

# BEAR DAY

**Brown Employee Appreciation and  
Recognition Day**

*A celebration of excellence and service at Brown University!*

**FEBRUARY 19, 2019**  
**SALOMON CENTER**



**BROWN**

# **BEAR Month**

There's still time to take advantage of these remaining special offers and programs through March 1!

## **Thursday, February 21 — Faculty Club BEAR Month Lunch Buffet**

**11:30 a.m. – 2 p.m.**

*1 Bannister Street (formerly Magee Street)*

Members and non-members pay just \$8 per person; non-members pay with cash or credit card.  
Call x3-3023 for reservations

## **February 21 — After Hours Closing Reception**

**5 p.m.**

*Atrium Gallery, Granoff Center, 154 Angell Street*

Celebrate the After Hours staff art exhibition with an hors d'oeuvres reception.

## **February 22 — Brown University Bookstore**

**7:30 a.m. – 8 p.m.**

*244 Thayer Street*

Receive a 20% discount on select items with a Brown ID.

## **February 25 — Meeting Street Cafe**

**8 a.m. – 11 p.m.**

*220 Meeting Street*

Present your Brown ID and receive 20% off your purchase.

## **February 26 — Presentation: Must Love Dogs at the Providence Animal Rescue League (PARL)**

**12 p.m.**

*South Street Landing, 350 Eddy Street, Room 499*

PARL staff will present an insider's look into dog adoption from start (intake) to finish (adoption) and will incorporate what PARL's behavior modification efforts entail. Call x3-3629 to register.

## **February 26 — Professional Development: How Not to Write**

**1 – 4 p.m.**

*South Street Landing, 350 Eddy Street, Room 498*

Take the first step toward clear, correct, concise, and complete business communications. Register in Workday Learning.

## **February 28 — Professional Development: Just Enough Project Management**

**1 – 4 p.m.**

*South Street Landing, 350 Eddy Street, Room 498*

This intro course will give participants the tools they need to lead a successful project. Register in Workday Learning.

## **March 1 — Brown Men's Basketball Tickets**

**5 p.m.**

*Pizzitola Memorial Sports Center*

Receive 4 free tickets to see the Bears take on Columbia. Tickets not available on game day and must be picked up by February 25 at the Box Office.



# BEAR DAY

## **BROWN EMPLOYEE APPRECIATION AND RECOGNITION DAY** *A celebration of excellence and service at Brown University!*

## Program

### Welcome

Barbara Chernow

### Bear Day Video Presentation

### President's Remarks

Christina Paxson

### Service Award Recognition

### Excellence Award Presentations

# Excellence Award Recipients

## EXCELLENCE AWARD FOR CITIZENSHIP



*Citizenship*

### **Kelly Mitchell** Department of Public Safety

Over the last two years, Kelly Mitchell has worked tirelessly to expand the Department of Public Safety's (DPS) community outreach and crime prevention programming with her characteristic energy, enthusiasm, and fresh ideas. Kelly implemented new programs to complement the department's offerings including the "U-Lock or U-Lose" campaign to reduce bike thefts on campus and educate students on best practices to secure bikes. With help from her DPS colleagues and the Bikes@Brown student group, Kelly created maps and reports to be used for crime prevention initiatives. She also hosted a National Night Out event on the Brown campus, a national community-building campaign that promotes police-community partnerships and neighborhood camaraderie to make our communities safer places to live. Finally, in a partnership with

the Fire Safety Office, Kelly launched "Be the Help Until the Help Arrives" designed to educate and empower the public to take action in emergency situations and provide lifesaving care before professional help arrives. As a result of Kelly's efforts, bike thefts have decreased by more than 60% over the last two years; outreach campaigns have resulted in a nearly 100% increase in the number of students who register their property, and there is greater collaboration with other departments and student groups to develop and deliver programming. DPS thanks Kelly for all her efforts to promote a safe campus for students, faculty, and staff to enjoy!



*Citizenship*

### **Tina Trahan** School of Engineering

For the past 29 years, Tina Trahan's dedication, attention to detail, and work ethic are consistently at the forefront in her work as a financial coordinator for the School of Engineering (SOE). But, in addition to her regular financial duties, she has also contributed to enhancing the quality of life, promoting sustainability, and building community relationships for the SOE. When an overcrowded staff kitchen became a nuisance, Tina led its overhaul and reorganization and created a welcoming space for all to enjoy. On any given day, you might find Tina hanging shelves, cleaning public areas, or organizing unused spaces throughout the building –using lunch hours and weekends to do what needs to be done. When she observed the improper disposal of batteries and toner cartridges, Tina researched recycling options and

led a recycling effort among the staff. But, Tina's efforts extend beyond the engineering building as well. Committed to giving back to our community, she has raised hundreds of dollars as a campaign leader for BROWN GIVES and leads an extremely successful SOE food drive each year. In Tina's extra efforts and volunteerism, she has saved the School significant money by finding alternate, free, or low-cost solutions to community needs. Thank you, Tina, for volunteering your time and resources for sorely needed projects that had no other way of getting done.

## **EXCELLENCE AWARD FOR DIVERSITY & INCLUSION**



### **Gillian Bell** Computing & Information Services

In her role as a staff representative on the Diversity Advisory Board, Gillian Bell contributed to campus-wide efforts related to diversity and inclusion at Brown University, and she has led the diversity and inclusion work within Computing and Information Services (CIS). Invited to serve on the Unconscious Bias E-learning Project Team as a technical expert, Gillian contributed in creating three high quality e-learning modules tailored for the Brown community. She also played a leadership role in the Women and Technology Group, a small group of CIS professionals who saw the need to support women, and she engaged other institutions in discussions to compare models of approach. Gillian has been a member of CIS' Diversity and Inclusion Working Group since August 2016 and led the effort to engage CIS employees through

monthly "lunch and learn" programs on relevant topics. Finally, Gillian led the programming effort for a CIS all-staff town hall meeting dedicated to diversity and inclusion. A survey completed by staff after the meeting indicated that the session was well received, and 90% found it to be both informative and productive. Gillian has established herself as a trusted colleague on this important topic, and she has made a positive impact on CIS staff members, over 220 employees. Brown and CIS are proud of the work Gillian has accomplished and for her contributions toward creating a more inclusive environment throughout our campus.

### *Diversity and Inclusion*



### **Carol Leone** Office of the VP for Research

Carol Leone's commitment to diversity and inclusion is obvious to all those around her. Serving on the Office of the Vice President for Research's (OVPR) Diversity and Inclusion Action Plan Committee, Carol's thoughtful approach to forming the committee and working with groups across the University to benchmark programs has benefited all OVPR staff. Carol regularly finds ways to improve the satisfaction and morale of her colleagues, in particular those from underrepresented groups. She has been a sounding board for many who have suffered incidents of bias, and she has advocated for staff of color even when it was outside her realm of responsibility. An initiative Carol invested time and effort in putting together was having "Respect" buttons made for the University community - a simple word with a powerful message.

### *Diversity and Inclusion*

Approximately 5,000 buttons were distributed throughout Brown, and their impact continues to be apparent; people are still asking what the button is about and where they can get one. It was just one of the simple things Carol does every day, but it made a huge impression across the University by setting the tone for how we treat each other and reminding us visually that Brown is an accepting and open institution. Thank you, Carol, for demonstrating your commitment to diversity in all you do and for speaking up when needed to support our diverse population at Brown.

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*I will never forget the day a wild turkey flew through the glass window at MacMillan Hall. A most unique experience, for sure!*

Carol DeFeciani, 15 years of service



### Diversity and Inclusion

Each of these culinarians from Brown Dining Services volunteered for an intense project outside of their normal work hours while still performing their critical day-to-day duties. Developing custom menus for the Office of Institutional Equity & Diversity's Lunch Series, this team re-created authentic dishes related to their heritage, tested home-style recipes from their families, and devised modern versions of classic cuisines that were a personal connection to their background. All team members are hourly employees with physically demanding jobs and their willingness to spend personal time on this project speaks to Dining Services' commitment to supporting and encouraging an atmosphere of diversity and inclusion at Brown University. At the beginning of each program, a team member presented the background of the menu being served to 70 to 80 participants. Since many of the menus were ambitious, this effort totaled 8 to 16 hours to prep and serve 3 to 5 dishes at each lunch. This did not account for personal time spent considering and creating the choices offered, which were sometimes tested and revised when they went home to cook for family members. Following these lunches, many of the menu items were formalized into recipes that Dining Services now serves as part of their board dining program. Dining Services is proud of this team's drive to share what they love, their efforts to bring Brown's departments together to share experiences, and the resulting enrichment to campus life by sharing their diverse culinary backgrounds and experiences.

### Dining Services Team

Arman Adzhinyan, Corey Allen, Janiero Anonuevo, Sharon Champagne, Ana Couto, Gloria Fraielli, Younes Haimoura, Shane Halpin, Rabbit Hoffinger, Paris Martin, James Massei, Sarah Melo, Timothy Meyer, Dawn Perry, Eric Shuman, Raymond Trinque

## EXCELLENCE AWARD FOR EFFICIENCY



### Jesse Polhemus

Computer Science

In less than three years, Jesse Polhemus helped design, launch, and conclude a highly successful \$10 million Undergraduate Teaching Assistant (UTA) fundraising campaign for the Department of Computer Science (CS). CS has experienced exponential growth in recent years with an enrollment of 5,480 students in 2017-2018. In order to serve the educational needs of that many students, the UTA program blossomed to having more than 300 students employed each year. The burden of funding UTAs had become overwhelming for the department and Brown. It was decided to pursue a crowdfunding campaign, which made it unique by targeting a large number of potential donors for small donations. Jesse took responsibility for communicating to 2800

alums, parents, and friends of the department; designing and populating the campaign website; working with students, alums, faculty, and staff to share stories, pictures, and videos to make the campaign compelling and informative; and dealing with many questions and issues raised by donors. And, Jesse did all of this while continuing to manage a heavy workload writing a remarkable number of news pieces and producing the CS yearly publication, Conduit. His keen attention to detail kept the project on time and resulted in the creation of an endowment that is now being used to fund and sustain this important program going forward and provide substantial financial gain and budget relief (\$500K/year) for CS and the University. By helping raise \$10M, Jesse ensured his department can continue to provide the level of support students need. And, without his compelling communications and tireless efforts, Computer Science would not have reached its goal as quickly.

*Efficiency*



*Efficiency*

### **SPS/CIS Team**

Danny Cordeiro, Monica Mandeville, Barbara Simoneau  
– School of Professional Studies

### **Kara Kelley, Computing & Information Services**

Pre-College Programs and Summer Sports Camps bring over 8000 minors to campus and to sites around the world. The Administrative Reporting and Systems Team at the School of Professional Studies (SPS) worked for the past three years to implement a new Customer-Relationship Management (CRM) system to support those 5000 young scholars and 3000 athletes in attending pre-college programs and sports camps, respectively, during the summer months. When a replacement solution for the

existing system needed to be found, the team spent four months developing the Salesforce system within a highly condensed timeline to ensure SPS was able to support young students in their desire to have a Brown experience. Putting in extraordinary effort and creativity, they learned the system, managed issues, and created a baseline CRM platform from which to build additional tools and integrations. In fall 2017, the team focused their energies on resolving challenges and creating an even more seamless user experience for students, families, and staff - both within SPS and across the University. In addition, they created processes for summer Sports Camps within the CRM to ensure consistency of approach to young athletes, their families, and campus colleagues. The architecture and processes the team created resulted in clear reporting to understand the entire lifecycle of a student, more sophisticated course enrollment tracking, better identification of course enrollees, and more robust tracking of demographic information. Congratulations to all team members on this accomplishment!

## **EXCELLENCE AWARD FOR INNOVATION**



*Innovation*

### **Katherine Duggan**

Office of the VP for Research

The Office of the VP for Research helps faculty find research funding opportunities and prepare research proposals. Kate's package of innovations transformed their services into a comprehensive, strategic process that targets opportunities for the appropriate faculty and brings more funding sources to the University. Kate's system finds funding sources that match with faculty strengths and then communicates those opportunities to the appropriate researcher to determine if they want to apply. Kate quickly became an expert in Brown's research strengths, ways to find research opportunities, and web design. She also designed an innovative analysis and presentation method about grant activity as a strategizing tool for department chairs. Campus leaders can now see

their specific department's strengths and weaknesses and, at that same time, compare themselves to peers to identify potential missed opportunities for funding. The quintessential innovator, Kate sees a gap in service as an opportunity. Kate's impact extends like a pebble in a pond that makes a ripple of change, from our team to OVPR, across campus, and to communities beyond Brown. Kate's natural forward-thinking ability transforms ideas discussed at team meetings into a reality. In 2017-2018, Kate sent out nearly 400 strategic funding opportunities to faculty in every department at Brown. Her work enabled our team to help with proposals that led to \$20 million in new research awards for Brown. With a friendly, positive, can-do attitude, Kate's innovative work is impacting the entire Brown community by making it easier for faculty and their staff to pursue external funding opportunities, meaning Brown will be home to the most creative and cutting edge scholarship and research benefiting society for decades to come.



## **Kevin Hession**

### **Athletics**

Under the leadership and technical expertise of Kevin Hession, Brown Athletics made the jump from live digital event coverage to live national and regional linear television broadcasting. Kevin developed and implemented a plan that enabled Brown Athletics to produce the first-ever, in-house national linear television broadcast on Eleven Sports. He followed that up by producing Brown's first-ever, in-house regional television broadcasts on NESN, NESN-plus, and MyRITV to reach a vast new audience. As a second accomplishment, Kevin completed a major technological project last summer to introduce Ivy League-mandated official video replay for football at Brown Stadium. Built in 1925, Brown Stadium wasn't programmed for the modern technology necessary

*Innovation*  
for television, internet, and video replay. Working with Brown IT and Telecommunications and an outside contractor, he championed the project to completely re-wire Brown Stadium with fiber, communications, and camera connections and bring Brown University internet for broadcast purposes. The impact of Kevin's work is far-reaching. The number of live broadcasts of Brown Athletic events has risen 36% in the past year. Brown Athletics can now message the Brown community throughout the nation and the world through linear television. And, the national and regional broadcasts reach millions of viewers and have a positive impact on recruiting for Brown Athletics. Thank you, Kevin, for all you do for Brown Athletics!

## **EXCELLENCE AWARD FOR LEADERSHIP**



## **Gena Burke**

### **Computing & Information Services**

The IT infrastructure of Brown would come to a snail's pace without Gena Burke. As the manager of the IT Service Center (ITSC), Gena's leadership has been a critical factor in the Center's success in rendering a wide range of services to the University community, developing staff and student workers, and instilling a strong commitment to customer service among her team. The ITSC is responsible for every IT Help Desk interaction for faculty, staff, students, and alumni. It handles tens of thousands of interactions every year, maintains and checks out loaner equipment, manages user accounts and passwords, and much more. In addition to 7 professional staff, Gena oversees 8 student managers and more than 30 student workers. Last year, she led her team through a design, build, and move into new space that is

less than 50% of the size of their previous location. With her foresight, however, she ensured all team members were happy and productive in their new location. Gena consistently reinforces a culture of professional development for her team. She coaches her staff and students to master their support role in order to prepare them for the next step in their career. Supporting a culture of shared goals, Gena skillfully juggles the complex group of tasks her team supports and trusts her team to deliver amazing results. She works with them to build shared documentation and consistency of service delivery. The results for Brown are revolutionary response times for IT transactions, a constant stream of highly-satisfied customer feedback, and high praise from her team. Her overwhelming dedication to her staff and to Brown University permeates throughout her office, and the ITSC's customers are the ultimate benefactors of her extraordinary leadership.

*Leadership*



## **Katie Silberman**

### Government & Community Relations

Katie Silberman has exhibited extraordinary leadership by bringing the Brown community together, solving community challenges, and serving on six committees and working groups at the University. Her work is characterized by creativity, inclusiveness, and collaboration - all hallmarks of what make the Brown culture so special. As the associate director of community relations, Katie is the only person responsible for community relations at Brown and has transformed this position from little more than a complaint desk to a leadership role at the University. In 2016, Katie led the Community Engagement Working Group (CEWG) composed of key staff members from public-facing departments across campus and with a goal of developing a comprehensive assessment

*Leadership*  
of the ways Brown contributes to the community. The group created, distributed, and analyzed results from a survey that collected information about 460 of Brown's engagement activities and shed light on ways to better support existing efforts and strengthen local partnerships. The results revealed the opportunity to more strategically coordinate disparate engagement efforts across the University to serve partners more effectively and to further Brown's educational mission. This work continued through 2018 with two recommendations: 1) For Brown to develop a more strategic approach to education outreach, and 2) For the University to expand central resources to support community engagement throughout Brown. Katie continues to lead the CEWG as a forum to share community engagement among the various offices on campus, develop best practices, and avoid duplication. The CEWG report will also contribute to Brown's application to become an institution recognized by the Carnegie Foundation's Classification for Community Engagement. Katie's leadership in community engagement at Brown is outstanding, and we thank her for her service to Brown and beyond!



## **Mikele St-Germain**

### Facilities Management

In Mikele St-Germain's current role as assistant director of University Event and Conference Services, she manages a staff of six event professionals who coordinate the complex logistics of all major University events, provide logistical and programmatic support for dignitaries hosted by the President and Provost, and support faculty and external third-party groups in running multi-day conferences on campus that advance Brown's mission. In fall 2017, three staff members from the event management team announced they were taking FMLA leaves, leaving the entire event team short-staffed for high profile events including A Day on College Hill, the Ogden Lecture featuring Governor Jeb Bush, the Shearer Lecture featuring Rory Kennedy,

*Leadership*  
and Commencement 2018 - the most complex event that University Events manages each year. Additionally, the director unexpectedly required a medical leave in April. Without hesitation, Mikele became the designated point person for the fast-approaching spring event schedule and Commencement ceremonies. Within days, she connected with key University administrators, pulled together what was left of her team, and managed one of the most successful Commencements in recent history. It is also worth noting that all University events in spring 2018 ran well within or under budget. Management of this sort would challenge the most seasoned professional – but Mikele drew on her capacity to orchestrate logistics and guide her team while maintaining positive working relationships, senior administration support, and a high-level of customer satisfaction. Others gravitate to Mikele because she has earned a great deal of respect from her colleagues and senior administrators across the University. Thousands of event attendees, graduates, and families experienced the best events Brown had to offer last spring, thanks to Mikele St-Germain.

## EXCELLENCE AWARD FOR RISING STAR



*Rising Star*

### Tiffini Bowers

University Library-Special Collections

Exhibition Curator Tiffini Bowers initiated, established, and leads the Exhibition and Collections Committee for Brown University. This committee meets quarterly to explore potential shared resources for exhibits throughout Brown's campus. For example, committee members were introduced to the Walter Feldman Book Arts Studio, an on-campus craft print shop that is available for special projects such as exhibition posters, announcements, and invitations. The Exhibition and Collections Committee is dedicated to sharing information and physical resources to maximize the efficiency of Brown's exhibition tools, and the group is currently collaborating on a gallery open house study break for Brown students during reading periods. This event will be promoted

with a poster designed and printed by student members of the Book Arts Studio Club. The Exhibition Collections Committee has grown since its inception a year and a half ago, as the group has learned of additional exhibit spaces in departments across campus. As a result, members of the Brown community are exposed to more exhibits in more unique corners throughout Brown. Thanks to Tiffini's initiative and leadership, the Exhibition Collections Committee will continue to build on sharing resources and knowledge that create greater efficiencies for Brown and improve the professional standards for exhibitions campus-wide. Tiffini is a true Rising Star, both at the John Hay Library and at Brown University.



*Rising Star*

### Yi Vizard

Facilities Management

In Yi Vizard's first full year at Brown, she made an immediate impact on Facilities Management (FM) and Brown University with the completion of several major initiatives within her department. Under the guidance of the university architect, Yi drafted and coordinated the adoption of a Framework for Design Review for university projects that codified and clarified internal processes as they relate to project design teams and to the Corporation committees involved in design review and facilities development; her weekly design review status meetings also helped institutionalize the internal design review framework. In addition, Yi completed the FM Planning Handbook, a substantial undertaking that documents FM Planning's roles, responsibilities, and services.

This involved researching, writing, and assembling the handbook under the guidance and input of her planning colleagues. In capital projects planning, Yi's strong work ethic and research skills supported numerous building planning and design efforts across campus for the Nelson Center for Entrepreneurship, the Innovation Building, and the Performing Arts Center. With Yi as the primary support, FM Planning has also been able to implement an 'Express Planning' mode. Yi assisted in all manner of quick planning exercises—furniture requests, single room test fits, and bike rack location options, to name a few. In her commitment to excellence, Yi has continued to develop professionally to enhance her skills in public speaking and data visualization during this busy year. FM Planning values Yi's contributions toward furthering Brown's goal of building high-quality, sustainable buildings throughout our campus.

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*I am very happy to be here among wonderful students and coworkers.*

John Carchia, 5 years of service

## **EXCELLENCE AWARD FOR SERVICE**



Service

### **Lynisia Gonzalez** Brown University Bookstore

Lead Retail Clerk Lynisia Gonzalez has provided outstanding customer service in the Brown University Bookstore since she arrived on campus four years ago. Her customer-focused attitude starts with her responsiveness in ensuring each Bookstore guest is taken care of in a timely manner. Then, following closely behind, is her reliability in delivering what the customers want, whether they are shopping in the store, ordering online, or calling on the phone with a question. Lynisia's excellent service is well-documented in the numerous emails and phone calls the director has fielded boasting of how well she responded to their needs. Her willingness to help others extends beyond the Bookstore though. As a campaign leader for BROWN GIVES, Lynisia

helped raise thousands of dollars through the Bookstore's Round Up program to benefit the United Way of Rhode Island. But, she didn't stop at the Round Up and raised nearly \$300 on her own through programs such as Taco Tuesday for Bookstore staff members. Lynisia also worked with the department's Diversity Committee to help create and implement the Bookstore's Diversity & Inclusion Action Plan. In her work on the front lines, Lynisia connects with hundreds of customers each day, but she also finds the time to build relationships to ensure their loyalty and keep them coming back to the Brown University Bookstore.



Service

### **Lisa Leblanc** Division of Advancement

The Division of Advancement is fortunate to have the benefit of Assistant Director of Data Administration and Records Management Lisa Leblanc's deep knowledge of the University -and Advancement, in particular. Her work ethic, problem solving skills, and dedication have proven invaluable to the Division on multiple occasions, and she continually goes far and above for her Advancement colleagues and colleagues throughout the University. Two examples of her exceptional work and service occurred in FY 18. First, working closely with the Office of the Provost and the Finance Division, Lisa oversaw a project that enabled more comprehensive reporting on fundraising progress through the BrownTogether campaign. The project involved detailed

review, coding, and multiple categorizations to meet numerous reporting level needs. This project resulted in fundraising categories that are easy-to-use and provide transparency in fundraising totals for all academic initiatives. This invaluable tool will save Advancement staff and campus partners hundreds, if not thousands, of hours each year and ensure consistent and accurate fundraising progress reporting for senior administrators, development leadership, and others. Second, Lisa stepped up to oversee the reconciliation of two databases for gifts to the Department of Computer Science's campaign to endow its Undergraduate Teaching Assistant program. With painstaking attention to detail, Lisa provided a road map to resolving the reconciliation of these two databases and, in the process, enhanced Advancement's relationship with Computer Science. These two examples demonstrate some of the remarkable work Lisa produced, often in the middle of the night, long after the work day has ended. Her dedication, collaboration, deep understanding, creativity, and attention make her an exceptionally worthy recipient of the Excellence Award for Service.



Service

## Sandra Van Wagoner

Bio Med-Medical Affairs

Sandra Von Wagoner, a 17-year employee of Brown University, is responsible for implementing a centralized invoicing and purchasing support service for the 12 Core Research Facilities in Bio Med. In her role as the financial administrative coordinator, Sandra provides quality, service-oriented financial support to the directors in a timely and compliant manner. In the past, these financial duties were decentralized and often resulted in tardy reporting, inefficiencies, and inconsistent service. With the system Sandra created, departmental administrators are relieved of these financial responsibilities, often considered burdensome, permitting them to focus on supporting departmental faculty. Originally hired to centralize the financial support for two high

volume core facilities, the benefits of Sandra's exemplary customer support were quickly noted, and she was asked to expand these services to three additional facilities. This rapid and high influx of monthly invoicing required Sandra to be highly organized, and she developed several tools to keep her work timely and accurate. An important result, however, were the solid relationships she developed with the faculty, administrators, and core facility directors engendering trust and respect for her work. In Bio Med, her service-oriented work has been referred to by impacted individuals as being transformative for core and departmental operations. Sandra is consistently mindful of the heavy workload of the core facility staff and works to provide solutions to unburden these highly trained individuals from administrative tasks. Her professional style of service-oriented support should serve as a model for all staff at Brown.

## Excellence Awards Committee

Special thanks to this year's Excellence Award Selection Committee who read and evaluated nearly 100 nominations for 199 staff members from 41 departments across the University.

Tiffany Amaral  
*Center for Alcohol & Addiction Studies*  
Jeanne Carhart  
*Athletics*  
Sheila Coleman  
*Dining Services*  
Helen Leffers  
*Bio Med - Medical Affairs*

Tracie Mederos  
*School of Professional Studies*  
Michelle O'Brien  
*Bio Med - Medical Affairs*  
Marla Pearsall  
*Student Financial Services*  
Marjorie Rubin  
*CIS*

Michelle Venditelli  
*University Library*  
Sarah Walker  
*Dean of the Faculty*  
Jack Wilcox  
*Facilities Management*

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*There are too many wonderful memories to speak of one! Seeing US presidents and supreme court justices in person, meeting celebrities here to receive Honorary Degrees (Morgan Freeman being a favorite), sharing life lessons with colleagues and students, participating in the 250th anniversary of this wonderful institution, and becoming aware of the scope and range of knowledge represented here has been exhilarating and humbling, not to mention the personal triumphs and heartaches shared with co-workers. Brown is my family and, like all families, it can be annoying and disappointing and then be nurturing and inspiring, often depending on my outlook as well as that of my brothers and sisters.*

A. Catherine Hanni, 30 years of service



## BEAR Day Spotlight

### CIS South Street Landing Move Team

Gena Burke, Rob Coen, Mike Connetta, Al Coulombe, Amy Cracco, Kevin DaSilva, Jorge Davila, Jim Dorian, Tim Fey, Bob Fletcher, Cindy Jardin, Colin Johnson, Sherie Josephson, Mike Jurewicz, Pat Kinghorn, Josh Lamont, Rick Lawson, Roberto Lorenzo, Oke Lundin, Gavin MacLean, Peter Mello, Ed Milner, Kate Monteiro, Geoffrey Moran, Suzie Nacar, Pat O'Leary, Stephanie Obodda, Kyle Oliveira, Obasi Osborne, Tatum Ponte, Don Rogers, Eric Scantlebury, Elvis Seth, Andrew Smith, Jeanne Spinosa, Isaac Suon, Keith Thompson, Steve Vallot, Doug Wilkinson, and Denise Wynne

This CIS team showed the very best qualities of Brown's staff in service to the University over three hectic weekends in November/December 2017. That's when Brown implemented its largest move in history, as over 420 staff members in 12 administrative departments across campus left their old buildings and moved into the newly-renovated South Street Landing (SSL).

For such a large move, handling Brown's IT equipment is not left to the moving company. Instead, to ensure effective handling and setup, all computers, printers, and phones are trusted only to CIS' support team. And, while we all care about keeping the equipment in good shape, we care more about supporting Brown's staff directly through this large change. The huge scale of this IT move took unprecedented effort, coordination, and devotion to service.

Each weekend had a similar rhythm: All day Friday, our team swept in to climb over and around stacks of crates and active moving crews to disconnect, label, and carefully pack every computer, cable, and phone in all the old spaces. Saturdays were devoted to unpacking every crate at SSL, replacing missing items, and powering up and testing every single computer and phone. We even left a welcome note on every desk. On the longest days, many team members walked over 10 miles total through the hallways! On Monday and the week after, we brought in a large support team to help everyone settle in, move equipment if requested, and resolve problems. We also ran a large number of training sessions in the following weeks for everyone to learn the new systems such as AV, shared printers, conference room scheduling signs, and Zoom conferencing.

After three waves of deep-rooted and thoughtful service, technical issues were minimized, and all affected staff members could pick up their work in their new space with minimal disruption. This team went far above and beyond their regular duties to make sure hundreds of people felt welcome and supported in their new environment. SSL staff started in their new space ready to be productive, and with a feeling that they mattered and had full support from CIS. — Don Rogers

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*The job done by the SSL IT Support Team cannot be overstated. From the ongoing communications, to the work done over the move weekends, and to the assistance provided once moved in - the service was nothing short of OUTSTANDING! Work downtime due to technology issues was minimal, if any. And, once we moved in, communications to everyone in the building about all our new technology and training sessions made everyone comfortable and could not have been better. As a member of the SSL Sponsors as well as someone who moved, I can't begin to thank the IT Support Team enough for the superior work they did.*



## 45 Years of Service

Steven T. Carmody  
Mary Emily Rego

Charles Edward Flynn

## 40 Years of Service

Leonard W. Erickson  
Joseph Ferreira  
Linda J. Gesualdi

Lisa R. Sheehan  
Steven Lavoie



## 35 Years of Service

Nancy Ellen Adams  
John Stephen Bazik  
Raymond J. Butti

Alan R. Cabral  
John D. Colarusso  
Patricia Marie Dumin

Suzanne M. Flynn  
Peter Harrington  
Gregory G. McCaughey

Elaine F. Saklad  
Eric J. Shuman  
Karen H. Sibley

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*I love working at Brown and excited to be a part of such a forward-thinking institution with an amazing group of colleagues and supporters!*

Adrienne Morris, 5 years of service



## 30 Years of Service

Frank Almeida  
Michele L. Barchi  
Katharine Tracy Barnes  
Karen Allen Baxter  
Carol Joan Beliveau  
Thomas J. Bold  
John Thomas Boylan  
Susan J. Brown  
Roxanne Lynn Burrill  
Manny G. Darosa  
Eugene P. DeJesus  
Beverly Ehrich  
Joseph P. Ferrario

Hermano M. Fortes  
Geoffrey A. Greene  
A. Catherine Hanni  
Kathleen M. Haslam  
Deborah A. Healey  
Bruce W. Holt  
Christopher Humm  
Paula A. Kojian  
Michael A. Martin  
Cynthia A. McCauley  
Melissa A. Meo  
Edward Milner  
Omi Murakami-Locke

Phoebe Murphy  
Wendy B. Perelman  
Linda Ferro Peterson  
Thomas F. Riley  
Nowell Scala  
Manuela Silva  
Daniel A. Sperry  
David Targan  
Eugene L. Tronni  
Ellen A. Viola  
Elizabeth D. Warner  
Chantee R. Weah

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*I certainly have many great memories during my 30+ years as a coach/administrator in the Department of Athletics: Coaching Brown's first ever individual EIWA, Eastern Wrestling champion, Robert F. Hill; being on hand to cheer on the Women's Crew at each of their 7 NCAA National Team Championships; following our Men's Lacrosse team during their Final Four appearances in 1994 and 2016; plus, many other League championships and NCAA appearances by our student-athletes. My proudest moment however, was watching my son walk down (more like run) College Hill as a graduate with the class of 2015. His Brown education has opened his mind and many doors. Ever True!*

Tom Bold, 30 years of service



## 25 Years of Service

Terrence P. Abbott  
Salvatore Aiello  
Thomas Richard Alarie  
Thomas Allen  
Andrew Barsoian  
Ann Beauregard-Young  
Veronica A. Bouvier  
Alison F. Bundy  
Gloria M. Correra  
Marianne Costa  
Duarte Couto  
Tina Creamer  
Paula Deblois  
Camille O. Dickson  
Leo N. Eastman

Gloria Fraielli  
Joseph G. Gaspar  
Suzan M. Gervais  
Jason Gomez  
Anna A. Joharjian  
Julie A. Kindschy  
Alfred Lienczewski  
Esmeralda T. Lopez  
Thais P. Mather  
David P. Medeiros  
Robert W. Midura  
William S. Monroe  
Stephen G. Morin  
Ann C. Noyes

Lewis W. Parham  
Janet A. Parris  
Paula R. Penelton  
Christopher Rainey  
Laura A. Rego  
Marjorie Smith Rubin  
Olga Ruiz  
Theresa A. Saritelli  
Wendy A. Sheridan  
James Sisson  
Russell Tandy  
Brett James Turner  
Filomena M. Zani  
Gerald Zani

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*Not realizing who I was, then President Vartan Gregorian walked down a short street toward me, reached out and shook my hand, and said, "Pleased to meet you. I am Vartan Gregorian. Are you new here at Brown?" I told him my name and that I was new - amazed at the effort he made to know everyone here on campus.*

Robert Midura, 25 years of service



## 20 Years of Service

Victoria A. Angell  
Joseph P. Austin  
Perry F. Brown  
William Cain  
Robin Carillo  
Lynn Carlson  
Chad M. Cavanaugh  
Dawn Cummings  
Laura M. Dark  
Elliot J. Fleming  
Peter Furia  
Linda A. Gillette  
Kelly A. Griffin

Michael Hamel  
Amy R. Haughey  
Julie B. Haworth  
Michael L. Hodge  
Patrick Hutchinson  
Carol A. Knowles  
Mary Lepry  
Maria Lopes  
Rosalba S. Lopes  
Gavin H. Maclean  
Charles L. Manion  
David D. Mateus  
Pamela L. McNulty

Oscar Mitchell  
Cheryl M. Moan  
Deborah J. Murphy  
David W. Murray  
Elizabeth Paroli  
Donald S. Rogers  
David Rollins  
Peter Rossi  
Giovanna Roz Gastaldi  
Heidi Saserville  
Germano F. Silva  
Rose M. Silveira  
Ricardo Smith

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*Almost 11 years ago, I was very happy to get a job interview at Brown because I had heard so many times about Brown being an "A1" employer. As I waited in the Bio Med Accounting and Finance office for my interview, I realized two things: 1) You could hear a pin drop...I could not believe how quiet it was, and 2) I would definitely be too loud for this office! The interview went well; however, I told my husband I really would enjoy the opportunity, but would not make it out of the probation period because I am on the louder side and tend to get very animated. FYI, I am still in the Finance and Planning office, and I am certain others in the office enjoy the breaks of peace and quiet when I am not at my desk!*

Wendy McHugh, 10 years of service



## 15 Years of Service

William Awopeju-Williams  
Catherine J. Axe  
William H. Bordac  
Elayna M. Boucher  
Orlando Cabral  
Marie H. Carreiro  
Hilda Castillo  
Monty R. Combs  
Denise L. Davis  
Urbano Dealmeida  
Carol L. Defeciani  
Maria M. Duarte  
Linda E. Dunleavy  
Robert F. Fitzgerald

Paul L. Frisone  
Christine Ann Frost  
John J. Ghenne  
Edward J. Goll  
John Haden  
Russell E. Hopson  
Elyse Ianni  
Christine C. Kilgus  
Faye A. Lemieux  
Kevin E. Lewin  
Diane M. Lovell  
Shelley Ann Lundin  
Patricia A. Martins  
Anthony W. McCormick

Linda A. McCormick  
Xavier Mejia  
Gordon M. Morton  
Sean Mulligan  
Michael P. Packer  
Richard Shea  
Dawn Silvia  
Holly Snyder  
Kathleen A. Sousa  
Diane M. Straker  
Paul D. Vars  
Elaine D. Whited  
Brian A. Williamson  
Darlene M. Williamson

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*On my very first day at Brown, I found \$5 on the ground on my way to the office. Later that day, an elderly man approached me on Thayer Street and asked if I could spare some change. Since the only money in my pocket was that \$5 bill, I gave it to him. I have always felt that was a foretelling of my time here at Brown. Brown has enriched my life, and it's my hope that I have done the same for our students and their families.*

Matt Davis, 5 years of service



## 10 Years of Service

Susannah D. Bechtel  
Cheryl A. Botelho  
Christine E. Bove  
Adam T. Bradley  
Steven W. Bremges  
Christie C. Brown  
Carl E. Burkowske  
Joseph C. Capalbo  
Joel S. Carinha  
Sheila A. Coleman  
Michael R. Connetta  
Beth Conroy  
Amy B. Cracco  
Jarret C. D'Amato  
Kevin J. DaSilva  
Jessica Demarco  
Emily A. Derby  
Jose G. Dias  
Marc P. Doughty  
Maria DoVale  
James E. Downing  
June C. Drinkwater  
Jumoke Akinrolabu Dumont  
Huetran Duong  
Terry S. Durkee  
Dawn M. Estrada  
Vera C. Fonseca  
Lisa M. Frappier  
Keith E. Fuchs  
Cynthia M. Gilbert  
Dawn M. Gilmore  
Jeffrey T. Giunta  
Daniel J. Godin

Donna M. Golato  
Hannah R. Graves  
Ashia M. Graziano  
Mitchell Gregoire  
Sabina A. Griffin  
Martha H. Hamblett  
Kia L. Huffman  
Michael E. Hughes  
Johanna Louise Hussey  
Cindy Jardin  
Laura K. Joyce  
Traude J. Kastner  
Arthur D. Larson  
John D. Lee  
Danielle Lilly  
Liane L. Livi  
Connie Livingston  
Myra Lou Liwanag  
Ligia M. Lopes  
Octavio M. Lopes  
Robert E. Mackisey  
Tracy A. Mansour  
Paul A. Marques  
Santino A. Marzilli  
Monique Mata  
David W. Maynard  
Wendy R. McHugh  
Sarah M. Melo  
Lianne E. Mendonca  
John P. Motta  
Aleksandra E. Norton  
Stephanie Obodda

Wendy A. Octeau  
Utibe Offiong  
Carolyn A. Ortega  
Armand C. Pereira  
Kristina C. Petrilli  
Thomas S. Pratt  
Zoila Quezada  
Ned B. Quigley  
Hayden H. Reiss  
Andrea M. Resley  
Diana I. Richardson  
Monique Robinette  
Yolanda L. Rome  
Shelley E. Roth  
Tom Roukhadze  
Jillian M. Rourke  
Jesus M. Sanchez  
Kathy Santos  
Erika L. Sevetson  
Elizabeth G. Smith  
Katherine F. Smith  
Suzanne M. Soprano  
Thomas J. Sorrentine  
Linda M. Sutherland  
Patricia J. Szyndlar  
Thomas P. Tougas  
Karl E. Treen  
Isabel Vieira Perry  
Tara V. Ward  
Michele Welindt  
Nathan Wood  
Karen A. Zaharee

# 5 Years of Service

Gaelen P. Adam  
Meghan N. Admirand  
Jimmy Allotey  
Fatima DeSena Alves  
Michele D. Armstrong  
Geoffrey N. Ayoub  
Reza Azanchi  
Douglas J. Baxendale  
Kaitlin B. Beall  
Todd F. Beckerman  
Jessica Bello  
Marjorie Bilderback  
Lisa M. Blangeard  
Jennifer R. Brear  
Hassan J. Brown  
Teal Butterworth  
William P. Buzzell  
Michele R. M Calnan  
David R. Capaldi  
John R. Carchia  
Kevin R. Carlson  
Sarah E. Carnevale  
Anthony J. Casello  
John Buchanan Cholnoky  
Henry Clarke  
Francis R. Connell  
Scott W. Cordischi  
James C. Cosby  
Michelle T. Dardashti  
Matthew J. Davis  
Shontay Delalue  
Christopher M. Dennis  
Laura L. Desjardins  
Thomas J. Devine  
Maria Lucia M. Dias  
Jane A. Dietze  
Thomas William Dillon  
Kathleen P. DiOrio  
Laura E. Dobler  
Joseph L. Dowling  
Viriato D. Duarte  
Ann Soo Yung Dwyer  
Angela M. Dziok  
Ronni L. Edmonds  
Jack A. Elias  
David W. Ethier  
Christine M. Farland  
Donna Lee Flanagan  
Katherine M. Fleck  
Kathleen T. Flores  
Phillip A. Gossel  
Michael D. Grabo  
Ashley R. Greene  
Ivy A. Hall  
Phoebe B. Hall  
Shane P. Halpin  
Andrea M. Harris  
Jennifer E. Jackson  
Jason T. Jacques

Jens Jap  
Amar Jasti  
Benjamin J. Knorlein  
Jeffrey M. Kulie  
Matthew Lee  
Ronald B. Lima  
Marcelo A. Lopez  
Roberto D. Lorenzo  
Benjamin R. Lyons  
Samantha J. Madnick  
Paris I. Martin  
Shane D. Martin  
Carla A. Mastromatteo-Ma  
Kris McCutcheon  
John E. McHugh  
Jaclyn M. McLaughlin  
Christopher A. Menard  
Jordan S. Mishkin  
Kelly A. Mitchell  
Nicholas E. Mol  
Lisa M. Morais  
Adrienne Morris  
Kathleen D. Moyer  
Caitlin Reilly Murphy  
Jonathan Robert Nogueira  
Akiko Norton  
Mary V. Oliver  
Eric M. Peterson  
Alisha M. Plante  
Jennifer A. Quiroz  
Arlene M. Redondo  
Leonard J. Rochette  
Edward J. Roskiewicz  
Ian Alden Russell  
Neil F. Safier  
Zachary Saleeba  
Tammy G. Scanlon  
Elizabeth J. Scotto  
Betsy P. Shimberg  
Claudio Simeone  
Tony R. Siravo  
Kyle M. Sloane  
Andrew John Smith  
Bryant T. Smith  
Terry L. Snook  
Khamden Soch  
Jeremy T. Spurr  
Kenneth J. St Martin  
Charlene M. Sweeney  
Douglas C. Tommet  
Stephanie M. Vaz  
Anthony P. Ward  
Sumner Warren  
Karen C. Wehr  
Valerie A. White  
Kirsten N. Wolfe  
Mary Ellen M. Woycik  
Michele E. Zager  
Yonghong Zhou





*For my first 12 years at Brown, I was a grant-funded researcher mostly interacting with students, staff, and faculty in my department and colleagues around the world. The only Facilities people I knew were the custodians. I started in my current position over 20 years ago and, as a building contact, I have interacted with a wide array of the staff that keep the University running on a daily basis, especially the trades groups at FM. My experience at Brown has been enriched because of these interactions and I appreciate all that is done, mostly behind the scenes, by these great staff members.*

Dave Murray, 20 years of service

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*For the past 10 years, I've walked through the College Green to get to my office and still have the same feeling of appreciation and gratitude for the opportunity to work at a beautiful campus with such awesome, talented, and amazing students, faculty, and staff.*

Linda Sutherland, 10 years of service



