.

To make changes, go to the PeopleSoft Open Enrollment System on HARVie or contact Harvard Human Resources at 617-496-4001.

Talkin' About My Generation

Earlier in the newsletter we highlighted employees who have worked at Harvard for 25 years. Since a new generation is born every 20 years, employees celebrating a quarter century of service and those just entering the workforce may have very different expectations in the workplace. Take a look at the charts below, find your generation, and see if you live up to a label.

Generations At A Glance

Generation	Born	Characteristics	Stereotyped As
Traditionalists	1925-1942	Hardworking and dedicated, respectful of authority, conservative and traditional	Old fashioned, behind the time, rigid/autocratic, change and risk averse
Baby Boomers	1943-1960	Youthful self-identity, optimistic, team player, competitive	Self-centered, unrealistic, political, power-driven, workaholic
Generation X	1961-1981	Balanced (work/life quality), self-reliant, pragmatic	Slackers, selfish, impatient, cynical
Generation Y	1982-2002	Fast pace/multitasking, fun seeking, technology savvy	Short attention span, spoiled and disrespectful, technology dependent

Generational Differences in the Workplace

	Traditionalists	Baby Boomers	Generation X	Generation Y
Work Style	By the book, "how" is as important as how it gets done	Get it done, whatever it takes, nights & weekends	Find the fastest route to results, protocol secondary	Work to deadlines – not necessarily to schedules
Authority/Leadership	Command/control, rarely question authority	Respect for power and accomplishment	Rules are flexible, collaboration is important	Value autonomy, less inclined to pursue formal leadership positions
Communication	Formal and through proper channels	Somewhat formal and through structured network	Casual and direct, sometimes skeptical	Casual and direct, eager to please
Recognition/Reward	Enjoy personal acknowledgement & compensation for a job well done	Enjoy public acknowledgement & career advancement	A balance of fair compensation & ample time off as a reward	Enjoy individual and public praise (exposure), opportunity for broadening skills
Work/Family	Work & family should be kept separate	Work comes first	Value work/life balance	Value blending personal and work life
Loyalty	To the organization	To the importance and meaning of work	To the individual career goals	To the people involved with the project
Technology	If it ain't broke, don't fix it	Necessary for progress	Practical tools for getting things done	What else is there?