

MESSAGE FROM THE PRESIDENT

Dear Colleague:

Thank you for your service as an employee at Dickinson. As president, I could not be prouder of the work we do as a community each day to fulfill this historic college's mission—to provide a world class education in the liberal arts and sciences that prepares our students to become global citizens. Each one of us is a key part of this mission.

There is a palpable sense of vitality and energy on campus today as Dickinson moves forward. The collaboration of faculty and staff across all areas of the college inspires me, as I hope it does for you as well. It represents what is possible when a community comes together with a common purpose: to sustain and nourish a great educational institution.

We have the opportunity to work together to prepare a new generation of global citizens through rigorous academics, a rich residential life, a commitment to inclusivity and the opportunity to participate in a full range of activities supported by the college. Each of us is a part of reaching this noble goal. Students often tell us that faculty and staff have played a key role in their lives and supported them at various points throughout their Dickinson career. That person might be a professor, a coach, a staff member, such as a housekeeper in their residence hall to whom a student has looked for help and mentoring. All of us must be aware that we can play significant roles in our students' lives no matter what our job is.

This employee handbook is designed to provide an overview of some of the policies and procedures that guide our close-knit community as we seek to accomplish common goals. It sets forth directives that reinforce the value of each employee. And it establishes the standards through which we may continue to foster a campus climate of excellence in performance and of inclusiveness and respect for others.

I thank you for your dedication and commitment to making our community so very special, and I hope that you will find being a member of the Dickinson team a rewarding experience.

Sincerely,

A handwritten signature in black ink, appearing to read "J.E. Jones III". The signature is stylized with a large initial "J" and "E", and the name "Jones III" written in a cursive script.

John E. Jones III '77, P'11
President