



HR Continues Progress on Six Point Plan

Vice President for Human Resources, Curtis Powell, is currently making personal visits to Divisions and Schools to discuss the Division's progress on its Institute-wide Performance Management, Compensation and Training Initiatives. The meeting schedule is as follows:

Date	Time	Location	School/Division
10/29	12:00-1:00	CII 4050	Architecture
	1:00-2:00	CII 4050	Science
	3:30-4:00	CII 4050	Institute Advancement
10/30	1:00-2:00	CII 4050	Engineering
	3:00-4:00	DCC 308	CIO
11/5	9:00-10:00	CII 4050	Provost Departments
	10:00-11:00	CII 4050	VP Research/Gov't & Community Relations
11/7	10:00-11:00	Sage 2715	Lally School of Mgmt.
	11:00-12:00	Sage 2715	H&SS
11/9	8:00-9:00	Sage 3303	Student Life

All faculty and staff are encouraged to attend.

HR Welcomes New Staff Member

Please join us in welcoming Kathryn McNamara to the Division of Human Resources as HR Compensation Specialist. Kathy will be responsible for data compilation and statistical analyses related to salary administration and compensation planning. Prior to joining Rensselaer, Kathy worked at Progressive Insurance where she served as Call Center Manager for the past sixteen years. Kathy holds a degree in Public Administration from Russell Sage College.

Benefits Fair - November 16, 2001

Rensselaer faculty, staff, and retirees are invited to the Eighth Annual Benefits Fair Friday, Nov. 16, from 9:30 am to 4:00 p.m. in the Heffner Alumni House. Representatives of the various plans and programs will be on hand to answer questions. The Benefits Fair signals the start of the 2002 Open Enrollment period and Rensselaer's annual Wellness Program. Open enrollment continues through Wednesday, Dec. 5. During this period of time, faculty and staff will have the opportunity to change their health, welfare and retirement benefit elections such as, medical, dental, flexible spending and long-term disability. Refreshments will be available and door prizes will be given. Please join us for this festive event.

Dealing with Trauma

In response to recent events, Capital District Physician's Health Plan (CDPHP) has placed a "Dealing With Trauma" link on their homepage: CDPHP.COM. Please feel free to direct family and friends there.

Hitting the Limit:

Re-starting Your Contributions to the Supplemental Retirement Program (Fidelity, Scudder, TIAA-CREF)

If your contributions during the year 2001 to Rensselaer's Supplemental Retirement Program reach the Maximum Exclusion Limit, they will be stopped on or before December 31, 2001. When this happens, you will only be able to continue your participation in the Program in 2002 if you complete a **new** Salary Reduction Agreement (SRA) and return it to Human Resources. To be effective on January 1, 2002, this Agreement must be received in HR by December 7, 2001. Later in the year, contributions will be resumed on the first day of the month following receipt of the SRA.

To obtain a Salary Reduction Agreement, please call Jim Sinnock, Assistant Manager of Retirement Plans at ext.6369.

Flexible Spending Accounts

In order for your Flexible Spending account deductions to resume for the year 2002, you must complete the Flexible Spending Account section of the 2002 Benefits Enrollment form. These forms will be available during the open enrollment period which begins November 16, 2001 and ends December 5, 2001.

News From Rensselaer At Hartford

The Department of Engineering and the Department of Computer and Information Sciences at Rensselaer at Hartford have been merged for the formation of the Department of Engineering and Science (DOES). The integration will create a new paradigm by offering top-ranked programs in accordance with the Rensselaer Plan. Dr. James C. McKim, Jr. was appointed Interim Chair and Dr. Ernesto Gutierrez-Miravete was appointed Interim Associate Chair of the new DOES. Congratulations Jim and Ernesto on your new appointments!



Kudos

Kudos to Environmental & Site Services

Jack Holstein, Warren Bull, Anthony D'Amico, Phil Laware and John Lennox for a job well done on the maintenance of Rensselaer's athletic fields. The striking appearance of the fields is the result of their dedication and commitment to excellence.



Employment Transaction Form Deadlines

Semi-Monthly Payroll:

November 1 for time worked 11/1 – 11/15

November 13 for time worked 11/30 – 11/16

Bi-Weekly Payroll:

November 6 for time worked 10/27 – 11/9

November 16 for time worked 11/10 – 11/23

Capital EAP Website

Capital EAP's web site is up and running and features various services including; EAP programs, counseling programs, problem gambling services, school and youth services and parenting support education. Go to www.capitaleap.org for more information.

The Changing Face of Rensselaer

New Hires

Alhussein Abouzeid, Assistant Professor, School of Engineering

Gary Altman, Environmental Specialist I, Administration

Patti Alvaro, System Coordinator, Student Life

Babak Azimi-Sadjadi, Research Assistant Professor, School of Engineering

Seana Biondolillo, Assistant Studio Engineer, School of H&SS

Maria Bones, Environmental Specialist I, Administration

Clifford Brock, III, Electrician Trainee, Administration

Cara Carhart, Painter, Administration

Beth Carlile, Assistant Coordinator, Student Life

Craig Clawar, Assistant Director for Tech. Operations, Provost

Joann Coffey, Internet Comm. Specialist, LRC

Maria Coomaraswamy-Falkenstein, Varsity Dive & Age Group Dive Coach, Student Life

Lyle Couvillon, Semiconductor Equipt. Tech., School of Engineering

Bonnie Crosier, Asst. Groundskeeper, Administration

John Czaplinski, Sr. Electrician, Administration

Steven Davis, Greening Coordinator, Administration

Marlon Dechausay, Asst. Strength & Cond. Coord., Student Life

Nora Dempsey, Environmental Specialist, Administration

Brian Dunn, HVAC Mechanic, Administration

Alesia Floyd, Clerk Specialist, Finance

Rayvon Fouche, Asst. Prof., School of H&SS

Paul Fredette, Asst. Dir., Research

Connie Fritz, Science Librarian, CIO

Brent Goldfarb, Assistant Professor, School of H&SS

Jeffrey Hannigan, Assoc. Prof. School of H&SS

Peter Huber, Sr. Maint. Mechanic/Plumber, Administration

Elaine Jaeger, Cust. Suppt. Anlyst., CIO

Lori Jancik, Assoc. Dir., Corp., Institute Advancement

Raj Kahlon, Data Warehouse Architect, CIO

Kimberly Keller, Asst. to the Chair, School of Science

David Kotfila, Cisco Academy Director, School of Science

Ted Krueger, Associate Professor, School of Architecture

Gregory Kurtz, Computer Tech., School of Engineering

Margaret Leoniuk, Senior Secretary, Institute Advancement

Christine Lewis, Environmental Specialist, Administration

Erika Lewis, Head Softball Coach, Student Life

Beth Macey, Senior Secretary, Lally School of Management & Tech.

Debra Macey, Administrative Assistant, Lally School of Management & Tech.

Christopher Mancini, Supervisor, Administration.

Kathryn McNamara, Comp. Specialist, Human Resources

Gina Moore, Department Specialist, Provost

Kathleen O'Connor, Asst. Dean, Provost

Tracy Parker, Admin. Asst., Research

Diane Piester, Art Director, Institute Advancement

Elizabeth Preston, Admin. Asst., Administration

Michael Rafferty, Systems Administrator, School of Science

Nancy Rysedorph, Admin. Assistant, Research

David Schmidt, Clinical Assistant Professor, School of Science

Susan Sharfstein, Assistant Professor, School of Engineering

Biplab Sikdar, Assistant Professor, School of Engineering

Yvette Smalls, Environmental Specialist, Administration

Patricia Sopp, Financial Manager, School of Engineering

Abigail Stefaniw, Research Specialist, School of Architecture

Paul Stryjek, Assistant Director, Research

Michael Symans, Associate Professor, School of Engineering

Josephine Thatcher, Env. Specialist I, Administration

Christopher Thompson, Assist. Athletic Trainer, Student Life

Karen Thornton, Assist. Prof. of Performance Art, School of H&SS

Rendell Torres, Assistant Professor, School of Architecture

Carlos Varela, Assistant Professor, School of Science

Ruth Vibert, Lieutenant, Administration

Joelle Waldron, Admin. Secretary, Research

E. Anna Watkins, Trainer, Institute Advancement

Leander Wessels, Sr. Clerk Spec., Provost

John Wilkerson, Help Desk Manager, Institute Advancement

Nancy Williams, Assist. Dir., Learning Skills Specialist, Provost

Jiahua Xu, Assistant Professor, School of Science

Correction:

Emily Bologna, Assistant Director, Residence Life