



Article of the Month:

[Why It Can Be So Difficult to Gauge a College's Financial Health](#) - A few metrics can shed some light, but the most important ones often remain hidden.

Higher Education News

[Fitch Says FAFSA Delays Put Private Colleges at Risk](#)

[Private Colleges Hope New Speech Policies Will Keep the Peace](#) - The policies are intended to keep students safe while still allowing protests, but experts warn they'll have a chilling effect.

[U of Florida Eliminates DEI Positions, Appointments and Spending](#)

[Under Siege, DEI Officers Strategize to Fight Back](#) - During a recent convening, diversity officers shared ideas for surviving an increasingly vicious political campaign to eliminate their jobs.

[AI Will Shake Up Higher Ed. Are Colleges Ready?](#) - The technology could be a lifeline. It could also challenge colleges to communicate their value.

[When It Comes to Critical Thinking, AI Flunks the Test](#) - Large language models fail to live up to the hype.

[Universities Build Their Own ChatGPT-like Tools](#) - As concerns mount over the ethical and intellectual property implications of AI tools, universities are launching their own chatbots for faculty and students.

[Colleges Contend With a Tidal Wave of New Undergrad Unions](#) - About 20,000 nonacademic student workers across the California State University system voted to unionize last week. There are now 22 such groups around the country representing UG's.

[Full-Time, Non-Tenure-Track NYU Faculty Members Unionize](#) - Full-time, non-tenure-track faculty members at New York University have unionized, creating the largest bargaining unit of such employees at a private U.S. higher education institution.

[Higher Ed Workers Seek to Coordinate Nationally](#) - A group called Higher Ed Labor United is trying to overcome the silos that divide unions and keep them from working together against the many threats to colleges and universities.





[Governors Push Consolidation in Pennsylvania, Oklahoma](#) - Pennsylvania and Oklahoma are the latest states where governors are considering sweeping changes to public higher education systems.

[As states eye college consolidation, leaders should draw from previous lessons learned](#)

[Doubts About Value Are Deterring College Enrollment](#) - Survey data suggests that prospective learners are being dissuaded from college by skepticism about whether degrees are worth the time and money.

[New Mexico Is Trying to Make Tuition-Free College Stick. Here's How.](#)

[Why Did Clemson Just Sue Its Athletic Conference?](#) - Clemson University's lawsuit is the latest move in a broader realignment of high-powered athletic conferences, which could carry implications far beyond who wins and loses on the field.



[The Most Confusing, Chaotic College Admissions Season in Years](#) - Changes in the federal financial-aid application, testing requirements and affirmative action plunge applicants and schools into uncertainty; 'a hot mess'

[Indiana governor signs bill tying tenure to intellectual diversity](#) - The measure, which takes effect in July, has come under fire from groups that say it will stifle academic freedom at the state's public colleges.

[Revamped Overtime Rule Promises Higher Pay and Higher Costs](#) - Increasing worker pay to comply with a new federal rule on who gets overtime will hurt colleges' budgets and may be passed on to students through higher tuition.

[Funding Models Don't Drive Performance, Study Finds](#) - Research shows that how states fund their public colleges doesn't influence enrollment and completion as much as consistency and clarity do.

[Higher Ed Pay for Many Exceeds Inflation Rate](#) - Despite getting raises this year, faculty and staff buying power is lower than it was before the pandemic.

[What Brings Gen Z to the Library?](#) - Gen Zers spend a lot of time online, consuming and creating digital content. But they still like print, and they still like to go to the library.



[Bates President Slams Anonymous Blind-Tiger App](#) - BlindTiger, a lesser-known social media app with anonymous posting, is taking fire from a Maine college president after reports of anti-Semitism, misogyny and anti-Arab messages in the app.

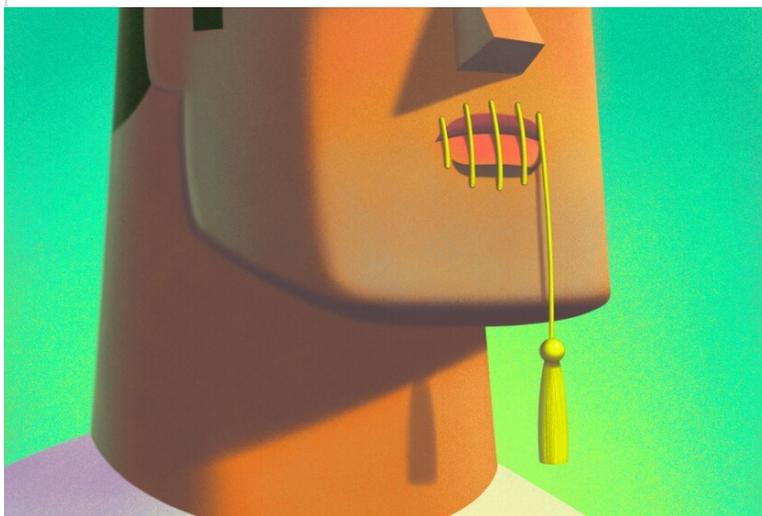
[Why Scholarships for Students of Color Are Under Attack](#) - State and college officials say they've been driven to act after the Supreme Court ruled that race-conscious admissions were discriminatory. Some experts say it's all part of the anti-DEI movement.

[Boosting the Bottom Line Through Athletics](#) - Big-time college sports, often money-losing enterprises, have contracted in recent years—even as smaller, tuition-dependent institutions add teams to boost enrollment.



[Marquette announces \\$31M in cuts over 6 years](#) - The private Wisconsin university is in a “strong financial position,” but officials said they're moving to protect its viability long term.

[Is Institutional Neutrality Catching On?](#) - A growing number of college leaders are refusing to articulate stances on current events, or at least being more cautious about it.



[A look at 5 states weighing legacy admissions bans](#) - Legislators are paying increased attention to policies that give alumni-related students a leg up when applying to college.

[SUNY Fredonia sets end date for 13 majors](#) - Other State University of New York campuses, including those in Potsdam and Buffalo, are also experiencing budgetary cutbacks.

[Back from the brink, Hampshire College is nearing financial viability](#) - In the past five years, the college recommitted to its mission, raised funds and revamped its curriculum. Experts say others can learn from its playbook.

Ivy+ News

[With Climate Targets in Mind, Yale Gets 'Zero Carbon Ready'](#)



[Jacobs Center renovation will create collaborative space to address pressing societal issues](#) - Project marks major step toward commitments outlined in Northwestern president's inaugural address



[Nontenured Academic Workers at Harvard Seek to Unionize](#) - More than 3,000 nontenured or non-tenure-track academic employees at Harvard University have petitioned the National Labor Relations Board to seek recognition of their effort to unionize with the United Auto Workers.

[Brown University to reinstate test requirement, retain Early Decision, further study legacy preferences](#) - After months of committee analysis and deliberation, Brown's president accepted the recommendations of a group charged to examine whether Brown's admissions practices align with its commitments to excellence, access and diversity.

[Columbia's Task Force on Antisemitism Releases Its First Set of Recommendations](#) -

The group has released a report on the rules on demonstrations, the first in a series of recommendations that it will offer.

Dartmouth News

[Trustees Discuss Strategic Plans, Act on Budgets](#) - Funding includes a boost in financial aid and investments in housing.

[Dartmouth Receives Its Largest-Ever Scholarship Bequest](#) - Britt gift makes Dartmouth the national leader in support of middle-income families.



[Dartmouth Men's Basketball Players Vote to Unionize](#) - Vote could contribute to undermining of amateur model in college athletics.





F&A Professional Development Events

Note: HR's [Course Catalog](#) lists numerous professional development opportunities - courses are now available through **December**.

F&A Coffee Break: Headspace & Meditation

Thursday, April 4, 9:00 - 9:30 - [Zoom](#)

Join us for a rejuvenating Coffee Break where you can take a moment to unwind and relax. During this session, we'll provide a brief overview of the Headspace app, a popular tool for meditation and mindfulness. Whether you're new to meditation or looking to deepen your practice, this is the perfect opportunity to learn more about how Headspace can support your well-being. We'll guide you through a short meditation session, allowing you to experience firsthand the benefits of incorporating mindfulness into your daily routine. So grab a cup of coffee, take a deep breath, and join us for a peaceful break from your busy day.

F&A Mini-Session: Getting Started with Qualtrics

Thursday, April 11, 9:00 - 9:45 - [Zoom](#)

Join us for this overview session where we'll dive into the process of creating surveys using Qualtrics. Whether you're new to survey design or looking to enhance your skills, this session will provide valuable insights and practical tips to help you create effective surveys that yield meaningful data.

F&A History: Accounts Payable

Wednesday, April 17, 10:00 - 10:45 - [Zoom](#)

Embark on a fascinating journey through time with our Accounts Payable in this F&A History session! Join us as we explore the evolution of accounts payable practices over the years, from ancient civilizations to modern-day Dartmouth finance. Discover how this crucial aspect of financial management has evolved alongside advancements in technology, regulations, and business practices. Through engaging anecdotes and historical insights, we'll uncover the origins of accounts payable and trace its development into the indispensable function it is today. Don't miss out on the opportunity to gain a deeper understanding of the role accounts payable has played in shaping the financial landscape throughout Dartmouth history (or at least the last 30 years)!



Save the Date: F&A Spring Professional Development Event

Friday, May 3, 11:00 - 3:30



Employee Spotlight

Kathleen Viveiros

Department: Risk Management and Insurance

Joined Dartmouth: January 2024



About Kathleen's Role: Kathleen was hired in January to serve as the Director of Risk Management and Insurance. She joined Dartmouth from Tufts University where she worked as the Director of Risk Management and Insurance.



Q&A with Kathleen

Where do you live?

I live in South Attleboro, MA with my son (Nathan). I live in a home located on the same property I grew up on. It is great to look out the kitchen window and remember playing football and baseball in the "field" that is now my back yard. For summer fun, my siblings and I, along with neighborhood kids would put on carnivals in that same back yard. I also remember my father bringing home three hundred trees that we all planted around the border of our property. Some are still thriving today.

Favorite breakfast items?

Breakfast is my favorite meal, so any breakfast item is fair game. Family and friends would tell you it is an omelet with cheese and a side of bacon, simply because I never order anything else.

Favorite recent streaming show or movie?

I have an unhealthy obsession with television in general, so I am not sure I could pick a favorite. If I must, an unforgettable series on Netflix for me was "From Scratch," but I also very much enjoyed "Night Agent."

Have you ever asked someone for their autograph?

While not a lot of autographs, I do have some fun celebrity stories!

I met Richard Simmons (yes, I am dating myself) in the Atlanta airport on a trip back from Florida, but I did not ask him for his autograph.

I also met Matt Light (New England Patriot) at a Skeet Shooting contest and he signed the registration book.

Finally, I inherited a 12-string guitar signed by Steven Tyler of Aerosmith. The autograph was payment for repairing a Grammy that was damaged when it fell off his fireplace mantel or so the story goes.

Have you ever won a contest?

If Superbowl squares count, then YES! My mother used to say "Kathleen, if you didn't have bad luck, you'd have no luck at all." This would make anyone stay away from taking chances. It might very well be the reason I am a Risk Manager.