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
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 another 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.

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

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

**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.

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.

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.

EXCELLENCE AWARD FOR EFFICIENCY
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 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.
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.

Access Services and Resource Sharing Team
ROCKEFELLER LIBRARY

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

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
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.

**EXCELLENCE AWARD FOR RISING STAR**

**Abigail Durmaz**
**JONATHAN NELSON CENTER FOR ENTREPRENEURSHIP**

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.**

**Nicholas Greene**
**RESIDENTIAL LIFE**

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.

**Trae Alston-Swan**
**CENTER FOR THE STUDY OF RACE & ETHNICITY IN AMERICA**

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.
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!

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.

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.
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
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.

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

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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
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.

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

Peter Murphy  
School of Engineering

Tiffany Amaral  
Center for Alcohol and Addiction Studies

Jonathan Nogueira  
Student Financial Services

Lawrence Angelo  
Office of Institutional Equity and Diversity

Michelle O'Brien  
BioMed Human Resources

Jeanne Carhart  
Athletics and Physical Education

Sarah Peri  
Provost’s Office

Deborah Dunphy  
Facilities Management

Jamie Tyrol  
Theater Arts and Performance Studies

Susan Ely  
Graduate School

Michelle Venditelli  
University Library

Wendi Lewis  
Computing and Information Services

Grace Young  
Dean of the Faculty

Christina Bernier, Jessica Carrroll, 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 Tangui
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 Viticonte

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
Richard Almeida
Victor Ayala
Karen Ball
Tina Botelho
Janet Cooper Nelson
Amalia Davis
Yvonne Federowicz
Jennie Fox
Rodney Gerry
David Grant
Ferdinand Guerzon
Jody Hall
Allen Janicki

Audrey Kydd
Gerard Levesque
Paul Magan
James Marsella
Teresa McAllister
Peter Gale Nelson
Robin Ness
Mary Ann Rotondo
Gregory Shields
Shannon Silva
Sandra Souza
Edward Tejada
Beth Travers
Thomasina Williams

25 YEARS OF SERVICE

Diana Adamczyk
Stephen Almeida
Mary Arkins Decasse
Evelisse Bido
David Clark
Christine Conway
Ana Couto
Norberto DaCosta
Christine Decesare
Diane Deignan
Margaret Eshun
Patricia Falcon
Patricia Gardner
Lucy Garfield Hanna

Takahiro Hiroi
Carleia Lighty
Lisa Manekofsky
Dennis McDavitt
Brook Moles
Suzanne Nacar
Anita Nester
Annabella Ramer
Cesar Rezendes
Andrea Sobieraj
Jill Stewart
Wanda Walker
Jill Wood
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 Nicholaus
Joseph Orchard
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 Amspacher
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 Cherms

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 McPhil
Melissa Medeiros
Joseph Meisel
Sharon Moitoso
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 Vaidais
George Vassilev
Debra Walsh
Kristina Wilk
5 YEARS OF SERVICE

Abbey Aevazelis  Christina Downs
Isaac Albanese  Ryan Dwyer
Lauren Albanese  Tsurugi Ebii
Rosa Baier  Craig Ellsworth
Laura Bailey  Kerri Evans
Tracy Bergeron  Alice Fawzi
Molly Birenbaum  Sandra Ferretti
Juliane Blyth  Jarrah Fiori
Karen Boehnke  Jo Fisher
Mathew Bolton  Rita Fitzgerald
Alanna Botts  Lynsey Ford
Matthew Branch  Jean-Pierre Fortin
Justine Brown  Tina Garfinkel
Rob Buckley  Paul George
Alexander Bunkers  Winnie Gier
Jeffrey Cabral  Keri Godin
Karen Canis  Jason Guerriero
Sherri Capozzoli  Carolyn Haddad
Jillian Caya  Justin Haggerty
Courtney Cheng  Naushon Hale
Kelsey Chepiga  Meghan Hall
Barbara Chernow  Todd Hampson
Lauren Clarke  Chandler Hodder
Cass Cliatt  Christopher Hofmann
Maria Corona  Kimberly Horvath
Jessie Curran  Tommy Hosman
Jorge Davila-Carrasquillo  Jordan Jancosek
John de Szendeffy  Vanessa Janek
Matthew DeLeo  Donald Johwa
Kelsey Dennis  Bruce Kane
Matthew Donato  Kim Keenan
Kirby Dorius  Alison Kiely

Dawn Kimbrel  Carlos Rivera
Amory Kisch  Tonya Rosa
Sophia LaCava-Bohanan  Lauren Ruo
Alexander Laferriere  Alana Sacks
Ashley Lee  Jake Saunders
Jo Lee  Gregory Schanck
Julie Lee  Brian Schneider
Tiffany Leyda  Gregory Seiler
David Loerke  Kunchong Shi
Michelle Mare  John Shilko
Joanne McEvoy  Meghan Silvestri
Victoria Mealer-Flowers  Erik Simpanen
Jose Mendoza  Louise Sloan
Jessica Metzler  Sandra Smith
Edel Minogue  Jeffrey Steinhart
Kristina Monteiro  Danielle Stockley
Patricia Mulcahey  Colin Sullivan
Benjamin Nacar  Samuel Sumeracki
Joanna Nagelhout  Heather Thompson
Irena Nedeljkovic Cunningham  Michelle Turcotte
Erica Nourjian  Catherine Van Amburgh
Brian O’Connell  Sheila Vandal
James O’Connell  Heather Vermillion
Josephine Okunola  Susan Vieira
Kyle Oliveira  Kelly Volpe
Obasi Osborne  Zachary Wainwright
Brittany Paithorpe  Daniel Warshay
Naomi Pariseault  Rosanna Wertheimer
Purvang Patel  Nicole Wholean
Jessica Pontarelli  Jarrod Winsor
Courtney Pontbriand  Heather Wong Bailey
Kelcee Powell  Hong Xia
Jeffrey Powers  Patrick Yan
Michael Raposa  Andras Zsom