The Udder News

Williams College Human Resources

It’s Back!

The Office of Human Resources is pleased to launch a newly redesigned e-newsletter titled “The Udder News”. Communication is a key HR function, and our newsletter is just another tool for us to share new initiatives, important resources, critical updates and more, with staff and faculty.

Like many other departments across campus, HR has made great strides to “go green”. So watch for important updates on everything from benefits to payroll on daily messages and the HR website.

You may also be surprised to learn that Williams’ Human Resources is on Facebook! Social networks are increasingly attracting the attention of academic and industry researchers intrigued by its extensive reach. Facebook is yet another way for us to stay connected and for staff to contribute their feedback, ask questions or just share photos from events.

As the Williams community faces unprecedented challenges we should all step up our roles as communicators, sharing information frequently and honestly in order to maintain trust and engagement.

So many members of the staff contribute to the success of Williams in a variety of ways; in these times it is important to acknowledge these contributions as often as possible.

“The Udder News” will give HR the opportunity to highlight many of you with staff interviews and other features.

If there is something you’d like to see in future issues, please send your thoughts to: hr@williams.edu

-Martha Tetrault

Diversity Training Update

The first of an ongoing workshop titled “Building a More Inclusive Community” was held on April 23, 2009. This one day workshop introduces employees to the concepts of diversity and inclusion. Hands-on exercises and group discussion lead participants to commit to positive changes that will benefit both the individual and the organization. This program was the results of a cooperative effort among Human Resources, the Multicultural Center and the VP for Strategic Planning & Institutional Diversity Office.

Participants pictured above finished the day with a smile and with the challenge to promote a more inclusive work environment in our ever increasing diverse community. Workshops will be conducted weekly until all of the staff have had the opportunity to attend. So be looking for your invitation in the mail!

Inside this issue:

Diversity Training

1

Staff Interview with Diana Prideaux-Brune

2

Staff Council Column

2

Lighten Up & Get Fit Winners

3

Have you “herd”? 4

Inaugural class: From left: Kristen McCormack, Joyce Foster, Bob Blay, Jo-Ann Irace, Rachelle Smith, Suzanne Slitch, Jason Kohn (not pictured Donnie Brooks & Rick Spalding)
Interview with Diana Prideaux-Brune

What is a typical day for you?
I wake up early to walk the dogs and linger over coffee and as many newspapers as I can get my hands on. Once I get to work, all bets are off. My day consists of e-mails, phone calls, meetings, writing reports and memos, and walking the halls trying to avoid all of the above. I also spend time getting credit for all the fantastic work my staff does.

How did you end up at Williams?
I had been looking for a professional change, and a head-hunter called me regarding an opportunity at Williams. My wife is from the Berkshires and I am a descendant of Ephraim’s family. It all just seemed so right.

What do you enjoy most about your position?
I like that my job is never the same from day to day. There is no way to get bored!

What was your first job?
I worked in the complaint department for a chemical and fertilizer company.

Tell us about a defining moment in your career.
Taking on a failed urban renewal project in Lowell, Mass. They said it couldn’t be done!

Who are your mentors?
My Aunt Jo and my Father.

What is your favorite Berkshire activity?
Snow-shoeing in the mountains with my dogs (I snow-shoe, they don’t).

Tell us some other interesting tidbits about yourself...
- I was a bus driver in San Francisco.
- My best trip was a three week bike ride around New Zealand.
- I’ve lived in five states.
- My favorite meal is pickles and cheese.

What is your favorite music genre or favorite band?
I’m a longtime fan of the blues, but lately I have been listening to Pink and I cannot get Beyonce’s “Single Ladies” out of my head (please help!).

Don’t know if we can help with that, so instead “put your hands up” for Diana, who joined the Williams team in September of 2008.

Who is Staff Council?

PAB + Admin Council = Staff Council
The Staff Council works with Human Resources as a consultative body on issues of importance to staff. The Council discusses and provides feedback on institutional policies and practices, and broader issues related to numerous work/life topics.

Over the past year the Council has put forth recommendations to president’s staff regarding a Telecommuting Policy, the Code of Conduct and Bereavement leave.

To learn more about Staff Council and review meeting minutes, please visit their webpage: http://wiki.williams.edu/display/facom/Staff+Council

Staff Council Members
2008-2009
Erwin Bernhart
Colleen Bethoney
Dave Boyer
Lisa Briggs
Gail Burda
Dawn Dellea
Gisela Demant
Madeleine DeMarsico
Jenny Dewar
Maggie Driscoll
Danielle Gonzalez, ex officio
Mark Kimball
Kristan Renish
Lynn Taft
Martha Tetrault, ex officio
Terry Waryjasz

“I like that my job is never the same from day to day. There is no way to get bored!”

The Udder News

What is your favorite Berkshire activity?
Snow-shoeing in the mountains with my dogs (I snow-shoe, they don’t).
Congratulations to the top three teams at Williams:

1st Place - Rokasura 18,399 points
Kathy Butterfield, Robin Keller, Rachel Louis & Suzanne Stinson
(Each team member receives a $100 gift card to Olympia Sports)

2nd Place - Carpet Walkers 17,306 points
Bea Miles, Diana Prideaux-Brune, Jean Richer & Steve Rondeau
(Each team member receives a $50 gift card to Papyri Books)

3rd Place - Cover 2 Cover 16,121 points
Karen Benko, Veronica Bosley, Laura Harrington & Dave Pilachowski
(Each team member receives a $25 gift card to Wild Oats)

Congratulations Biggest Loser/Biggest Moover at Williams:

Shana Shippee - Biggest Loser
Kim Brown - Biggest Moover

Total results for Williams:
24 Teams
253 Total pounds lost
23 People in normal BMI
297,740 Total points for exercise and fruits & veggies, weight loss and BMI

Thanks again for participating,. We look forward to another friendly competition next year!
Pressured by debt?

Why would I use the Employee Assistance Program (EAP)?

People seek EAP counseling for help with various concerns that are barriers to their health and well-being. Many individuals consult the EAP just to be reassured that they are experiencing a typical response to a concern such as job stress, budget problems, divorce or the serious illness or death of a loved one.

Free and confidential counseling services

The Wellness Corporation
800-828-6025

www.WellnessWorkLife.com

Relationship difficulties?

Have you “herd” … you can view your paycheck online?

Williams Faculty and Staff Employee Self-Service

The Office of Human Resources is never closed! From work or home, during the day, in the evening or on the weekends, view your paycheck, update your emergency contact information, verify your current address and phone numbers, check your direct deposit account information, review the history of your contributions to TIAA-CREF, determine what home information to display on the College’s online directory at:

www.sarah.williams.edu

Also, join your colleagues (over 340 to-date) who have stopped receiving a printed advice slip through the mail. For every 200 employees who do this, we save $2500 annually, and reams and reams of paper:

200 advice slips X 26 payperiods/year = 5,200 sheets of paper and 5,200 envelopes!!

In PeopleSoft, go to: Self-Service > Payroll and Compensation > Direct Deposit > Pay Statement Print Option

Check “Do not send direct deposit statement to my mail address. I’ll use View Paycheck to view or print it.”

If you have questions about Williams Employee Self-Service, call HR at 413-597-2682 during regular office hours or get online help by clicking on the PeopleSoft Help Links on the PS sign-on page above or by going to the HR website at:

http://www.williams.edu/admin/hr/