

## Staff Profile

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### Erin Brennen

As the senior associate director for internal affairs in the Athletics Department, Erin Brennen is responsible for the department's day-to-day operations.

One of her main responsibilities is to ensure that the College's 230 student-athletes (which includes Berklee and MassArt students) are in compliance with the National Collegiate Athletic Association (NCAA) and New England Women's and Men's Athletic Conference (NEWMAC).

All student-athletes must be certified per the NCAA before stepping onto a field or court. They must be in good academic



standing, be registered full-time, submit medical eligibility forms, and complete required institutional and NCAA forms.

Brennen also runs a number of reports for the NCAA throughout the year on equity in athletics and sport sponsorship and ensures

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## Staff Profile cont.

that the College is in compliance with the NCAA's recruiting and fundraising rules.

In Division III, the NCAA stresses the importance of student-athletes' academic success. Accordingly, Brennen acts as the liaison to the Lacerte Family WARC and Academic Advising to make sure that student-athletes receive the academic support that they need in order to remain eligible.

Emerson is one of 11 Massachusetts colleges and universities in NEWMAC. Although NEWMAC does base many of its rules off the NCAA's, it has its own specific policies for game-day protocols, including filming of games, which Brennen monitors.

Brennen also manages the department's budget, which includes transportation, equipment, reimbursements, meal money for student-athletes, professional development, and supplies.

And when she has some extra time, Brennen noted that she "likes to watch the students play."

Brennen has been at the College for nearly five years. Her favorite thing about working at Emerson is the people and the student-athletes. And, as she put it, "It's fun...It's always different and I never know what to expect!"

Brennen started her career in college athletics at Boston University after receiving a BS in athletic training from Springfield College. She worked as an athletic trainer there for eight years. While at BU, she completed a master's in sports psychology.

After the birth of her son, she decided to transition from an NCAA Division I school to a Division III school. She took the position of associate director of athletics and head athletic trainer at

Pine Manor College. She was drawn to the administrative piece of the job and was later promoted to director of athletics. Eventually, Brennen found the opportunity to move to a bigger Division III school, at Emerson.

A native of Plymouth, Massachusetts, Brennen lives in Marlboro, Massachusetts, with her husband, Russ; son, Jake; and daughter, Mackenzie. Although athletics runs in the family (her husband is a coach), she encourages her children to explore their interests outside of the sports realm. She and her husband keep busy: Jake plays basketball, practices karate, and is involved in Scouts; and Mackenzie played soccer, dances, and is involved in Brownies.

# Staff Profile cont.

## Athletics Department Profile

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### **How many people work in your department?**

We have a total of 44 employees (full-time and part-time) and many student workers.

### **Where is your department located?**

Piano Row, Lower Level 2

### **What are your department's major functions?**

Emerson Athletics and Recreation provides students with coaches and trainers dedicated to helping student-athletes excel in their respective sports and accomplish their personal and professional goals, and is committed to supporting all students in achieving physical fitness.

### **What population does your department work with?**

Students, staff, faculty, and external organizations

### **What do you think is the most interesting facet of your department's contribution to the Emerson community?**

The life lessons that we provide our student-athletes both on and off the field of play. We truly want our student-athletes to be good citizens within our community.

### **Has your department recently accomplished a goal (or does it have one in the works) that may be of interest to the community?**

We recently announced our first departmental logo.

# Staff Notes

## New Faces

- Kathryn Davis, Credential Processing Coordinator, Undergraduate Admission
- Kyle Rundles, Staff Psychologist/Clinician, ECAPS
- LaDawn Strickland, Project Coordinator: I Dream Boston, Diversity and Inclusion

## Announcements

Emerson College Los Angeles's Post-Graduate and Professional Studies Department is happy to announce that registration is open for two courses, which will run for six weeks and start in February 2015. Social Media Marketing for the

Entertainment Industry and Networking Strategies for the Entertainment Industry aim to give individuals the tools needed to take their careers to the next level. Registration is available through the website: [emerson.edu/ela](http://emerson.edu/ela).

## Service Excellence @ Emerson

*Want to say thanks to a colleague for a job well done? Email [people@emerson.edu](mailto:people@emerson.edu)!*

Development and Alumni Relations would like to thank Tom Barry and Steven Rossi of IT for participating in its systems and business process analysis. "Improving how we use the systems that we are all so dependent on will directly lead to more success in our fundraising efforts, and we appreciate the collaboration of our IT partners!"

Kellie Fuller would like to thank Chris Daly for everything she has done since joining the Emerson team a year ago. "She has been a tremendous boss and great friend in a time of transition and uncertainty!"

Frankie Frain would like to thank the Facilities and Property Management departments. "They're great listeners,

responsive, always make time to discuss projects, and present one of the best service faces on campus. I couldn't do what I do without their support."

A shout-out to Lance Kyed for his many years of service to the Emerson community. ELA wishes him well on his retirement.

# Staff Notes cont.

## New Faces Spotlight

LaDawn Strickland has joined the Office of Diversity and Inclusion as the coordinator of Daniel Beaty's I Dream Boston project, which is being launched at Emerson this semester in partnership with ArtsEmerson and the Elma Lewis Center. The project's goal is to address the problem of race and class inequity: "Using the tools of the arts, creative action, and movement building to empower individuals and communities to create a new narrative that builds resilience, deep democracy, and opportunity for all."

Strickland has dived into the first phase of the project, which is investigation. She and the artist will soon be interviewing community leaders and members to determine the current landscape of race and class in Boston. She will also hold focus groups to introduce the concept of I Dream, gather members for the movement, and collectively envision a new Boston.

In the coming months, Strickland will also facilitate a number of public conversations that coincide with Beaty's ArtsEmerson production of *Breath & Imagination* with the unifying theme: "From 'I Can't Breathe' to Breath and Imagination."

Youth leadership is an important part of the project, so she will also help establish a youth advisory council. Students from Emerson, Springfield College, and Roxbury Community College will work together as a research team whose charge is to study the project's efficacy.

Strickland's background is in teacher education. After receiving a bachelor's degree in liberal arts from UMass Boston, she went back to school to become a science teacher. She completed a teaching degree at Lesley University and also took graduate-level teaching classes. She discovered an interest in educational policy and went on to work for the Pilot



School Network and the Department of Youth Services. She has also trained social workers in the Department of Children and Families.

She applied for the position at Emerson because she was impressed by the smart partnership between Beaty and the various College departments. She feels that the I Dream project is about real societal change, and she is excited to serve the community in which she was raised. Strickland is a Boston native and still lives in the area with her husband, Wendell, and son, Abanu.

# Staff News

## Staff Forum Recap

Five succinct presentations were given at the staff forum in the Bordy Theater on November 19. Jay Phillips (Facilities) started off by providing an overview of two upcoming building projects: 1–3 Boylston Place and the Little Building renovation.

Boylston Place construction is expected to begin in April 2015 and end by August 2017. The current buildings will be demolished, but the historic façade of 3 Boylston Place will be retained. The new structure will be 18 stories high and 90,000 square feet.

Phillips showed a number of renderings of the project. The building's main use will be as a residence hall; it will contain single, double, and triple rooms as well as five common rooms that are designed to be "destinations." Other features include a green-roof terrace, a recreation room, and a café that will be open to the public.

The Little Building project still must obtain a number of approvals from city agencies, but the plan is for construction to begin in May 2017 and end in August 2019. The building will gain a story (for a total of 13 stories) and the gross square footage will increase from 216,000 to 260,000.

Phillips showed renderings of this project, noting that common rooms will be moved to the light wells to maximize space. They will be double-height, so every other floor will have three rooms. He also noted that the dining hall renovation may include a switch to stationized dining.

Between the two projects, approximately 670 beds will be added, which means that approximately 70 percent of students will be housed on campus.

Phillips turned the floor over to Mike Jessen (IT), who highlighted some of IT's newest initiatives. The department created a service excellence commitment, which can be viewed at [it.emerson.edu/](http://it.emerson.edu/)

[excellence](#). To measure service excellence, the Help Desk asks patrons to complete a customer experience survey after their ticket is resolved. A customer service report is generated every week and sent to all IT staff. The Help Desk receives approximately 1,100 help requests per month.

Jessen introduced the Help Center and Project Center, which are found on the [IT home page](#). Through the Help Center, community members can find self-service ticketing. Through the Project Center, community members can view the projects that IT is working on and can submit their own project requests.

Jessen ended his presentation by reminding attendees that the Help Desk is open until 12:00 am during the week (specific hours are listed on the [IT calendar page](#)). He also encouraged staff to [update their external contact information online](#) in the event

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## Staff News cont.

that they need to reset their password while off campus.

Andy Tiedemann and Jason Beals (Communications and Marketing) took the podium next to offer an overview of plans to create a mobile app for the College. Beals, the project manager, noted that Emerson has partnered with Modo-Labs and that the project is in its exploratory phase. The app will feature a role-based interface, with the initial rollout targeting current students. Subsequent rollouts will include more features and other campus populations. A committee composed of staff from IT, Student Life, Academic Affairs, and the Iwasaki Library are charged with determining the initial features.

Robert Amelio (Diversity and Inclusion) spoke briefly, encouraging staff to complete the climate survey, which ended on November 21. As of November 19, 60 percent of staff and 27 percent of students had taken the survey.

Sylvia Spears (Diversity and Inclusion) introduced Melanie Matson (Violence Prevention and Response) and Alexa Jackson (Human Resources), who spoke about policies and resources that help promote a “culture of care” at the College. Jackson went over the College’s updated policy against harrasment, discrimination, and retaliation and its new sexual misconduct policy, all of which are found at [emerson.edu/policy](http://emerson.edu/policy). She also talked about Title IX and mentioned that the College will soon hire a full-time Title IX coordinator.

Matson went over the new domestic violence leave policy and shared the “3 Cs” to utilize when responding to someone who has experienced violence or harm:

**Care:** Listen and be supportive. As soon as possible, inform the individual that you must share the information with the Title IX coordinator to ensure the individual’s safety as well as the community’s. If the

individual would like to speak with a confidential resource, contact Violence Prevention and Response (VPR).

**Connect:** Share on- and off-campus resources. Offer to contact VPR for confidential support, safety planning, information, and resources. Remind the individual that the Title IX coordinator will follow up with the individual, who can decide whether or not to speak with the Title IX coordinator at any time.

**Contact:** Let the individual know that you will only share the information with the Title IX coordinator. Remember that the individual should always make the decision to move the process along.

President Pelton ended the forum by inviting new hires to introduce themselves. He then led a discussion of suggested topics for future forums.



## Staff News cont.

### Staff and Faculty Celebrate the Holidays

Staff and faculty returned to the Intercontinental Hotel on December 10 for the annual holiday reception.

Both children and adults were entertained by character actors Tall Captain Jack and Elsa and Anna from the movie *Frozen*. There were also two caricaturists, a face painter, and two glitter tattoo artists on hand. A human snow globe set up in the corner of the room was another new feature this year. As the night wound down, many children hit the dance floor as DJ Keith Washington played the hits.

Thanks to all who donated pajamas to the Pajama Program; 110 pairs were collected.



Ashley Tarbet  
DeStefano  
(Government and  
Community  
Relations and Elma  
Lewis Center) (left)  
and Mary Higgins  
(Government and  
Community  
Relations)



Christopher Grant  
(Undergraduate  
Admission) and his  
daughter, Layla



Elsa and Anna  
from *Frozen*  
captivate their  
audience.

Al Ragone  
(Professional  
Studies) (far right)  
with guests



From left: Crystina  
Hammond (HR);  
Kevin Kerris (HR);  
his daughter,  
Renee; his wife,  
Heidi; and Tricia  
Kennedy (HR)





# Staff News cont.

## Favorite Holiday Traditions

My mom makes this amazing frozen chocolate pie for Christmas Eve dinner. My dad, sister, and I always eat the leftovers for Christmas morning breakfast. Years ago we even convinced her to make an EXTRA pie just to make sure we have enough for the morning! *Kellie Fuller*

On the night of December 5, our family celebrates our own version of the Dutch celebration of Sinterklaas. Children leave their shoes by the fireplace or outside their doors and leave a carrot or some grass for Saint Nicolas's noble steed. In the morning, children find treats in and around their shoes.

In our house, our four boys prepare their Christmas lists decorated as scrolls, which they slide into their shoes, along with a few carrots. In the morning, the Christmas lists have been replaced with giant Dutch chocolate letters of the first initial of their name and other small gifts.

We make an event of the following day with breakfast being the treats from Sinterklaas. On this chocolate-fed frenzy, we spend the day finding our Christmas tree; decorating the house; and preparing Bittebullen, a type of Dutch deep-fried meatball that is beyond yummy. We love this holiday as it is our private beginning to the Christmas season and allows the spirit of Santa to linger just that much longer. *Heather Kurtz*

For the past 15 years, my husband Tim and I have hosted a Christmas Eve dinner at our house for the same 10 friends, with 1–2 new ones coming and going every so often. When we started hosting, two of the kids who came with their parents were 5 and 7. Now young adults, they still join us each year, saying they couldn't imagine being any place else on Christmas Eve. That is a wonderful thing. *Robert Amelio*

Many people are familiar with the Newport, Rhode Island, mansions, but I like the special neighborhood called The Point. For the three days after Christmas, owners of small 18th- and 19th-century houses open them to the public. It's a fun, inexpensive way to see beautiful homes and architecture. I've been doing this for about 15 or 20 years. *Rhea Becker*

On Christmas Eve, my parents host a Swedish smorgasbord. A smorgasbord is a big open house for friends and family that features a buffet-style meal with multiple hot and cold dishes, including traditional Swedish dishes such as Swedish meatballs; soft crisp limpa bread; a variety of raw and pickled fish including herring, whitefish, and salmon; and different cheeses. Now we have added different salads and side dishes to the smorgasbord, and many more desserts. It's a lot of fun! *Mandy Darnell*

## Tech Spot

### Holiday Spam...

'Tis the season for spam and phishing! There have been increased reports of spam attacks at several businesses and institutions like Emerson. Malicious spam may contain attachments and/or links that seek to compromise your account or your computer, and must not be opened. Always err on the side of caution with both your personal and business email. Read more about how to recognize phishing emails and how to fight back against spam at: [it.emerson.edu/spam](http://it.emerson.edu/spam).

As always, if you accidentally open a spam attachment or click on phishing links, please change your password immediately at [password.emerson.edu](http://password.emerson.edu) and contact the Help Desk.

## Upcoming Events

**January 27–February 8**  
Times vary  
*Breath & Imagination*  
ArtsEmerson Production

**January 29**  
7:00 pm  
*Out of Print*  
Bright Lights Screening



## people@Emerson

Published monthly by the  
Office of Communications and  
Marketing

**Executive Editor**  
Andy Tiedemann

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