

# GSD Staff News



## Who's Who? Who's New?

**Nicole Lasko**, Program  
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## Care@Work November "Senior Sense"

### The Sandwich Generation: Strategies for Caregivers

Are you juggling the care of your parents and children while trying to focus on your job too? If so, you are probably in the caregiving sandwich and you're not alone. Nearly half of adults ages 40-59 are caring for both aging parents and children which can be emotionally, physically and financially challenging. Is there a way to manage it all without feeling guilty and depleted? The answer is yes, but you'll need support both at home and at work.

This seminar will address:

- Practical strategies to help manage daily challenges
- Supports to help both at home and at work
- Ways to take care of yourself

November 13th | 11:30am - 12:30pm

On-Site Seminar and WebEx

RSVP at: [trainingportalinfo.harvard.edu](http://trainingportalinfo.harvard.edu)

## Fitness & Wellness Reimbursement

**\*For this calendar year\***

Harvard's two medical plans, Harvard Pilgrim Health Care and HUGHP, both provide a fitness reimbursement for members of up to \$150 per year for gym memberships and related expenses. If you are a Harvard Pilgrim member, certain weight loss programs, fitness studio and personal training may also be covered. Check with your health plan provider for details and reimbursement instructions.

Visit: [hr.harvard.edu/fitness-wellness](http://hr.harvard.edu/fitness-wellness)

## Department Announcement

### EXHIBITIONS

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GSD Exhibitions, a part of the overall Communications Department, works with our students and faculty to transform the public spaces throughout Gund Hall, and occasionally beyond our building as well. We rotate a set of defined spaces twice a semester and we conclude the academic year by activating all of these spaces for the Commencement exhibition.

For years we've worked with a variety of freelancers to provide museum level art-handling, preparatory, and light construction work as part of GSD Exhibitions. What makes these projects unique is how rare the opportunity is for designers to show their work coupled with the digitization of design processes. Together, this means that our GSD Exhibitions installation team are in fact more like a prototype team, actually creating final content in the form of wallpaper, panels, text blocks, and built forms.

Following updates to the HUCTW contract, we created new roles for this work and we're delighted that the current team is now part of our GSD bi-weekly staff. Combined, we have over 100 years of Exhibition making experience on GSD projects alone and it's a real honor to work together with this community to continuously transform the public space throughout Gund Hall with the most compelling and exceptional content from our students and faculty.

Visit: [gsd.harvard.edu/exhibitions](http://gsd.harvard.edu/exhibitions)

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## Open Enrollment 2020 Benefits

Open Enrollment is your annual opportunity to review the benefits offered and choose those that meet the needs of you and your family for the next year. Starting Wednesday, October 23 to Wednesday, November 6. Benefit elections you make will be effective as of January 1, 2020. To make changes, go to PeopleSoft Benefits Enrollment.

Visit: [hr.harvard.edu/open-enrollment-2020](http://hr.harvard.edu/open-enrollment-2020)

## SAVE THE DATE

**Open Enrollment 2020 Benefits**  
October 23 - November 6

**All Staff Meeting**  
October 31 | Stubbins  
9:00 - 10:30 am

**Managing Unconscious Bias**  
November 12 | 60 Oxford St.  
10:00 - 11:30 am

**Boosting Your Resilience**  
November 19 | Portico 122  
12 - 1 pm

**Self-Defense**  
November 21 | 60 Oxford St.  
1:30 - 4:30 pm

**Bystander Intervention and Beyond**  
December 5 | 60 Oxford St.  
10 - 11 am

## Retirement Education and Planning

Harvard provides comprehensive retirement programs to provide for your long-term financial security along with education and planning resources to help you maximize this benefit.

### Harvard University Retirement Center (HURC)

With the HURC, you can easily manage, open, and make changes to your retirement plan, TDA, and 457(b) assets online or by phone, 800-527-1398 (weekdays from 8 a.m. to 5 p.m. EST).

#### In-person appointments

Want personalized retirement planning assistance? To schedule an appointment, contact the investment provider(s) directly (note that you may make an appointment with either company, you do not have to have an account with that vendor):

**TIAA:** Call 800-732-8353 to schedule an appointment or make appointments online at [tiaa.org/schedulenow](http://tiaa.org/schedulenow)

**Vanguard:** Visit [meetvanguard.com](http://meetvanguard.com) or call 800-662-0106, x14500 to schedule an appointment

#### Steps for Those Close to Retirement

When you're getting closer to retirement and considering your options, Harvard provides additional guidance.

Review our [Retirement Checklist](#) and the Benefits publication "[What Happens to Your Benefits When You Retire](#)".

If you and/or your spouse will be age 65 or older as of your retirement date, contact Benefits (617-496-4001) three months prior to enroll in Medicare A & B and discuss the over-age-65 medical plan choices. You can get additional information at [www.Medicare.gov](http://www.Medicare.gov).

For more information visit: [hr.harvard.edu/retirement](http://hr.harvard.edu/retirement)  
[hr.harvard.edu/retirement-education-planning-resources](http://hr.harvard.edu/retirement-education-planning-resources)

#### Educational seminars

To learn more about your retirement benefits, you can attend free, on-campus educational seminars or take advantage of live and prerecorded webinars. View our [Financial Education Calendar](#) for upcoming programs and registration information.

#### Retirewise - free retirement planning workshops

Comprehensive workshop presented by MetLife, free for faculty, staff and spouses/partners, over two half days. Sessions are offered several times a year.

Next session: December 6 and 13, 2019, at 124 Mt. Auburn Street, Cambridge (Room 406). Registration is required

## Harvard Gender & Sexuality Caucus

The **Harvard Gender & Sexuality Caucus** has been working for the bisexual, gay, lesbian, trans and queer members of the Harvard University community since 1984. The HGSC (formerly the HGLC) is dedicated to fostering a robust community that links the BGLTQ alumni, faculty, staff and students together on campus and around the world.

For more information visit: [hgsc.sigs.harvard.edu](http://hgsc.sigs.harvard.edu)

## Living with Wild Turkeys

Wild turkeys are an important natural resource in Massachusetts. Turkeys thrive close to humans in suburban and urban areas. If you want to make your property less attractive to turkeys, follow these basic practices:



- **DON'T FEED TURKEYS:** Keep wildlife wild! Feeding, whether direct or indirect, can cause turkeys to act tame and may lead to bold or aggressive behavior, especially in the breeding season.
- **KEEP BIRD FEEDER AREAS CLEAN:** Use feeders designed to keep seed off the ground as the seed attracts turkeys and other wild animals.
- **DON'T LET TURKEYS INTIMIDATE YOU:** Don't hesitate to scare or threaten a bold, aggressive turkey with loud noises, swatting with a broom or water sprayed from a hose. A dog on a leash is also an effective deterrent.
- **COVER WINDOWS AND SHINY OBJECTS:** Turkeys may respond aggressively to shiny objects and their own reflection. If a turkey is pecking at a shiny object, cover or disguise the object.
- **PROTECT YOUR GARDENS AND CROPS:** You can harass turkeys searching for food in your gardens. Dogs tethered on a run can be effective in scaring turkeys away from gardens. Netting is another option to employ. In agricultural situations, some scare devices are effective.

If you are experiencing problems with Turkeys or have questions, visit [MASS.GOV/MASSWILDLIFE](http://MASS.GOV/MASSWILDLIFE)