MEET YOUR HR TEAM
The human resources team at Ursinus provides support to all employees, but who are the people making it all happen? Meet your HR Team.

JOELLE NEATROUR
Assistant Director of Human Resources

What Joelle Does: Joelle is responsible for the day-to-day operations of the human resources department. Her primary responsibility is to assist the associate vice president for finance and administration in creating and implementing departmental plans, which involves identifying departmental needs and establishing plans of action. Joelle is responsible for performance management, training and development, and employee recognition.


MARK SAMMON
Human Resource Generalist

What Mark Does: Mark is responsible for the overall implementation of all employee benefits programs offered by the college and for the implementation of salary administration for all employees in the payroll system. Mark also serves on the safety committee.

Fun Fact: Mark is an outdoor enthusiast who has been skiing with family and friends in places across North America since 1973. When he’s not downhill skiing, you can usually find him cross-country skiing. “Next stop is to visit my daughter in Alaska!”

KIM MAGERS
HR Administrative Coordinator

What Kim Does: Kim is responsible for providing primary administrative support to the HR team while providing excellent customer service to prospective, current, and former employees. She completes the onboarding for all new hires and oversees the New U wellness committee and the planning of the annual Wellness Fair.

Fun Fact: Kim is the youngest of three children, and her brothers were 14 and 15 years old when she was born. “They nicknamed me ‘Bubba Bear.’ I was destined to work at Ursinus as I have been a bear all my life!”

MAHADI SIDDIQUE
Human Resource Assistant

What Mahadi Does: Mahadi is responsible for performing general administrative tasks and services to support the human resources department. This includes assisting with salary administration and benefit programs, as well as internal and external HR requests and special projects. Mahadi also assists the finance office with the collection of the student employment paperwork.

Fun Fact: Mahadi speaks four languages: Bengali, English, Hindi, and Urdu. “Imagine all the movies, shows, and songs I have to choose from!”

Visit the HR team’s new office space in the Corson basement during an open house Tuesday, October 31, from 11:30 a.m. to 1:30 p.m.!
Maximizing Your Productivity: THE 85% RULE

A recent FastCompany article reported on the “85% rule” for maximizing productivity. Instead of constantly operating at 100% capacity or more, you should aim for about 85%, giving you a 15% buffer. Among the tips:

» Pay attention to your body clock, not the one on the wall. Our most productive time is often in the morning, where tasks requiring attention and focus are best tackled.

» Break free from auto pilot. Instead of letting email dictate our day, we should set aside dedicated times to address it, allowing us to focus on essential tasks during our most productive hours.

» Align time for optimal results. The key to productivity is not just the number of hours we work but the impact and value we create during that time.

» Manage decision fatigue. By being mindful of our energy levels, we can make better choices and avoid reactive decision-making.

Read the article here.

CLIMATE SURVEY

All faculty, staff, and students will soon receive a very important survey to measure the college’s support for and satisfaction with diversity and equity. The results of the survey will be used to inform and improve support, policies, and practices at Ursinus. Please be on the lookout for it in November.

AN EYE ON WELLNESS

Ursinus will host a very important panel discussion with U.S. Rep. Madeleine Dean and other elected and community leaders. It will take place Wednesday, Nov. 1, in the Schellhase Commons. Distinguished panelists will lead a conversation on how higher education institutions like ours can serve as an incubator for recovery-friendly innovation. To register, visit ursinus.edu/RecoveryPanel.

ROTH CONTRIBUTION OPTION

Ursinus will be adding Roth accounts as a voluntary contribution option beginning January 1, 2024. In your retirement plan, your pretax contributions accumulate tax deferred, and withdrawals are taxable. With the “designated Roth” option, your after-tax Roth contributions also accumulate tax deferred, but may be taken tax free in a qualified distribution. TIAA will host a webinar on November 16 to help you determine if this option is right for you.

IN THE DEN WITH PRESIDENT HANNIGAN

Please mark your calendar now and join President Hannigan for her last “In the Den” conversation of the semester on Tuesday, November 28, at 2 p.m. President Hannigan will be joined by Vice President for Enrollment Mike Keaton in Schellhase Commons, room 105, to discuss the latest enrollment and admission trends.

Top 10 Things I’ve Learned from Riding Horses

10. Be present in the moment.
09. Give yourself grace.
08. Half of the game is mental.
07. I’m capable of more than I ever thought possible.
06. It’s a dirty job.
05. It’s not about the destination, but the journey.
04. The best moments don’t happen in the saddle.
03. To be most successful, you need to meet them where they are.
02. You better hang that ego up.
01. You get so much more than you give.

After taking a human resources course at Ursinus last semester taught by Associate Vice President for Finance and Administration Cale Nelson, Nico Buscaino ’25 was inspired to seek out an internship in the field. He’s the first ever intern for The Lincoln Center For Family and Youth in Audubon, where he’s working under the tutelage of Chief Human Resources Officer Sara Dryka.

During his internship, Buscaino will help with writing job descriptions, reviewing candidate resumes, and developing a program for other interns at The Lincoln Center.

“I was drawn to the internship with TLC because my father worked for a nonprofit and I was able to see the great work that he was doing,” Buscaino said. “Human Resources is a crucial part of any business, and to know the policies of a workplace, as well as how employees should get along with each other and with clients, is very important.”

What’s in your Top 10? Over on the Ursinus news hub (ursinus.edu/news), faculty, staff, and students generate their very own lists of things that best reflect their personality, interests, influences, or the Ursinus experience. Do you have a Top 10 that you’d like to share? Email news@ursinus.edu with your idea.

Featured now: Executive Director of Advancement Services (and known equestrian) Jacqueline D’Ercole. Be sure to read her full comments on the news hub.
Ursinus extends a warm welcome to all our newest faculty and staff colleagues since July 1, 2023!

**FACULTY**
- Leena Alex, Lecturer
- Rimante Arcila, Visiting Assistant Professor
- Mychelle Berry, Lecturer
- Colleen Bove, Assistant Professor
- Tina Brock, Lecturer
- Adam Chatoff, Lecturer
- Sookti Chaudhary, Visiting Assistant Professor
- Patrick DeBrosse, Lecturer
- Miryam DeLuca, Lecturer
- David Henry, Visiting Instructor
- David Henson, Lecturer
- Katherine Henson, Assistant Professor
- Malcolm King, Assistant Professor
- Sierra King, Assistant Professor
- Todd Lauthar, Lecturer
- Michael Love, Assistant Professor
- Michael Milhim, Lecturer
- Kyle Prochnow, Assistant Professor
- Noah Randolph, Lecturer
- Victor Ricciardi, Visiting Instructor
- Nai-Wedai Sherif, Lecturer
- Abdullah Shoeb, Assistant Professor
- Elisheva Stern, Visiting Assistant Professor
- Jianfei Zhao, Lecturer

**STAFF**
- Carla Anderson, Assistant Director for Student Success and Tutoring and Academic Coaching
- Ellie Ash-Balá, Associate Vice President for Student Affairs
- Christine Barringer, Director of Donor Relations and Stewardship
- Fred Beard, Campus Safety Officer
- Tyrrell Bradshaw, Assistant Director of Inclusion and Equity, Outreach and Community Engagement
- Suzanne Brady, Accounting Associate
- Elizabeth Coulter, Curatorial Assistant
- Mario Da Costa, Director of Public Affairs
- Megan Dee, Assistant Women’s Lacrosse Coach
- Colton Domblesky, Admission Counselor
- Andrew Doughan, Graduate Assistant, Office of Disability and Access
- Adessa Flack, Staff Psychologist
- Mara Fulmer, Accountant
- Scott Hogan, Assistant Strength and Conditioning Coach
- Maxwell Korton, Associate Director of Institutional Research and Effectiveness
- Zechariah Kruger, Assistant Coach

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**DEPARTURES**

The following is a list of employees who retired or left Ursinus to pursue new opportunities. We thank them for their dedicated service and wish them well in their new endeavors.

- Peyton Cooper, Vivarium Manager
- Kathryn Doms, Professor
- Cody Eilswick, Campus Safety
- Kelsy Espy, Visiting Assistant Professor
- Frank Gallo, Campus Safety
- Stewart Goetz, Professor
- Branden Green, Athletics
- Diane Greenwood, Admission
- Allison Hoffman, Admission
- Nzadi Keita, Professor
- Danielle Kenny, Athletics
- Kimberly Kremer, Administrative Support
- Bonnie Labowsky, Student Financial Services
- Sean Lacy, Facilities Support Services
- Kelly Lovato, Athletics
- Tomoka Mano, Admission
- Cassidy Mazza, Performing Arts
- Jeaninne Osayande, Visiting Assistant Professor

- Timothy Ringgold, Visiting Instructor
- Jennifer Round, Associate Professor
- Dee Singley, Disability and Access
- Jasmine Soriano, Inclusion and Equity
- Robert Squillace, Accounts Payable
- Babita Srivastava, Visiting Assistant Professor
- Ann Marie Veca Schilling, Visiting Instructor
- Chris Wilcox, Emergency Management Coordinator