



HR Continues Progress on Six Point Plan

As noted in the May edition of Polytechnote, William M. Mercer (Mercer), an international compensation consultant, has been engaged to work in conjunction with the Division of Human Resources to develop an institute-wide approach to compensation. The two associates from Mercer who will be working with Human Resources on this initiative are: Andrew L. Klein, Ph.D. and Kim M. Keating.

Dr. Andrew Klein directs Mercer's National Strategic Pay Initiative and is a member of Mercer's national practice leadership counsel on competency-based human resource systems. He provides professional services in the design and implementation of strategically aligned total compensation programs for executives, professionals, clerical, blue collar and sales employees. He also designs and implements competency-based total human resource management systems. Dr. Klein is an expert in reward management with sixteen years of experience as a consultant.

Kim Keating is an Associate in the Reward and Talent Management practice. Her area of expertise covers a broad range of human resource issues, including organizational development, compensation strategy, and performance management design. Kim has also specialized in the non-profit industry, and has worked with over a dozen national non-profit organizations in addressing their human resource challenges.

During the next few weeks, Dr. Klein and Ms. Keating will begin meeting with members of the President's Cabinet, Deans and members of Faculty and Staff Advisory Groups to gather information that will be used to develop our compensation strategy.



29th Annual Service Recognition and Retirement Dinner A Success

The 29th Annual Service Recognition and Retirement Dinner was held at the Desmond Hotel and Conference Center Friday, June 15th. One hundred and fifty-six employees were honored for service in 5-year increments ranging from 5 to 40 years. Also honored at this event were 18 employees retiring this year.

The evening afforded Rensselaer the opportunity to express its gratitude to employees for their dedication and commitment to the Institute.

HR's Senior Director Retires

After 26 years of service, Janice Renna will retire from Rensselaer, Friday, June 29, 2001.

Over the last 12 years, Janice has served in various HR capacities, the latest as Senior Director. Prior to her work in Human Resources, Janice was Executive Assistant to the Vice President for Finance and Administration.



KUDOS

Kudos to this year's recipients of the Pillars of Rensselaer Award, Lynn Hopwood and Rebecca Danchak.

Lynn Hopwood is the Assistant Director of the Stewardship Program in Institute Advancement. Lynn's nominator commented, "Lynn has excellent customer service and always provides 'quality service with a smile.' She goes above and beyond the call, working long hours to deliver the best product and the best service for Rensselaer."

Rebecca Danchak is the Director of Admissions at our Rensselaer at Hartford campus. Rebecca's nominator remarked, "Rebecca's work reflects understanding of the strategic nature and complexities of the merged campuses, there is objectivity, deep loyalty and affiliation to both the Troy and Hartford campuses."

Both Lynn and Rebecca were honored at this year's Service Recognition and Retirement Dinner.

Focus on Health

CDPHP offers a variety of innovative wellness classes to help you manage your health. These programs are free, exclusive to CDPHP members, and provided by trained educators. Subjects include health education, fitness, nutrition, stress management, and wellness. You can find out more about CDPHP's programs by either calling (877) 986-2373 or visiting their Web site : www.cdphp.com.

Rensselaer values your health and welfare. You function best when you are healthy emotionally and physically. That is why we provide an Employee Assistance Program (EAP) through Capital EAP. The program is available for you, your spouse and dependents. You don't have to be in a crisis to call EAP they will help you work on problems before they get too big to handle. EAP can assist in the following categories: counseling, depression, financial referrals, and professional / personal workshops. EAP has 24-hour accessibility at (800) 777-6531.

Current Job Openings (CJO) Update

The CJO is available on the World Wide Web at <http://www.rpi.edu/dept/hr/staffing/employmt.htm>. Hard copies may be obtained at several locations including Human Resources, Folsom Library, Visitors Information Center, Rensselaer Union and Faculty Staff Dining Hall.

The Changing Face of Rensselaer

New Hires

Ivan Moore

Asst. Men's Hockey Coach, Physical Education

Teresita Remillard

Sr. Account Clerk, Disbursement Operations

Pamela Paslow

Supervisor, School of Science

Claude Rounds

Vice President, Administration

Lottie Williams

Environmental Specialist I, Env. Services

David Goldschmidt

Lead Web Programmer, AS&MS

Retirees

Carol Halder

Senior Secretary, School of Science

HR Contacts

Anne Bilynsky , Mgr., Compensation	x2774
Deborah Kerwin , Asst., Benefits	x6737
Jude Klein , Recruiter	x4124
Cindy Kyea , Asst., HRIS	x6335
Karen Kuziara , Asst., Employment	x6994
Helen Odehnal , HR Analyst/Programmer	x4038
Louis Padula , Mgr., Benefits	x6164
Curtis Powell , Vice President	x2888
Cindy Price , Coord., HRIS	x6163
JoAnn Roberts , Office Secretary	x6302
Carlton Sauls , Mgr., Employment	x3053
James Sinnock , Asst. Mgr., Retirement	x6369
Jacquelyn Turner-Creech , Office Mgr.	x2888
Danette Vigil , Asst., Compensation	x4093