

# BEAR DAY

Brown Employee Appreciation and Recognition Day

FEBRUARY 23, 2021



**BROWN**  
University Human Resources

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Talent Development





**FEBRUARY 23, 2021**

# **BEAR DAY**

**Brown Employee Appreciation and Recognition Day**

*A celebration of excellence and service at Brown University*

3 p.m.

**Welcome**

Barbara Chernow

**Resolution of Appreciation for the  
Service of All Brown Staff Members**

Chancellor Samuel M. Mencoff on behalf of the  
Corporation of Brown University

**President's Remarks**

Christina H. Paxson

**Service Award Recognition**

**Excellence Award Presentations**

***A special note on 2020...***

When the COVID-19 public health crisis prompted the move to remote instruction and telecommuting in March 2020, the Brown community rallied together to learn, connect and support one other and our friends and neighbors in Providence. As a result, our community has emerged stronger together than before. This year’s Excellence Awards seek to recognize and celebrate the extraordinary work of Brown employees throughout the past year, both before and after the pandemic significantly altered the ways in which we work and connect. Now more than ever, it is important for us as a campus community to acknowledge our colleagues for their individual and collective accomplishments. Please help us honor those colleagues who overcame unique challenges to support all members of the University; performed innovative work that has served to inspire us; and created new programs aimed at protecting the health and safety of the entire Brown community.



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*\*Please note that individual team member names are listed in alphabetical order and not in order of the photos.*

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This year, 170 nominations were submitted for the Excellence Awards. That is more than in any other year in the awards’ 16-year history.

## EXCELLENCE AWARD FOR CITIZENSHIP

### Brenda Figueroa

OFFICE OF THE VICE PRESIDENT FOR RESEARCH



In an incredibly selfless act, and in a majority white department, Brenda Figueroa took it upon herself to move forward the conversation about Black lives and to help educate and empower her colleagues in the Office of the Vice President for Research. Connecting stories of historical significance and weaving into them examples of the everyday Black experience in America, Brenda has opened up significant opportunities for dialogue within OVPR in a very welcoming manner. In addition to her work on her department's Diversity and Inclusion Action Committee, Brenda has spearheaded educational programs inspired by the Black Lives Matter movement, addressing issues of inequality, racism, diversity, inclusion and belonging. Along with organizing all-staff retreats and trainings, such as "Systemic Inequality and The Invisible Force: White Privilege and the Wealth Gap," Brenda has led a directed education campaign within the department, recommending readings and lectures and starting a "Take Action" email campaign with simple, practical suggestions for supporting communities of color on a personal and local level, inspiring staff to take concrete action toward racial justice. Brenda's impact cannot be overstated. At a time when most departments were isolated and working from home, Brenda not only brought them together, **SHE BROUGHT THEM TOGETHER TO TACKLE REAL, PRESCIENT ISSUES IN A WAY THAT HAS HAD FAR-REACHING EFFECTS** on both the staff in OVPR and in their extended circles and families.

## EXCELLENCE AWARD FOR DIVERSITY AND INCLUSION

### Dara Bayer

CAMPUS LIFE AND STUDENT SERVICES



Dara Bayer has been influential in building the nation's first university Transformative Justice program. Despite a global pandemic, she has continued programming, sustaining two cohorts of student-centered Transformative Justice Practitioner Programs and two cohorts of staff Transformative Justice Practitioners. Dara's work has begun to significantly alter the ways in which the University thinks about violence on campus and within our local community, as we attempt to move the focus from a punitive approach to one that fosters community engagement and relationships, sets accountability standards, and builds systems of support for those who have either caused or been affected by violence. The student-centered TJPP is a yearlong immersive experience which participants cultivate the awareness and skills necessary to develop strong communities, capable of responding to harm and conflict in transformative ways. **DARA AND HER TEAM OF STUDENTS HAVE BEGUN THE IMPORTANT WORK OF POSITIVELY IMPACTING THE CULTURE AT BROWN, MOVING THE NEEDLE TOWARD AN EVEN MORE SUPPORTIVE, PERSONALIZED AND CARING SPACE**, and have done so in little over a year. Her work with University departments and her partnerships with community organizations have made a significant and lasting impact.

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### Lieutenant Elayna Boucher

DEPARTMENT OF PUBLIC SAFETY



Lieutenant Elayna Boucher leads the Department of Public Safety's ongoing and outstanding efforts to elevate department-wide diversity training, continually partnering with underrepresented communities and groups, as well as other University departments, to educate and inform the conversation around implicit bias, hate crimes and other critical issues. As part of her regular duties, Elayna Boucher plans, develops and coordinates training programs for the department to ensure compliance with local, state, federal, accreditation and

institutional requirements. In 2019 alone, she coordinated 98 such trainings, the logistics of which are no easy feat with three shifts of officers and external instructors. **BECAUSE OF HER EFFORTS, BROWN IS RECOGNIZED LOCALLY AND REGIONALLY FOR ITS EXCEPTIONAL DIVERSITY.** In furtherance of several of the department's goals of delivering high-quality police services to the University and enhancing community partnerships and community relations efforts, Elayna has facilitated trainings that explore bias, conflict resolution and de-escalation, gender inclusion, sexual harassment and the practices of non-violence. Through suggested readings, video lectures and role-playing activities, Elayna's trainings have equipped Brown DPS officers with the tools they need to practice evidence-based collaborative and community policing. Now as interim lieutenant and commander of the DPS Communications Center, Elayna is a true advocate for those without a voice and a patient but persistent champion of diversity, inclusion and belonging for DPS and for the whole University.

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### Yanilka Hernandez

OFFICE OF STRATEGIC PURCHASING, CONTRACTS AND INSURANCE



Yanilka (Yani) Hernandez has been a leader in supporting Brown's goals for creating a more diverse and inclusive community. After volunteering for the department's Diversity and Inclusion Action Plan group, she made immediate and important contributions to their efforts. She has also become an important member of a new strategic initiative led by John Luipold and the Office of Institutional Equity and Diversity, to improve the University's supplier diversity program aimed at increasing the number of minority-owned business suppliers

registered to do business with Brown as well as total University expenditures with minority-owned business suppliers. This is a major undertaking, and Yani has assumed the project manager role for this work. Yani creates all meeting agendas; taking notes and tracking milestones and goals; benchmarking supplier diversity programs with peer institutions; inviting the Rhode Island acting associate director for the Office of Diversity, Equity and Opportunity to participate in a meeting to share ideas and discuss resources; collaborating with University departments; and creating reports to assist departments with identifying areas to be considered for exploring diversity suppliers. Yani even spearheaded a comparison of the University's supplier records in Workday that are flagged as diversity suppliers with the state of RI ODEO database, using the data to expand the number of certified diversity suppliers available in Workday. **YANI'S ENTHUSIASM FOR AND COMMITMENT TO THE UNIVERSITY'S GOALS FOR DIVERSITY AND INCLUSION MAKE HER A**

**VALUABLE CONTRIBUTOR AND PARTNER FOR THIS IMPORTANT WORK.** She consistently helps to motivate others in the department to think of new ideas and to get involved. All of this work is done in addition to her full-time responsibilities as a senior purchasing specialist. Yani has a very bright future at Brown and she will be an important voice in helping the University achieve further success in the areas of diversity and inclusion.

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### EXCELLENCE AWARD FOR EFFICIENCY

### Amy Carroll

OFFICE OF THE VICE PRESIDENT FOR RESEARCH



Amy Carroll developed and implemented the processes that made it possible for Brown's critical research laboratories to come back online after the ramp-down in March 2020. Tackling problems that had never been posed, much less solved, she proposed innovative solutions that resulted in procedures that aligned with RI state public health and Centers for Disease Control and Prevention guidelines and consolidated and incorporated the advice of the Research Continuity Committee which she staffed, and the Brown committees

formed to deal with the pandemic crisis. **AS A RESULT OF AMY'S WORK, 353 LAB PLANS WERE APPROVED, INVOLVING RESEARCH IN OVER TWO DOZEN BUILDINGS, AND MORE THAN 1,200 FACULTY AND STUDENT RESEARCHERS WERE ABLE TO RESUME RESEARCH IN THEIR LABS STARTING IN JUNE.** They did so with clear guidance on how to create comprehensive safety protocols and thoughtful plans that went through multiple sets of reviews by departmental, environmental health and safety, building density and design subcommittees, among others. Working long hours and juggling family commitments with an ever-evolving situation, Amy implemented these critical processes while continuing her regular duties as director of Research Development. While Amy has won an award for efficiency, her leadership, innovation and dedicated service also make her an impeccable role model to her team and her division.

## Bridgette Cahill and Jennifer Miller-McEachern

ATHLETICS COMPLIANCE OFFICE



Even nearly a year into the COVID-19 pandemic, more and more information has been emerging about its far-reaching effects. While NCAA compliance might not be the first to come to mind as a critical component of a University's functioning, it is one of those unsung heroes where, if you pull one strand, the entire web collapses, and every program along with it. With one of the largest athletics departments in the country and over 900 student-athletes, staying on top of NCAA rules and regulations is a daunting task. Throw in a global pandemic and assign the process to only two staff members, you can begin to comprehend the monumental work that Bridgette Cahill and Jennifer Miller-McEachern have accomplished this past year. As University compliance officers, Bridgette and Jen were responsible for ensuring that Brown's 100-plus coaches were up-to-date with constant rule changes, athlete transfers, fee waivers and more. They have been in touch with coaches daily to ensure they have the most up-to-date information and to help guide Brown's student-athletes. Bridgette and Jen responded immediately, despite the countless number of calls, emails and texts they receive from staff members, student-athletes and parents at all hours, and on nights, weekends and holidays. They do it all with patience and respect, never making anyone feel like a burden. According to head softball coach Kate Refsnyder, **"THEY HAVE BEEN THE GLUE THAT HAS HELD OUR DEPARTMENT TOGETHER SINCE MID-MARCH."**



## Jessie Curran

DINING SERVICES



Jessie Curran has enhanced sustainability and nutrition initiatives at Brown Dining. Her work has led to increasing the plant-based menu options— which significantly reduces Brown's greenhouse gas footprint. Starting as a registered dietician in Brown Dining Services nearly six years ago, Jessie has steadily taken on more responsibility, both within her role and of her own choosing. In her current role as assistant director of Wellness and Nutrition, Jessie not only works on meal planning and individual student dietary needs; she now also incorporates sustainability planning into dining operations, collaborating with the Office of Sustainability to provide the campus with locally grown, sustainably raised food and to increase the plant-based options at Brown dining facilities. Jessie has worked on developing processes and evaluation tools for increasing sustainability and nutrition efforts for food and product purchases and has served as a key collaborator in data collection essential to Brown developing its food-related nitrogen and greenhouse gas baseline. Jessie has also taken it upon herself to act as a teacher and educator for staff and students about the links between nutrition and environmental sustainability. She mentors student groups such as Food Recovery Network, among others, and has also taken the initiative to help students form committees to suggest initiatives and learn more about Brown Dining's operations. She has worked closely with the Office of Sustainability to lead meetings and develop communication strategies for decreasing the University's red meat footprint, a key priority in Brown's Sustainability Plan. Because of Jessie, students and staff are more aware of how their food choices can affect not only their nutrition but also the local and regional environment. **HER EFFORTS HAVE WORKED TOWARD REDUCING THE UNIVERSITY'S OVERALL CARBON FOOTPRINT AND FURTHERED OUR COMMITMENT TO ACHIEVE NET-ZERO GREENHOUSE GAS EMISSIONS BY 2040.**

## EXCELLENCE AWARD FOR INNOVATION

### Access Services and Resource Sharing Team

#### ROCKEFELLER LIBRARY



*Thomas Allen, John Boylan, Diane Cazzarro, Charlie Flynn, Kathy Gearon, Suzan Gervais, Jennifer Kennedy, Jenny Li, Jennifer Martenson, Johanna Mercado, Linda Peterson, Penina Posner, James Schlageter, David Wilson, Jill Wood*

Working not from a directive from senior leadership but rather from their own commitment and dedication to the community of students, scholars and researchers they support, the Access Services and Resource Sharing teams worked together to create new ways of delivering core library services at a time when the library's doors were closed to visitors but study and research still continued. Together, they have exercised great creativity, teamwork and dedication to the University's mission in order to provide Brown's faculty, students and researchers with the books, articles, reserve readings and reference services that are essential for academic continuity and success. The Access Services team devised a completely new service model for circulation and reserves to meet the needs of faculty and students while abiding by safety protocols and a contactless pickup model. They began by using the library catalog's hold function to initiate a book loan, and Circulation staff volunteered to take shifts coming into the library every morning to locate the hold books, check them out, bag them and then put them on carts so that they could be quarantined for 72 hours prior to pickup to prevent the spread of COVID-19. **FROM JULY TO EARLY NOVEMBER, THE TEAM SAFELY CIRCULATED OVER 17,000 BOOKS.** When circulation demand exceeded the hours available for pickup, the teams devised a new record storage model for self-service pickup that allowed users to collect their book requests any time the library was open. Later, in preparation for the fall semester, the team worked with the Library Digital Technologies team to devise a virtual hold shelf so students could log in to check out reserve books for two hours, just like the actual hold shelf. Once the new circulation system was in place, and with thousands of books being returned weekly to a circulation area that had been reconfigured for social distancing, one of the team members came in on weekends to implement a newly designed, self-contained workflow in the Digital Scholarship Lab to return, sort and store books. In addition to their on-site work, the entire team has been participating in the Ask a Librarian Service which required a mental shift for staff members used to having face-to-face interactions and being able to devise on-site solutions. With the same amount of enthusiasm that they showed in bringing distant circulation and reserves online they quickly learned the chat system and fully took it over to give librarians time to focus on creating online tutorials, consultations, and teaching modules. The teams staffed this online chat service from 6 a.m. to 10 p.m. on weekdays and over the weekend. Through dedication, perseverance and hard work, the Library Access Services and Resource Sharing teams devised new ways of working while providing critical support to the community of students, scholars and researchers they serve.

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Out of the 170 Excellence Award nominations, over 400 individual staff members were recognized through 103 individual nominations and 67 team nominations.

## EXCELLENCE AWARD FOR LEADERSHIP

### Chloe Poston

OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY



In her short time at Brown, Chloe Poston's work has touched almost all areas of the Office of Institutional Equity and Diversity and has reached colleagues across campus, both on College Hill and in the Jewelry District. She not only excels in her own duties as Assistant Vice President of Strategic Initiatives, but with the many staffing changes OIED faced this year, she has taken on the responsibilities of multiple vacant positions, led searches for new staff, overseen the creation and staffing of the Anti-Black Racism Task Force, managed numerous committees, councils and boards that are under the purview of OIED, and is now leading the work involving the DIAP Phase II. Chloe has also enabled important programs such as the Administrative Fellows Program, the WiSTEM Symposium and the annual Martin Luther King Jr. Lecture Series to continue to run under her leadership when the position responsible for community programming became vacant. Most recently, **SHE ASSUMED RESPONSIBILITY FOR MANAGING THE HEALTHY AMBASSADOR PROGRAM, WHICH TRAINS OVER 80 STAFF MEMBERS FROM ACROSS CAMPUS TO SERVE IN THE IMPORTANT ROLE OF HELPING TO KEEP THE CAMPUS SAFE.** Chloe has proven to be an incredible leader on campus. She is, in every sense, doing the work of at least three people. And she is not just doing the job, she is meticulous and detail-oriented and brings an air of excellence and quality to every aspect of her work. In all of her endeavors, Chloe is patient and collaborative, putting the needs of her peers ahead of her own, showing the qualities of a true leader: service above self.

### Operations Managers

FACILITIES MANAGEMENT

This nomination for the leadership award recognizes the 14 Brown University Facilities Management operations managers who were instrumental in individually and collectively leading their teams to implement measures, systems and procedures that helped ensure a healthy and safe return to campus for students, faculty and staff in the face of an unprecedented global pandemic. While their achievements are too numerous to measure, we will highlight some of them here. This team manages the frontline staff members, who have continued to work onsite since March 2020, as the majority of our campus moved to remote operations. **FROM SIGNIFICANTLY ENHANCED CLEANING AND DISINFECTING PROCEDURES COVERING OVER 3,000 STUDENT RESIDENCE SPACES, TO NEW METHODS OF KEEPING HIGH-TOUCH SURFACES DISEASE-RESISTANT, THE TEAM KEPT RESIDENCE HALLS, CLASSROOMS, LABS AND OFFICE AREAS SAFE.** As part of a larger Facilities effort, they also procured and installed touchless restroom fixtures (urinals, toilets, faucets, paper towel dispensers, StepNpull door openers, etc.) and ultraviolet elevator fans that utilize ionization and nanoseptic disinfection technology. The team also led an extensive campus-wide heating, ventilation, air conditioning and water systems upgrade project to adhere to new CDC and American Society of Heating, Refrigerating and Air-Conditioning Engineers guidelines and best practices,



Antonio Batista, Christian Cherau, John Colarusso, David DeAngelis, Tom Demanche, Michael Flint, Carlos Hernandez, Larry Hicks, Thomas Macchi, Marco Martins, David Nunez, Derek Ramsey, Victor Rebelo, Patrick Vetere

along with an information campaign aimed at explaining the COVID-19 safety precautions put in place. Through analyzing all campus buildings, a plan was designed and implemented to ensure that airborne transmission of COVID-19 was kept at a minimum or eliminated. As part of the University's return to campus planning, the operations managers readied three campus COVID-19 testing sites. The team also oversaw the deployment of over 30,000 wayfinding, de-densification and social distancing guideline signs across campus. In addition to all of this, the team led their staff in the completion of over 10,000 preventative maintenance tasks by Custodial, Grounds, and Trades division staff. It is no exaggeration to say that campus spaces are only safe because of their unwavering dedication and commitment to implementing campus-wide safety protocols, measures and systems. If you have been able to safely return to your office, classroom, laboratory, work space or common area, it is thanks to this incredible team and the dedicated staff they lead, inspire and represent every day.

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## EXCELLENCE AWARD FOR RISING STAR

### Abigail Durmaz

JONATHAN NELSON CENTER FOR ENTREPRENEURSHIP



Since joining the Nelson Center for Entrepreneurship nearly three years ago, Abi Durmaz has made an immediate and significant impact on her department and the University. From planning high profile events with a local, national and international audience to taking on the building operations of the Nelson Center's new space on Euclid Avenue, Abi has continued to shine. She designs and implements impeccable events that support a growing and thriving local entrepreneurial community. As such, her work has inspired and empowered thousands of students to go on to create solutions with impact. When COVID-19 impacted the University and its ability to host events in support of academic programming, Abi quickly pivoted to a completely new way of event delivery. **NOT ONLY WAS SHE POISED AND EAGER TO SOLVE THE MANY DISRUPTIONS CAUSED BY THE PANDEMIC, BUT SHE ALSO OVERHAULED A 1,000 PERSON EVENT TO BE ABLE TO DELIVER IT VIRTUALLY WITH LESS THAN 48 HOURS NOTICE.** Abi is truly deserving of the Rising Star Award this year.

### Nicholas Greene

RESIDENTIAL LIFE



Since coming to Brown in summer of 2018, Nick Greene has made innovative changes to existing processes, stepped in to provide critical support in times of need, and had a tremendous positive impact on the Office of Residential Life. Nick has been instrumental in streamlining key University housing and administrative processes, vastly improving the residential student experience at Brown. By putting student needs first, Nick was able to collaborate with key stakeholders in pre-college programs and Facilities Management to make significant adjustments to summer and winter break housing arrangements that resulted in fewer moves and improved residential connectedness and community. Nick has also been a key member of the project team leading the department's transition to a new housing management software, StarRez. This new software has allowed the department to rapidly adapt to the ever evolving COVID-19 crisis. In addition, Nick has been key to the department's COVID-19 response, as well as the University's, providing necessary data to the Healthy Fall 2020 Task Force and other senior leadership to inform their decisions on public health guidance for the fall 2020 semester. Going into the summer of 2020, Nick worked with a team of senior leadership and colleagues in Residential Life and Computing and Information Services to design the Fall 2020 Location of Study Form, which was instrumental to the University's ability to gather data about our students' Fall plans. This data was used by the College, Financial Aid, the Registrar, Student Financial Services and a host of other departments on campus to inform their work leading to the fall 2020 semester. **THROUGH HIS EFFORTS, THE STUDENT RESIDENTIAL EXPERIENCE AT BROWN HAS BEEN SIGNIFICANTLY ENHANCED, AND HE IS TRULY A REMARKABLE EXAMPLE OF ONE OF BROWN'S RISING STARS.**

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### Trae Alston-Swan

CENTER FOR THE STUDY OF RACE & ETHNICITY  
IN AMERICA



Trae Alston-Swan came to the Center for the Study of Race and Ethnicity in America in spring of 2020 after nearly two years as a program coordinator in the School of Professional Studies. After arriving, he quickly distinguished himself as a remarkably capable and competent team player and leader. In addition to displaying an expert command of financial and organizational nuance, he spearheaded the center's sudden transition from in-person to virtual programming and offered vital suggestions for how to do so effectively and efficiently. He routinely seeks ways to assist and support his colleagues by devising innovative, organizational solutions using technology.

As an example, he developed a dynamic, multifaceted and user-friendly program-tracker interface that has helped the center to synthesize, document and easily access an overwhelming amount of data. Demonstrating his extraordinary logistical prowess, Trae has organized and run events for the Center including a three-hour event that showcased over 25 speakers, artists and mixed-type performances. Additionally, in his new role at CSREA, Trae took on a much higher level of financial duties and scope and got up to speed quickly, surpassing expectations and rivalling the skills of a seasoned professional. In all of his work and his dealings with his colleagues, **TRAE EXUDES AN ABUNDANCE OF INSIGHT, CURIOSITY, TALENT, EMOTIONAL INTELLIGENCE, TECHNICAL SKILL AND A POSITIVE SPIRIT.** His big-picture systems thinking is demonstrated in the ways in which he asks questions, showing a deeper understanding of the many parts at play and recognizing potential pitfalls and opportunities. And yet, despite deadlines, pressures and stresses, Trae does all of this with patience, kindness and a team spirit that inspires those he encounters. He is truly a Rising Star!

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## EXCELLENCE AWARD FOR SERVICE

### Kim Koper

#### UNIVERSITY HUMAN RESOURCES



Kim Koper has played, and continues to play, a crucial role in ensuring that employee, faculty and graduate student essential designation and degree of contact information is correct for approximately 7,000 individuals. This personnel data is critical to the University's extensive COVID-19 testing and contract tracing programs, key tenets of Brown's return to campus planning and ongoing COVID-19 safety protocols. Working extended hours under tight deadlines, Kim has reviewed over 400 spreadsheets while at the same time providing the highest level of customer service. She has been instrumental in developing the necessary documentation, communications, spreadsheet templates and processes, even as these processes and requirements went through multiple, significant

adjustments and iterations. **KIM'S UNWAVERING DEDICATION TO THE SAFETY OF BROWN FACULTY, STAFF AND STUDENTS CANNOT BE OVERSTATED.** Her attention to detail and commitment to data integrity has ensured that community members returning to campus are doing so in the safest way possible.

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### BioMed CARE Team

#### DIVISION OF BIOLOGY AND MEDICINE

When the call to ramp down research was made in mid-March, the CARE Center had just a few days to develop a plan that would enable the teams to provide daily care to a wide variety of species that are utilized in research on Brown's campus. In addition to ensuring staffing coverage for Brown's research facilities, the team had to ensure adequate veterinary coverage for the research animals at our affiliated teaching hospitals while short on veterinary staff. The CARE team swiftly split its operations and veterinary teams in half to facilitate social distancing and reduce the risk of major disruptions, working an alternating four days on/four days off schedule with evening and weekend coverage. While the work of other campus labs tapered off during the ramp down, **THE CARE TEAM SUPPORTED OVER 80 PRINCIPAL INVESTIGATORS WITH OVER 130 ACTIVE RESEARCH, TESTING AND TEACHING PROJECTS. ADDITIONALLY, THE CARE TEAM SUPPORTED LOCAL HOSPITALS WITH ACCESS TO LIFE-SAVING VENTILATORS FROM THEIR OWN SUPPLY.** They also worked to provide supplies such as oxygen tubing, breathing circuits, rebreathing bags and other medical equipment to the School of Engineering, where a team of faculty and students developed a ventilator that could be assembled using 3D-printed and readily available parts. Hard work and dedication to the animals in their care is not a new phenomenon for the CARE team. These individuals are here on weekends, holidays and regardless of weather conditions or power outages. We are sure you will agree that their dedication, commitment and hard work throughout the pandemic, above and beyond their regular duties, is nothing short of remarkable.



## BioMed Stores Operations

### DIVISION OF BIOLOGY AND MEDICINE

*James Andrews, Gilberto Del Valle-Rodriguez, Leonard Erickson, Gerard Levesque*



Under normal circumstances, the BioMed Stores Operations team is a flexible, customer-focused team providing great support to the Division of Biology and Medicine. The team works out of two stockrooms, one on College Hill at the BioMed Center and one at 70 Ship Street in the Jewelry District. They receive daily deliveries of equipment, consumables, chemicals, compressed gases and anything else needed for biological research. Typically, their primary focus is research support, but the team provides service and support across the entire division. The team consistently builds and maintains great relationships

with its customers across the division as well as the suppliers they rely on. They have a tremendous amount of knowledge on products they provide, which strengthens their service and support. COVID-19 has forced the group to dramatically change the way they do business on a day-to-day basis. They had to quickly rearrange their space to continue to work on-site safely while supporting the important research efforts at Brown. They transformed their operation to an online ordering and delivery system to accommodate research needs while maintaining low density and social distancing. As one of the only active loading docks for a time, BioMed Stores Operations received large shipments for the University at a time when there were limited locations for Brown to receive, including deliveries for over 42,000 N95 masks as well as for Environmental Health and Safety, Health Services, and Computing and Information Services. The Stores Operations team also worked with BioMed and the Department of Chemistry to make and distribute over 500 gallons of hand sanitizer to Lifespan, with critical deliveries for several months, often twice a week.

The team's impact has spread far beyond Brown. At the start of COVID-19, the Stores Operation team supported a University initiative to donate much-needed personal protective equipment (PPE) to local hospitals. They collected, organized and stored over 1,000 boxes of gloves, surgical masks, face shields and disposable gowns that were identified for donation from Brown research staff. These were stockpiled, they then supported several deliveries to different hospitals throughout the Lifespan and Care New England networks, coordinating based on schedules and needs and while safely limiting exposure to them, the labs and the hospital staff. In addition to supporting PPE donations for the hospital, the Stores Operation team supported the receiving

and distribution of PPE for the entire Division of Biology and Medicine in five research buildings and another five administrative or academic buildings. Having received all the needed materials from Facilities Management and University Purchasing, the team built PPE kits for over 50 labs and distributed them in a safe and organized way in about two days. Distribution for the division, including do-it-yourself kits for administrative staff are continuing today. **THEY HAVE NEVER WAVERED IN THEIR DEDICATION TO BROWN STAFF AND RESEARCHERS AND HAVE BEEN A SHINING BEACON OF HOPE DURING SOME VERY DARK TIMES.**

## COVID-19 E-Gap Advisory Team

### DIVISION OF CAMPUS LIFE AND THE COLLEGE

The COVID-19 E-Gap Advisory Team, composed of staff members from the College and Campus Life, represents a collaborative and integrated approach to problem solving, individualized advising to assess student need and a dedication to equity to ensure all students irrespective of their financial resources would have the opportunity to continue their remote studies successfully. Through one-on-one advising meetings and innovative, systemic approaches to student support, the team addressed the unique circumstances — financial, academic and personal — that students faced immediately and during the remainder of the spring 2020 semester, with ongoing impact and support into the summer and fall terms. **AT A TIME OF INCREASED ANXIETY AND UNCERTAINTY, THE COVID-19 E-GAP ADVISORY TEAM PROACTIVELY REACHED OUT TO STUDENTS TO UNDERSCORE THE UNIVERSITY'S DEDICATION TO THEIR CONTINUED LEARNING AND WELLBEING.** The team worked continuously in a multiphased approach to uncover



*Maitrayee Bhattacharyya, Avery Danage, Ludnie Deneus, Vernicia Elie, Andrew Heald, Nirva LaFortune, Julie Lee, Renata Mauriz, Asabe Poloma, Julio Reyes, Kelsey Trimm*

student concerns exacerbated by the pandemic and to advocate for the implementation of additional support structures to address the academic and personal needs of students most impacted by COVID-19. Phase 1, which started on March 13, 2020, established the Transition E-Gap Fund, which provided support for travel, moving, storage, computing needs and various basic personal needs such as food, rent, loss of income, etc. This initial phase focused on helping students safely get to their intended destination for the remainder of the spring semester, even if that was determined to be remaining at Brown. Future phases built on the model of Phase 1, providing further support to additional students. The work of the COVID-19 E-Gap Advisory Team helped to ensure that students felt supported during the uncertainty of the transition to remote learning. Their relational approach to advising and support ensured that all students had the necessary tools and technologies to work, learn and live. Indeed, many students expressed their relief and gratitude at feeling heard by a University staff member in advising appointments.

### Thank you to our Healthy Ambassadors and Staff Temporary Project Assignment Volunteers

We would like to extend a special thank you to the over 70 staff members who graciously took on the role as Healthy Ambassadors cheerfully motivating fellow campus community members to practice healthy behaviors and follow COVID-19 prevention guidelines. We would also like to thank the staff who participated in the Staff Temporary Project Assignment Program to support departments with needs that may not have existed before the pandemic. You all really stepped up in new ways this year, and we appreciate you!



## Digital Learning and Design Instructional Design Team

SHERIDAN CENTER FOR TEACHING AND LEARNING

*Christine Baumgarthuber, John de Szendeffy, James Foley, Theodore Kalaitzidis, Melissa Kane, Naomi Pariseault, Rebecca Taub, Maggie Vecchione*



The Instructional Design team in the newly formed Digital Learning & Design unit went above and beyond to help Brown faculty move to remote instruction in March 2020 to ensure the safety and well-being of the Brown community. The high level of technical, pedagogical and emotional support provided by the team of seven instructional designers led by James Foley resulted in the continuation of Brown courses in a remote format, but the impact is long-lasting. While addressing the immediate needs of faculty to quickly pivot to remote instruction, **THE TEAM LED OVER 700 ONE-TO-ONE CONSULTATIONS AND ALSO DEVELOPED A COLLECTION OF REMOTE LEARNING GUIDES AND RESOURCES FOR FACULTY.** The instructional designers' tireless efforts to respond to each and every question, concern and need has empowered instructors as demonstrated by the increase in their use of digital tools to engage students. Canvas was used by 92% of Brown instructors in the Fall of 2020, an increase from 80% in 2019. Instructors are using more tools within Canvas, and more instructors are using tools to engage their students. But most important, the support provided by the Instructional Design team has resulted in an environment for Brown instructors that is welcoming and supportive. As a result of the team's work, Brown faculty are developing the skills, experience and confidence to deliver engaging and inclusive online digital teaching and learning experiences. The foundation has been set for Brown faculty to continue to deliver innovative, high-impact pedagogy for Brown's strategic initiatives into the future.



## Linda Olmsted and Stephanie Santucci

### ENVIRONMENTAL HEALTH AND SAFETY



Linda Olmsted and Stephanie Santucci worked together before on multiple projects, developing safety documentation, and providing the campus with the most up-to-date information available from the Centers for Disease Control, RI Department of Health, Occupational Safety and Health Administration, World Health Organization, and our peers. Linda has been the go to person for the research community, providing clear guidance for the initial ramp-down in March and then quickly working on reopening plans for late spring and summer. She developed comprehensive checklists and conducted on-site walkthroughs, acting as a critical point person for the research community. Linda's participation in various committees, working groups and trainings significantly contributed to the quality of the overall response to the COVID-19 crisis and supported research at a critical point in time. Stephanie's work has also been an integral part of the University's multipronged, coordinated COVID-19 response. Working without precedents, Stephanie developed University guidance based on the best available information, which was oftentimes incomplete or changing frequently. She developed critical University guidelines such as for face coverings and was able to make use of a stockpile of over 10,000 N95 respirators she'd been collecting and safely storing over the past eight years. That stockpile proved crucial for essential staff at a time when personal protective equipment (PPE) was nearly impossible to acquire. In addition to on-site staff, Brown was able to donate some of our supply to protect our local frontline healthcare workers. Stephanie helped manage the collection and distribution of N95s and other PPE from across campus for delivery to local hospitals. She also manages the N95 fit-testing program for people who are required to wear a respirator as part of their duties including, Health Services, Emergency Medical Services, Facilities Management, CARE, Environmental Health and Safety staff and others. Utilizing the fit-testing equipment, Stephanie was also able to test incoming N95s to ensure they were effective before being provided to faculty, staff or students, discarding shipments that were unfit for use. Both Linda and Stephanie worked countless hours to keep our essential workers and research labs safe and functioning, balancing family commitments and challenges with child care and distance learning. **THEY EACH SHOWED INCREDIBLE LEADERSHIP IN THE FACE OF AN UNPRECEDENTED GLOBAL PANDEMIC, EXEMPLIFYING SERVICE, COMMITMENT, EXCELLENCE AND PERSEVERANCE IN RESPONDING TO COVID-19.**



## Planning, Design and Construction Team

### FACILITIES MANAGEMENT

Motivated by a deep sense of caring, and through a combination of online research, consultation with peers, imagination, and lots of hard work, this team from the Planning Design and Construction in Facilities Management were instrumental in preparing campus space for the safe return of students, faculty and staff. A broad program of projects that came to be known as the Healthy Fall Initiatives was planned, approved, funded and implemented under their stewardship. **THE TEAM USED THEIR SPACE PLANNING, PROJECT MANAGEMENT AND DESIGN SKILLS TO IMPLEMENT ENHANCEMENTS IN CAMPUS SIGNAGE, ESTABLISH A NEW HEALTH SERVICES ANNEX TO TREAT SYMPTOMATIC STUDENTS AND MAKE OUR CAMPUS GREENS AND INDOOR SPACES SAFER.** To spread messaging about workplace safety policy and to help constituents envision what campus would look like under these restrictions, the PD&C team developed a comprehensive web guide and then worked on over 400 signage plans for academic and office spaces. In order to de-densify the campus's classroom and office spaces, PD&C surveyed rooms, inventoried existing furniture, created a plan to redistribute furniture, oversaw the redistribution and warehoused excess furniture so that classrooms did not feel like chair storage facilities. As part of Brown's return to campus plans, PD&C helped seek out and organize space for a robust COVID-19 testing program accommodating hundreds of daily tests. The team identified appropriate locations and drafted plans and layouts, all under an extremely tight timeline. When Health Services made an operational decision to separate out their treatment of symptomatic students from their primary facility at Andrews House, the team identified available space and oversaw a custom design-build, creating and installing an annex health facility with a high-performing ventilation system. To help prevent the spread of COVID-19, the team instituted a touchless restroom project, directing the installation of touchless faucets, paper towel dispensers and door openers. To promote social distancing on campus greens, the team oversaw the development and installation of inviting outdoor spaces and furniture to encourage students to "take it outside." All of these projects were accomplished on a short timeline and in addition to their regular load of intensive campus planning projects already underway. They have made the campus a safer place for all who study, teach and work there.



*Crystal Bradwin, Sinead Gallivan, Paul Griffin, Rachel Hampton, David LaPlante, Gary Martins, Shirley Ng, Joanna Saltonstall*

## COVID-19 Response Team

### UNIVERSITY HUMAN RESOURCES AND WORKDAY PROGRAMS

In response to the public health crisis caused by COVID-19, the University Human Resources team collaborated across six teams of 16 employees as a UHR COVID-19 Response Team to protect the health and safety of all members of the Brown community. From March onward, this cross-functional team collaborated closely to ensure that initiatives could be designed and implemented as quickly as possible to meet our employees' needs. Thanks to their efforts, and in conjunction with other individuals and departments, the team implemented a robust, campus-wide testing and contract-tracing program. They also designed, developed and disseminated campus safety training to all Brown staff, curating a COVID-19 web resource, and launched the Brown Takes Care campaign for staff. Their extensive educational outreach provided much-needed resources and information and communicated health and safety requirements and protocols to the campus community. In addition, the team developed a new leave of absence option, enhanced existing childcare subsidie, and launched new staff voluntary workshare and staff voluntary retirement programs. **THIS TEAM'S EFFORTS DEMONSTRATE HOW TRANSFORMATIVE PRACTICES CAN SUCCESSFULLY BE IMPLEMENTED DURING THE UNCERTAINTY OF A CRISIS AND HOW TEAM MEMBERS' SKILLS AND EXPERIENCES CAN BE LEVERAGED AND HOW WORK CAN BE DONE MORE EFFICIENTLY IN THE FUTURE.**



Christina Bernier, Jessica Carroll, Renee Doolittle, David Ethier, Jeffrey Jakulevicius, Jackie Kepple, Kris Lindstrom, Jennifer McKay, Mary Penkala, Jessica Pontarelli, Courtney Pontbriand, Krishna Rameneni, Stephanie Romano, Claudio Simeone, Chantelle Tanguai



## Excellence Award Selection Committee

Special thanks to this year's Excellence Award Selection Committee members who read over 170 nominations for more than 400 staff members representing 56 departments across the University. We could not have done this without their incredible insight, expertise and hard work!

**Chandra Alassah**  
*Dining Services*

**Tiffany Amaral**  
*Center for Alcohol and Addiction Studies*

**Lawrence Angelo**  
*Office of Institutional Equity and Diversity*

**Jeanne Carhart**  
*Athletics and Physical Education*

**Deborah Dunphy**  
*Facilities Management*

**Susan Ely**  
*Graduate School*

**Wendi Lewis**  
*Computing and Information Services*

**Peter Murphy**  
*School of Engineering*

**Jonathan Nogueira**  
*Student Financial Services*

**Michelle O'Brien**  
*BioMed Human Resources*

**Sarah Peri**  
*Provost's Office*

**Jamie Tyrol**  
*Theater Arts and Performance Studies*

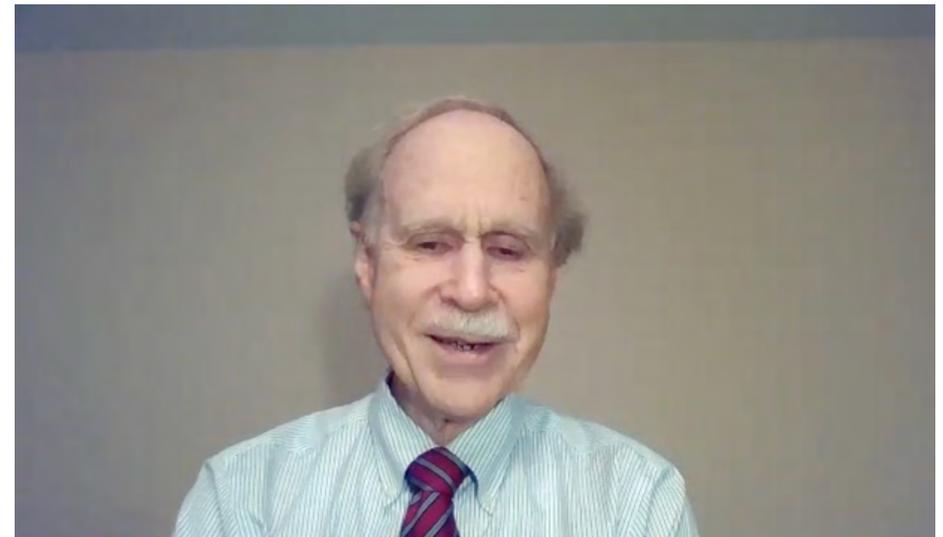
**Michelle Venditelli**  
*University Library*

**Grace Young**  
*Dean of the Faculty*



# YEARS OF SERVICE

## 50 YEARS OF SERVICE



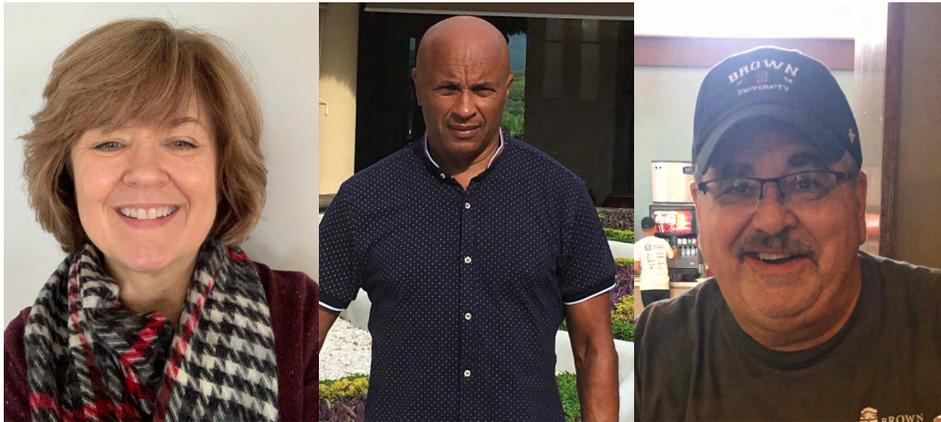
**William Patterson**

Distinguished Senior Lecturer  
Senior Research Engineer  
*School of Engineering*

461 staff reached milestones in years of service in 2020, ranging from five years to 50 years of service.

## 40 YEARS OF SERVICE

David Araujo  
Kathleen Billings  
Kathleen Carlino  
Joao Leca  
Gary McDole  
Janice Viticone



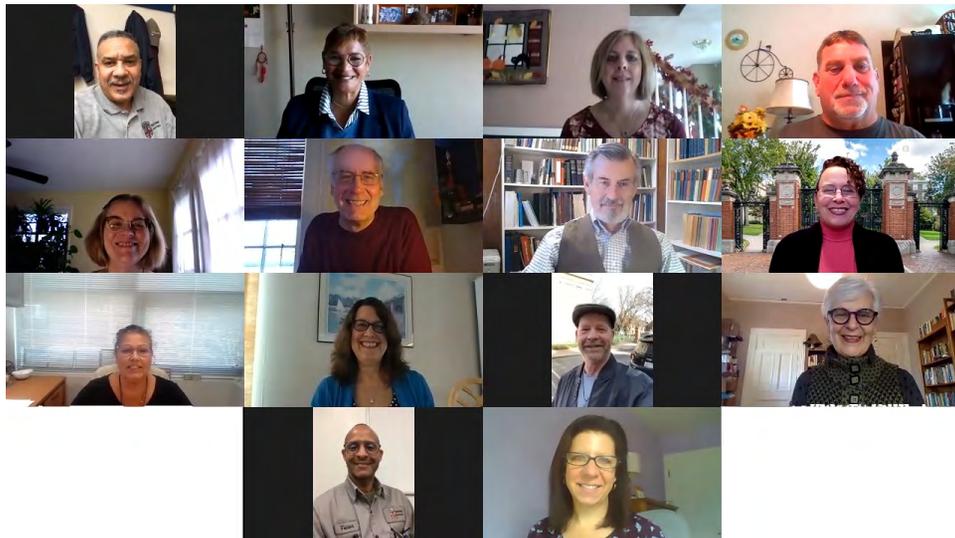
## 35 YEARS OF SERVICE

Ronald Alves  
Karen Bouchard  
Diane Chouinard  
Carol Cohen  
Jean Couto  
Philip Fernandes

Julianne Ip  
Yolanda Lamboy  
Barbara Le Page  
Jane McIlmail  
Joanne Tandy  
Olivier Varela

## 30 YEARS OF SERVICE

Franklin Almada	Audrey Kydd
Richard Almeida	Gerard Levesque
Victor Ayala	Paul Magan
Karen Ball	James Marsella
Tina Botelho	Teresa McAllister
Janet Cooper Nelson	Peter Gale Nelson
Amalia Davis	Robin Ness
Yvonne Federowicz	Mary Ann Rotondo
Jennie Fox	Gregory Shields
Rodney Gerry	Shannon Silva
David Grant	Sandra Souza
Ferdinand Guerzon	Edward Tejada
Jody Hall	Beth Travers
Allen Janicki	Thomasina Williams



## 25 YEARS OF SERVICE

Diana Adamczyk	Takahiro Hiroi
Stephen Almeida	Carleia Lighty
Mary Arkins Decasse	Lisa Manekofsky
Evelisse Bido	Dennis McDavitt
David Clark	Brook Moles
Christine Conway	Suzanne Nacar
Ana Couto	Anita Nester
Norberto DaCosta	Annabella Ramer
Christine Decesare	Cesar Rezendes
Diane Deignan	Andrea Sobieraj
Margaret Eshun	Jill Stewart
Patricia Falcon	Wanda Walker
Patricia Gardner	Jill Wood
Lucy Garfield Hanna	David Woodward



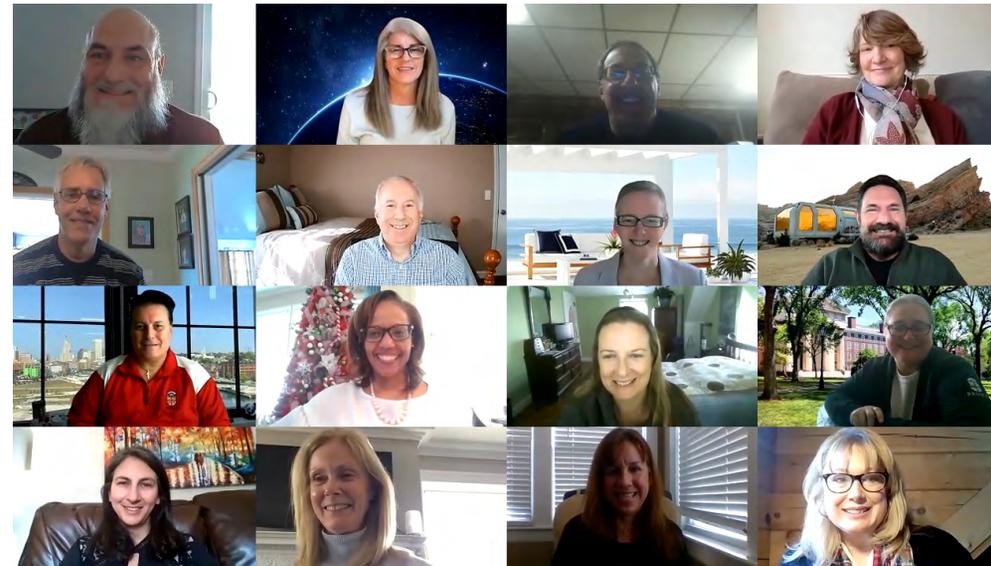
## 20 YEARS OF SERVICE

Jean Andrade  
Valerie Andrews  
Sarah Baldwin-Beneich  
Elizabeth Barlow  
Richard Benaski  
Elizabeth Boynton  
Gary Bryson  
Donna Butler  
Jeanne Carhart  
David Checrallah  
Norah Cicione  
Jason Costa  
Ruth Crane  
Carol Cutler  
Chira Delsesto  
Hugh Downing  
Patricia Duff  
Michael Enos

Mario Fernandes  
Ronald Foreman  
Nancy Freeman  
Timothy Hett  
Henry Huppert  
Rochelle Ives  
Anthony Jaworski  
Michael Jibitsky  
Alonzo Jones  
Mary Lavoie  
Julie Leach  
Lisa Leblanc  
Emanuel Lopes  
Mary Joe Machado  
Juli Mahoney  
Gary Martins  
Kevin Mathews  
Chris Moore

Robert Morse  
Amy Morton  
Melissa Nicholas  
Joseph Orchardo  
Russell Picozzi  
Jeffrey Pierce  
Claudia Rojas  
James Schlageter

Carlos Silva  
Melissa Skinnell  
Reinette Sousa  
Steve Tompkins  
Amy Umstadter  
Sarah Vitale  
Li Wang



# 15 YEARS OF SERVICE

Antonio Aceto  
 Arlindo Alves  
 Karen Baptist  
 Todd Brault  
 Sean Broestl  
 Gena Burke  
 Denise Camara  
 Patrice Carroll  
 David Chabot  
 Chengyi Chang  
 Christian Cherau  
 Robert Coen  
 Jean Cormack  
 Jose Correia  
 Antonio Costa  
 Isabel Costa  
 Jaime Cunha  
 Maria Gorette Da Cruz  
 Candida Dalomba  
 Anne Daly  
 John Davenport  
 Oldenisa De Pina Fontes  
 Sylvia Denome  
 Birkin Diana  
 Samuel Dias  
 Matthew Dichiara  
 Violanta Diniz  
 Constance DiPanfilo  
 Elizabeth Doherty

Sarah Evelyn  
 David Fletcher  
 Celine Fugere  
 Jose Garcia  
 Maria Gomes  
 Victoria Gomes  
 Jennifer Hadden  
 Eric Halpern  
 Stephanie Han  
 John Heston  
 Anne Heyrman-Hart  
 Michael Houllahan  
 James Jackson  
 Jennifer Kennedy  
 Louis Lastarza  
 Juanfang Lei  
 Francisco Lopes  
 Michael Lopes  
 Henry Louro  
 Michelle Loxley  
 Paul Magliocco  
 Melissa Marchi  
 Lisa Mather  
 Christie McDonnell  
 Ann Marie Medeiros  
 James Moses  
 Edward Myers  
 Lori Nascimento  
 Maren Nelson



Maria Neves  
 Hildeberto Nobre  
 Kristen Oliviera  
 Tracy Olson  
 Marla Pearsall  
 Sarah Peri  
 Leocadia Pires  
 Tatum Ponte  
 Mark Porter  
 Jennifer Quinn  
 Elizabete Ramos  
 Scott Rathbun  
 Jerome Redmond  
 Frances Romasco  
 Stephen Sanquist  
 Maria Santiago  
 Diane Schlacter  
 Oaxaca Schroder

Kamel Sihamida  
 Sherie Simino  
 Cheryl Smith  
 Valter Soares  
 Dorothy Solomon  
 Esther Sowah  
 Todd Steiner  
 Tanissa Stone  
 Achim Tah  
 Bryan Tait  
 Tina Thompson  
 Joseph Vang  
 Eugenia Vieira  
 Laura Ward  
 Holly Wilker  
 Geoffrey Williams  
 Osvaldina Williams  
 Anne Windham

# 10 YEARS OF SERVICE

Arman Adzhinyan  
 Florence Agyemang  
 Cesar Alarcon  
 Suzanne Alden  
 James Ampsacher  
 Pedro Andrade  
 Linda Angela  
 Paul Armas  
 Denise Arver  
 Viveka Ayala-Heredia  
 Rose Barreira  
 Berta Barrientos  
 Christina Bernier  
 Mathew Borton  
 Julie Braza  
 Joan Brazier  
 Joshua Burnett  
 Amy Cardone  
 Amy Carroll  
 Bethany Chermis

Kelly Cleveland  
 Tiffany Cordeiro  
 Jesse Coutu  
 Eric Crockett  
 Justina Cruz  
 Erik De Angelis  
 Delia Demers  
 Jennifer DiTusa  
 Renee Doolittle  
 Francisco Dos Santos  
 Kimberly Duguay  
 Elisio Evora  
 Jessica Garcia  
 Heather Giannillo  
 Nathaniel Gill  
 Andrea Goldstein  
 Randy Goulet  
 Kayla Guarino  
 Sheila Haggerty  
 Jan Hatfield



Charles Heaney  
 Laura Kavanagh  
 Colleen Kelly  
 Thomas Kiefer  
 William Lang  
 Michael Leitao  
 Carol Leone  
 Jeanne Loewenstein  
 Matthew Margetta  
 Marco Martins  
 Jacqueline Mazick  
 John Mazza  
 Michael McDade  
 Adam McGovern  
 Kathryn McPhail  
 Melissa Medeiros  
 Joseph Meisel  
 Sharon Moitosa  
 Saara Moskowitz  
 Eileen Murphy  
 Leslie Nevola  
 Barbara Oberkoetter  
 Elly Peimer

Eric Pena  
 Gregory Picard  
 Devon Poeta  
 Gianluca Rendina  
 Barbara Reo  
 Stephanie Romano  
 Angely Saldana  
 Sarah Santos  
 Joanne Schwendner  
 Michele Smith  
 Samantha Smith  
 Tim Springfield  
 Jane Squittiere  
 Pamela Swiatek  
 Allen Sylvia  
 Tatiana Taubin  
 Beatriz Tiburcio  
 Anne Turgeon  
 Nicole Vadnais  
 George Vassilev  
 Debra Walsh  
 Kristina Wilk



## 5 YEARS OF SERVICE

Abbey Aevazelis  
Isaac Albanese  
Lauren Albanese  
Rosa Baier  
Laura Bailey  
Tracy Bergeron  
Molly Birenbaum  
Juliane Blyth  
Karen Boehnke  
Mathew Bolton  
Alanna Botts  
Matthew Branch  
Justine Brown  
Rob Buckley  
Alexander Bunkers  
Jeffrey Cabral  
Karen Canis  
Sherri Capozzoli  
Jillian Caya  
Courtney Cheng  
Kelsey Chepiga  
Barbara Chernow  
Lauren Clarke  
Cass Cliatt  
Maria Corona  
Jessie Curran  
Jorge Davila-Carrasquillo  
John de Szendeffy  
Matthew DeLeo  
Kelsey Dennis  
Matthew Donato  
Kirby Dorius

Christina Downs  
Ryan Dwyer  
Tsurugi Ebii  
Craig Ellsworth  
Kerri Evans  
Alice Fawzi  
Sandra Ferretti  
Jarrah Fiori  
Jo Fisher  
Rita Fitzgerald  
Lynsey Ford  
Jean-Pierre Fortin  
Tina Garfinkel  
Paul George  
Winnie Gier  
Keri Godin  
Jason Guerriero  
Carolyn Haddad  
Justin Haggerty  
Naushon Hale  
Meghan Hall  
Todd Hampson  
Chandler Hodder  
Christopher Hofmann  
Kimberly Horvath  
Tommy Hosman  
Jordan Jancosek  
Vanessa Janek  
Donald Johwa  
Bruce Kane  
Kim Keenan  
Alison Kiely

Dawn Kimbrel  
Amory Kisch  
Sophia LaCava-Bohanan  
Alexander Laferriere  
Ashley Lee  
Jo Lee  
Julie Lee  
Tiffany Leyda  
David Loerke  
Michelle Mare  
Joanne McEvoy  
Victoria Mealer-Flowers  
Jose Mendoza  
Jessica Metzler  
Edel Minogue  
Kristina Monteiro  
Patricia Mulcahey  
Benjamin Nacar  
Joanna Nagelhout  
Irena Nedeljkovic Cunningham  
Erica Nourjian  
Brian O'Connell  
James O'Connell  
Josephine Okunola  
Kyle Oliveira  
Obasi Osborne  
Brittany Pailthorpe  
Naomi Pariseault  
Purvang Patel  
Jessica Pontarelli  
Courtney Pontbriand  
Kelcee Powell  
Jeffrey Powers  
Michael Raposa

Carlos Rivera  
Tonya Rosa  
Lauren Ruo  
Alana Sacks  
Jake Saunders  
Gregory Schanck  
Brian Schneider  
Gregory Seiler  
Kunchong Shi  
John Shilko  
Meghan Silvestri  
Erik Simpanen  
Louise Sloan  
Sandra Smith  
Jeffrey Steinhart  
Danielle Stockley  
Colin Sullivan  
Samuel Sumeracki  
Heather Thompson  
Michelle Turcotte  
CatherineVan Amburgh  
Sheila Vandal  
Heather Vermillion  
Susan Vieira  
Kelly Volpe  
Zachary Wainwright  
Daniel Warshay  
Rosanna Wertheimer  
Nicole Wholean  
Jarrod Winsor  
Heather Wong Bailey  
Hong Xia  
Patrick Yan  
Andras Zsom



 BROWN  
EXCELL/NG  
TOGETHER