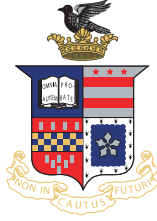


WASHINGTON AND LEE UNIVERSITY



# Employee Recognition Banquet

APRIL 23, 2024 • 11:30 A.M. • EVANS HALL

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**INTRODUCTION**

JODI WILLIAMS

*Executive Director of Human Resources*

**KEY SPEAKER**

WILLIAM DUDLEY

*President of the University*

**SPECIAL RECOGNITIONS**

JODI WILLIAMS

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## RETIREES

SUE BRYANT  
*1982-2024*

SIDNEY EVANS  
*2000-2024*

LYNN FITCH  
*1996-2024*

GARFIELD GARRISON  
*2010-2024*

RICARDO L. HASTON  
*1989-2023*

PATRICIA A. HOBBS  
*1998-2023*

PATRICIA JOHNSON  
*1995-2024*

JEFF KNUDSON  
*1996-2024*

SARA MACFARLAND  
*2007-2024*

ROBERT THOMAS MAYS  
*2000-2023*

CINDY MORTON  
*1992-2024*

VICKI B. NICELY  
*1979-2024*

PENNY PATTERSON  
*1995-2024*

MIKE PELKA  
*2011-2023*

ROSE MARY TAYLOR  
*1992-2023*

GREG TOMLIN  
*1996-2024*

KATHY WALLACE  
*1977-2023*

SHERRY WRIGHT  
*2006-2023*

## ANNIVERSARIES

### 45 years

VICKI B. NICELY

### 35 years

KELLY BROWN  
OTHO DUDLEY  
CAROL HOSTETTER  
DICK KUETTNER  
SHERYL SALM

### 30 years

STEVIE HOSTETTER  
JUDY MOHLER  
ROBBIE MOORE  
TAD STANLEY

### 25 years

BRIAN LAUBSCHER  
JOAN MILLER  
BILLY RAMSEY  
CHRIS VESS

### 20 years

GABE CLARK  
TAMMY FUTRELL  
DAVE LEONARD  
LORI OLIVER  
KEVIN REMINGTON  
DERRICK SMITH  
APRIL WASHBURN

**ANNIVERSARIES**

15 years

JENNY DAVIDSON  
DANNY DAVIS  
EMILY FALLS  
BRIANNE KLEINERT  
MARY NICELY  
JOHN RAYNOR  
JOY SWARTZ  
BRIAN WATTS  
NANCY WEISBERGER

10 years

DENISE BASHLOR  
HILARY BERGMANN  
DRAKE BREEDEN  
JAMIE BROWN  
RUTH CANDLER  
ANDREW CHRISTENSEN  
CORY CLAYTOR  
TERESA CRAWFORD  
MARY ERVIN  
BYRON FAIDLEY  
GARFIELD GARRISON  
TIMMY HILL  
LINDA HOFMANN  
MICHELE HOSTETTER  
BLAIR HUFFMAN  
ELIZABETH LEROSE  
HELEN MACDERMOTT  
JASON PARKER  
KATE SAACKE  
RALLIE SNOWDEN  
JENNA SOMERVILLE BROWN  
JEFF TURNER

**ANNIVERSARIES**

5 years

LEAH BEARD  
SARAH BOWERS  
RYAN BRINK  
POPCORN CAULEY  
LISA D'AMELIO  
KALEY DRIVER  
BRIAN DUCLOS  
EMILY GUYER  
GREG HARTBARGER  
ROSE HEIN  
TRACY HUFFER  
GAYE JOHNSON  
MATTHEW LOAR  
KELLY MARKHAM  
LEIGH ANN MCCOY  
TAMIKA MCCOY  
KENNY MELVIN  
BRANDY MURPHY  
IAN PATTERSON  
BROOKE PECCIE  
BRENDAN PERRY  
WENDY RAINS  
CHRIS REID  
LISA STONER  
JOHN TAYLOR  
JESSICA VASSAR  
MILEA WEBB

## REFLECTIONS

# Sue Bryant

STUDENT FINANCIAL SERVICES MANAGER  
(BUSINESS OFFICE)

1982-2024

**I started at W&L part-time** and moved to full-time in the Business Office. At that time, the Business Office was located on the first floor of Washington Hall. Over the years I have transferred to different positions within the office. My most recent position was student financial services manager.

I've enjoyed my 42 years at W&L and will take with me some wonderful memories. During my time at W&L I have had so many memorable experiences that it's hard to choose one. I will miss the people that I have worked with over the years the most. In retirement, my husband, Keith, and I plan to spend more time with our children and grandchildren, travel and do the things we love. ■

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**DEBORAH CAYLOR**, former associate treasurer, shares some of her favorite memories working with Sue.

*Sue first came to Washington and Lee as a COE (Cooperative Office Education) student and worked her way up to operations manager. We worked together for 32 years. As such, we had the shared history of what did and did not work for our clientele. We had to put into place practices that did not go over well with our customers but were required by federal, state, local and university policies. Sue would work with her staff to come up with how best to minimize the effects on our customers. She was good at that. She had the organizational skills to put things in place effectively and efficiently and was not afraid to face the many changes that were required during her years of service to W&L. A good example would be, the Business Office moved from Washington Hall (center of campus) to Early-Fielding (edge of campus). As the move occurred*

## REFLECTIONS

*during the academic year, we did not have the luxury to shut down the office. Sue organized the move in such a way that service to students, faculty and staff remained open and available at Washington Hall, Washington Hall and Early-Fielding, and eventually just Early-Fielding. This was when paper and face-to-face contact still played a heavy role in our day-to-day processes. Since that time, she has successfully moved us off-campus to downtown at 2 South Main.*

*According to Wikipedia, the odds of getting pooped on by a bird are one in 5 million, which is probably why the Romans believed that being pooped on by a bird was an omen of imminent wealth and success. Sue is one lucky person. Over the years, I have lost count of how many times she has had to clean her clothes and hair after coming in to work or back from lunch. It occurred enough that we hung plastic birds over her desk to make her feel at home. She really should have played the lottery.*

# Ricardo L. Haston

CUSTODIAN (FACILITIES)

1977-2023



**I got my start at W&L** by filling out an application. I'm not even sure if talked to anyone employed here when filling it out.

I had quite a few memorable experiences during my time, including:

- One Christmas, Dr. Hull's son, who was a student at W&L, gave me a new collared shirt as a gift.
- Three W&L students gave me a thoughtful gift card a few years ago.
- On move-in days, parents and students always showed respect when we helped them get settled in.

## REFLECTIONS

In general, I always enjoyed my interactions with the really nice people on campus. I am going to miss the people (not the work) and the interaction with fellow employees, and will most definitely miss the food at the Marketplace. I enjoyed being on campus for 34 years! ■

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**LISA TRIMMER**, *custodial supervisor*, shares thoughts about her time working with Ricardo.

*I will remember Ricardo's pleasant disposition the most, along with his enthusiastic and genuine "good morning!" greeting in our morning team meetings. I learned that Ricardo values family and worked two jobs to make sure his family was taken care of. Ricardo was a team player who was kind and willing to help when asked by his supervisor and team members.*

*I will miss the pleasant talks and interactions that I had with Ricardo. He was always smiling. I wish Ricardo all the best in his future endeavors. Your contagious laugh and big smile will be missed.*



## Patricia A. Hobbs

SENIOR CURATOR OF ART (MUSEUMS)

1998-2023

**I joined the university** in July 1998 as W&L's first museum professional. During my 25 years here, I worked in many capacities and have been thrilled to be part of the evolution of the Museums at W&L, especially bringing attention to the fine art collection that we have. My most recent position was senior curator of art, which allowed me to develop, design and install exhibitions, in addition to researching and writing about the art collections, and working on a multitude of other projects.

## REFLECTIONS

After 25 years, there are many memorable experiences, and to name just one is impossible. Collectively, however, my best memories entail working with students as interns or in the classroom. In 2006, I developed the Spring Term "Seminar in Museum Studies" for the Art and Art History Department, which I taught and co-taught for well over a decade. That Spring Term course provided intense experiences for the students and for me as we went on field trips and developed exhibitions. I so enjoyed their energy and insights.

In addition to the students, I shall miss my colleagues within the museums as well as individuals across campus. After 45 years in the museum field, I also very much miss curatorial work. I'm fortunate, though, because I will be returning on a very part-time basis as curator emeritus to work on some behind-the-scenes projects. They can't get rid of me completely!

As for retirement, I have purposely not mapped out any specific plans but will see what evolves. Nurturing friendships is high on my list, as well as some traveling and exploring, both abroad and closer to home. My garden already beckons. This "third chapter" is rather exciting to contemplate. ■

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**ISRA EL-BELSHIR**, *director of museums and galleries*, shares some recollections of her time working with Patricia Hobbs.

*I will forever recall Pat's extraordinary commitment to the arts and museums, which has been evident throughout her 25 years of dedicated service to W&L. Her meticulous attention to detail and unwavering pursuit of excellence are unparalleled. The indelible mark she leaves behind is a legacy of inspiration, creativity and steadfast dedication to the arts that has resonated with all of us.*

*Working with Pat has been an absolute joy. She has not only been a colleague but also a mentor. Pat's*

## REFLECTIONS

*constant encouragement and guidance have been instrumental in navigating our work. Her expertise in museum studies has been a source of valuable learning for me and many students.*

*Pat's legacy is marked by her dedication, contributions to the art collection, mentorship and the positive impact she has had on colleagues and students alike. One notable example is her dedication to cultivating a remarkable gift from Rick Kramer '69, resulting in a generous donation of 41 works of art in 2019. This significant contribution enriched our art collection, showcasing pieces by notable artists currently exhibited in the Reeves Museum of Ceramics. Beyond this, Pat's influence, expertise and guidance have played a crucial role in shaping the minds of students in the museum studies minor for well over nine years.*

*I am going to miss Pat's presence, her wisdom and the joy of working alongside her. Her absence will create a void. Pat's constant encouragement and guidance are greatly missed, and I am immensely grateful for everything she has done for the museums and university.*



## Patricia Johnson

CUSTODIAN (FACILITIES)

1995-2024

**I got my start** at Washington and Lee when a staff member told me about job opening and asked me to apply. I finished my career as the custodian for the Sigma Chi House and ARC House. I so much enjoyed working with everyone in my houses over the years. We had a lot of good times together. I will miss my boss the most, Lisa Trimmer.

I look forward to being with my husband and animals every day and can't wait to see what adventures we take. I'm going to miss work and yet enjoy life, too! ■

## REFLECTIONS

**LISA TRIMMER**, custodial supervisor, salutes Patricia.

*I will remember Patricia for her dedication, strong work ethic, quiet disposition and positive nature. She dedicated over 28 years to the university and went above and beyond, not because it was her job, but because that is who she is.*

*Patricia's daily strive to give her all reminded me of a speaker who once spoke on campus. The speaker talked about her dad's career as a bus driver and how he gave 110% every day, never missed a day of work and loved what he did. The message was, it doesn't matter what you do in life, it's how well you do it. The story describes Patricia well and reminded me that our role as custodians is significant.*

*Patricia would help anyone and anywhere. She was a team player who contributed to our department by staying positive and keeping the task at hand as pleasant as possible. When you asked Patricia how she was doing, you could bet she would say, "PEACHY. I am just peachy." I am going to miss the positivity she brought to our team.*

*Patricia is a quiet person whose efforts and dedication have not been viewed by a wide range of people due to working in the fraternities over in the Davidson Park area. However, she is more than deserving of recognition.*



## Jeff Knudson

SENIOR TECHNOLOGY ARCHITECT  
(INFORMATION TECHNOLOGY SYSTEMS)

1996-2024

**I began my career** with Washington and Lee as a Unix support specialist in 1996, working with Unix and X-Terminal workstations in various STEM departments. I retired as a senior technology architect charged with custom software development.

One of my fondest memories dates back to 1996. The university web presence consisted of just a handful of pages, and you could literally browse the entire

## REFLECTIONS

internet, ending up back where you started. Remember Mosaic, Netscape Navigator and the NCSA web server that would go on to become Apache? Course registration was completely done on paper. Students would go to the department that offered the class they wanted and stand in line to sign up for that class on a paper roster. Then, they would walk over to the next department and repeat the process. Popular classes started generating long lines of students who wanted to get one of the limited slots. The lines started forming the night before registration began, spanning the length of the Colonnade, where students would sleep outside in sleeping bags, in line, overnight. And that was just to get their first course. This was deemed unacceptable, so I was tasked with developing a web-based online registration system in Unix, with no database servers. Two weeks later, I had the system up and running. I wrote it in close cooperation with the University Registrar's office and multiple faculty members. It was highly customized to satisfy the detailed needs of our users. We used it for over a decade before Colleague web registration was implemented. For some years after that I would bump into faculty around town who would express how much they liked the system that I had created.

I will miss the people I have worked with. I don't have any specific plans but have a yard, a garden, two basements and an attic that have been neglected and will require a lot of attention. ■

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**KERRI CHAPMAN**, deputy chief information officer, shares a few of Jeff's notable contributions.

*I will remember most Jeff's extraordinary ability to solve nearly every complex problem laid at his feet. I admire his skill to talk through something he's only just barely reviewed and arrive at a solution that often works right out of the box. Jeff's stories, experiences and humility about past failures and successes will*

## REFLECTIONS

*live with me well beyond his and my days at W&L.*

*I learned from Jeff that it is critically important to listen to the picture someone is drawing for you. The picture drawn for a technological need is often abstract, and anticipating clarifying questions that could be left on the table save you and the requestor a lot of time and energy in the long run. Jeff's ability to interpret, anticipate and create something concrete from all of that is beyond measure. Above all, he manages to meet the customer's expectations nearly every single time.*

*As far as contributions to the department and staff, Jeff would probably say a lot of well commented code (at least, what was developed in the last five to seven years!). Most people know about the ecosystem that is affectionately known as "Jeff K. Apps." His homegrown Management Tools applications automated forms and processes long before software vendors were marketing such things. You may not know that Jeff has been an educator and a creative juggernaut. Jeff loves sharing exciting new discoveries with our team. Nearly everyone I've met who has worked with Jeff has learned some new way to think about a problem or how to pivot to a different solution.*

*There are two distinct things I will miss most:*

- 1) his excitement about breakthroughs. When he has a particularly tough challenge in front of him and finally cracks the code, he cannot wait to share the solution with anyone at arm's length. Jeff really seems like a kid on Christmas morning, having finally opened the present he really wanted!*
- 2) his demeanor. Particularly during the Workday implementation, certain problems seemed insurmountable. Jeff's approach always put me at ease and made me feel like no problem was impossible to solve.*

*When I interviewed here and arrived at the point where I met the enterprise systems team, Jeff left an enormous impression. The questions he had, his very clear ask about what he needed from a supervisor and his sense of humor endeared me on the spot. I knew in that moment that this place and team were the*

## REFLECTIONS

*right fit for me. Jeff has been a huge part of that. He's very proud of his daughter, Katie, and her accomplishments. He loves to garden, cook and camp. I hope there is so much time in his near future to celebrate all the things he holds very dear and not have to worry about whether FormBuilder is up and running. Jeff means so much to this institution, and personally to me.*

### Sara MacFarland

ADMINISTRATIVE ASSISTANT II (LEADERSHIP GIVING)  
2007-2024

**I will miss the W&L community**, my peers in the Office Professionals Network, but, first and foremost, I'll miss my terrific colleagues in the Development Office. I'll miss walking the beautiful grounds and participating in the campus-wide events and the collective energy they bring with them.

I don't have a grand bucket list for retirement, rather, I hope to take life a little slower by revisiting some of my favorite places in the U.S., seeing friends and family who live out of state and, yes, some travel to new places. I'll do some volunteering, and I'm looking forward to putting more effort into my vegetable garden. ■

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**JOCELYN LEWIS**, director of leadership giving, shares some of her fondest memories of working with Sara.

*I will always remember Sara's kindness. She was my first point of contact here, and provided such a warm welcome.*

*Sara is a wonderful colleague. She's kind, funny, can-do and always professional. But it's her way of being that is most inspiring. Sara could be the poster girl for the Live-Well program. She always makes time to say hello to everyone on our team. She walks every day, wears sunscreen and a hat, limits her sugar and makes the*

## REFLECTIONS

*most delicious dried apples — a labor of love she often shares with colleagues. She takes advantage of the programming W&L offers, whether through the Mudd Center or a performance at Lenfest. An avid reader who can always recommend a great book, Sara is always curious and ready to learn. Sara and her partner, Dennis, are forever taking on fun and ambitious home and garden projects and planning their next adventure.*

*Sara brought a wonderful energy to the team. She's thoughtful and attentive, remembering important milestones or just checking in on the day-to-day. She's always pleasant and readily accepts any task, and, even if it's something she's never done before, she takes it on and figures out how to get the job done. She's always willing to lend a hand. She brings a calming and steadying presence to her work and our team.*

*Sara never gives up. Once, when we found ourselves managing the gift-planning program for an interim spell, we were constantly faced with new challenges, obstacles and ever-changing software platforms. It was not for the faint of heart, but Sara good-naturedly stayed with it, laughing as we struggled to figure everything out. Sara was an expert by the end.*

*I'll miss Sara's steadiness, her even-keel presence, and her hilarious stories about her animal encounters. She's always saving or rescuing a creature in need, and these often turn into wonderful adventures — and sometimes misadventures.*

### Robert Thomas Mays

FACILITIES AND EQUIPMENT COORDINATOR  
(PHYSICAL EDUCATION AND ATHLETICS)

2000-2023

**I got my "real" start** when Mike Walsh offered me the job when it came open in the equipment room. I actually worked in athletics part-time on the "chain gang" for football games for five or six years prior to my full-time position.



## REFLECTIONS

Every day at W&L was memorable! There was always something going on with at least one team. The ODAC championships and overall success of the teams were particularly memorable.

I will miss the people I worked with and the kids. The kids were awesome! ■

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**BETHANY DANNELLY**, *associate director of athletics*, shares some of her recollections of working with Tommy.

*Tommy's enjoyment of connecting with others and willingness to help is something I will remember most about him. He loved to connect with others and share stories on a range of topics. Also, if you ever needed help with anything, he was always willing to step in and contribute. His dedication to the student-athletes, teams and coaches is something I always admired.*

*Tommy was a wealth of knowledge, given his many years of service to the Athletics Department and university. He was always willing to help, and we leaned on him for historical knowledge of various projects and operations.*

*Tommy has been a constant presence in athletics for many years. He is fully invested in the success and experience of the student-athletes and teams, and we will miss having him on the sideline supporting the programs. We know he will still be around and will continue to cheer on the teams!*



## Cindy Morton

DIGITAL SERVICES MANAGER  
(UNIVERSITY LIBRARY)

1992-2024

**I began my career** at W&L working part-time in the Media Center, which was located in the undergraduate library. My title currently is digital services manager within the Digital Information Management and

## REFLECTIONS

Education (DIME) team. That title does not really reflect what I do. The work that I've been doing is definitely worthwhile, and many people, both on campus and off, use what we produce. I'll miss that. And, of course, the people. It's such an interesting variety of people, and most of them share similar goals which support student success. In retirement, I have plans to travel more around the U.S. ■

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**PAULA KISER**, *associate professor and digital scholarship librarian*, shares what she'll miss about working with Cindy.

*Cindy is an accomplished fox hunter, and I will always remember how well she balanced work with her true passion, making sure to keep a good perspective about what really mattered. Cindy helped show me that unexpected problems were part of every project, and that it's better to accept this as a truth than get upset when your plans need to pivot. Cindy is an amazing archive of institutional knowledge about the library. She is also a wonderful book recommender.*

*I'm going to miss Cindy's forthright attitude about issues and problems. Her directness helped save so much time.*



## Vicki B. Nicely

COMMUNICATIONS COORDINATOR  
(ADMISSIONS)

1979-2024

**Before starting at W&L**, I was working next door at VMI in the Registrar's Office half days of my senior year in high school. Our business teacher at the time, Barbara Winfrey, had heard about the opening here and wanted me to apply for the position. I came and interviewed with Julia Kozak, who was the office manager at the time, and she offered me the job on the same day. I started two

## REFLECTIONS

weeks before my high school graduation and have been in this office since May of 1979. I was only 17 at the time, and I remember that Bill Hartog, who was the dean at the time, asked Julia if it was legal to hire me.

There are so many memories — it's hard to pick just one. One that sticks out was filling in for one of the house mothers at a fraternity for a week while she was away. I did say I'd never do that again — wasn't my cup of tea.

I will miss the people I worked with over the years. So many people have been a part of my years here at Washington and Lee. Some have passed on such as Betty Jean Mohler, Marge Poindexter, Jim Farrar Sr., Sue Collins, Sandy Little, Larry Stewart; and so many have retired: Agnes Gilmore, Ellen Austin, Scotty Ashworth, Julia Kozak, to name a few. I'll also miss my current co-workers who are great — I call this my work family.

No big plans for retirement, just spending time with my husband, who retired from W&L five years ago, and the rest of my family — grandkids and my new great-niece, Adah, who arrived on March 9.

I basically grew up working in admissions. I have learned a lot here and would like to thank everyone who has had a part in this chapter of my life. I remember when I was hired, Mrs. Moore, Bill Hartog's assistant at the time telling me, "You're young and you won't be sticking around here. You'll be moving on in a couple of years." I guess I proved her wrong! ■

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**SALLY RICHMOND**, vice president for admissions and financial aid, shares her memories of working with Vicki.

*I call Vicki "the Dick Clark of college admission." Not only does she never seem to age, her humor and youthful exuberance belie ANY age!*

*I learned from Vicki a 40-plus history of W&L, W&L admission and Rockbridge County writ large. Between Vicki and Martha Rowsey, I think I've gotten to know the entire county! In all seriousness, Vicki helped*

## REFLECTIONS

*write undergraduate admission practices during her career. She helped train three generations of admission and financial aid professionals, many of whom have gone off to other successful careers, but keep stopping by to say hello to her, including an emeritus trustee.*

*Vicki is the statesperson and No. 1 cheerleader of the Admissions Office. At this stage in her career, or perhaps I should refine that to state during my tenure, Vicki's contributions include a near-intuitive understanding of the application process, the finest detail orientation toward our work and, quite importantly, serving as a wise mentor for a new cadre of colleagues. She has set such a wonderful example for me and our colleagues and served the university with aplomb.*

*I will especially miss Vicki's camaraderie, playful nature, institutional memory and meticulous work style, not to mention her epic pig figurine collection.*

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**BILL HARTOG**, Vicki's former supervisor of 32 years, shares some additional memories of his own.

*It was just after lunch on June 4, 1979, when I returned to the office. Julia Kozak was managing the support staff in those years, and she introduced me to our newest employee, Vicki Rhodenizer. After shared greetings, I asked Julia to step in my office. I was certain we were in violation of Child Labor Laws; there was no way Vicki could be 18! Julia assured me she was and that her contact at the high school had described Vicki as one of the brightest she ever taught. How right she was!*

*When I reflect on the 36 years we worked together, there are many thoughts which come to mind. First of all, she was always there. I hardly ever remember Vicki calling in sick. Bad weather? No problem. Vicki always found a way to get in. And she was always on top of things, always anticipating what was to come*

## REFLECTIONS

*next and always identifying to us what we needed to accomplish before taking on the next phase of the admissions cycle. Anyone who has ventured into Gilliam during the winter months knows there are signs of deadline pressure everywhere. In most of my time, there were thousands of paper applications to be processed, and tens of thousands of transcripts, teacher recommendations, alumni recommendations and interview reports to be filed. It was critical, of course, that all this paper make its way into the correct applicant file. Vicki made this all happen, but it wasn't easy. She oversaw six administrative assistants, numerous work study students, and had to deal with the urgent demands of seven admissions officers who had to have something done immediately. And then, of course, there was the notoriously impatient dean who was always barking in her ear about something. What I admired most about Vicki was her ability to deal with all this with great calm and patience. Never once did I see her lose her temper or be cross with any of the disparate personalities surrounding her. The job always got done, and it was done well. Many of us received the credit; we all knew it never would have happened without Vicki.*

*Admissions work has changed a lot during Vicki's years. Paper long ago disappeared, for example. The central tenant remained the same, though. We were constantly trying to come up with new and more effective ways of doing old things. This meant new procedures, new strategies, new protocols and new people. That required versatility, and Vicki was always the perfect one to oversee it all.*

*So thanks, Vicki, for 45 years of dedication, high level performance, leadership, friendship and, most of all, loyalty. It never went unnoticed or unappreciated by those around you. Best of luck as you enjoy a well deserved retirement.*

## REFLECTIONS



# Penny Patterson

SENIOR LEGAL ASSISTANT  
(GENERAL COUNSEL)

1995-2024

**In 1995, Leanne Shank** was part-time W&L university counsel and part-time Rockbridge County attorney, and I was full-time legal assistant for Robey & Irvine in Buena Vista. When the position of part-time legal assistant at W&L came open, I interviewed for the position and was hired. I continued to work part-time at both jobs for a few months until the University Counsel Office became full-time and in-house. I stayed in the same position throughout my entire career at W&L (a few weeks short of 29 years) until my retirement on Jan. 18, 2024.

The most memorable experience I had at W&L was the day of the 9/11 attacks. My office at that time was upstairs in the Hill House (one of the three white houses that were across from Doremus Gym on Washington Street). I just remember everyone in the building running outside in disbelief.

I will miss the many friendships and acquaintances I made, but I hope to keep up with as many as I can.

In retirement, I plan to spend more time with my grown children: Korey in Atlanta (hopefully attending some Braves' games) and Brooke here in the county. ■

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**JENNIFER KIRKLAND**, former general counsel, shares what she'll remember most about working with Penny.

*I will remember Penny for her willingness to help and support the office in any way needed and her wonderful laugh and sense of humor.*

*We worked together for almost 25 years, and I think we learned from each other the importance of communication and teamwork — what a difference it makes in the effectiveness of a department when all members are*

## REFLECTIONS

*pulling together in the same direction and willing to do what it takes to carry out the department's role on behalf of the university.*

*Penny made the office run. From setting up and maintaining databases, compliance and enterprise risk management tracking systems, training calendars and the like, to getting us all where we needed to go and making sure we were prepared for meetings and events — we could NOT have carried out our mission of providing advice and counsel to university departments, administrators and the board without her!*

*I'm lucky that I retired several years ago, so that now Penny and I, along with Jana Shearer, our former associate general counsel, can get together frequently for lunch, and I don't have to miss her. In terms of missing her at the office, she would occasionally bring in yummy sausage balls, and I do miss those! (I always said I would have one or two, but always had probably eight to 10!)*

## Mike Pelka

FACILITIES AND EQUIPMENT COORDINATOR  
(ATHLETICS)  
2011-2023

**I got my start at W&L** after my wife and I had just relocated from Illinois to Virginia where I had had a career as a union brick and stone mason. From being part of the competitive swim community, we knew Joel Shinofield (former head men's swim coach and director of aquatics at W&L). He reached out and let me know of an upcoming custodial opening in the Athletics Department. I applied to the 4 a.m. shift and got the job.

Within months of taking over as facilities and equipment coordinator, successfully being mentored by Dan Roland, I was allowed the freedom to coordinate my part of three major events in our building. Mock Con, Fancy Dress and the NCAA regional wrestling meet all

## REFLECTIONS

occurred in a span of two months. The combination of the three large events helped me to understand, appreciate and learn the importance of working with my crew together as a team. This experience of teamwork carried over throughout my time as facilities coordinator.

I will miss the numerous colleagues and friendships that I had the pleasure of being associated with. This includes my crew, sales reps, vendors, coaches, faculty and staff, facility workers and the many athletes that I interacted with daily.

Lesley and I are excited to have the freedom to be able to travel and are planning numerous trips. Having our son and daughter's families on opposite coasts gives us the ability to visit them more often. We plan to enjoy visiting wineries and microbreweries and new restaurant experiences. I also look forward to having the freedom to enjoy our beautiful home and its setting.

I would especially like to thank each of my crew members throughout the years for their loyalty, support and hard work. You know who you are! ■

## Rose Mary Taylor

LEAD CUSTODIAN  
(FACILITIES)  
1992-2023

**I began at W&L** through a friend, Dora Coleman, in Dining Services. I really had some memorable experiences — so many that I wouldn't know where to start if naming them. I've really enjoyed working at Washington and Lee! I've seen a lot of changes through the years while I was here.

I will miss the people that I worked with over the years. I look forward to spending time with my granddaughter in retirement. ■

## REFLECTIONS

**LISA TRIMMER**, custodial supervisor, shares some of her recollections of working with Rose Mary.

*Rose Mary would go the extra mile to say or do things to uplift others through a sweet gesture or a kind word. She enjoyed her work and the people she worked with and dedicated many years to Washington and Lee.*

*I learned from Rose Mary what it looked like to sacrifice for others. She was good at looking out for others, be it her co-workers or her family.*

*Rose Mary was very detail-oriented in everything she did at work and in her time away from work. She was a planner and would carry out each and every task, leaving no stone unturned.*

*I am going to miss Rose Mary's face lighting up every time she talked about her granddaughter. She would share pictures and stories about what her granddaughter said or did. She had that special "grandmother glow" when she spoke of her that said it all.*



## Kathy Wallace

LEAD CUSTODIAN  
(FACILITIES)

1977-2023

**I feel blessed that** Jerry Darrell hired me in September of 1977 to work in Dining Services. He was always great to work for. I had a lot of fun days there. I decided to give a custodial cleaning job a try, and Randolph Hare gave me a chance to work in Washington Hall, where I worked for the past 35 years. It always felt like home to me. Randolph was great to work for as well. In 2012, I became a lead custodian. I loved my job and looked forward to daily interactions and conversations with friends, my sister

## REFLECTIONS

Joyce, co-workers, administrators, faculty and staff.

I have so many memories of W&L, including going co-ed, the 250th anniversary celebration, Skylark picnics and the remodel of Washington Hall.

I have no definite plans for retirement except to enjoy one day at a time. It's been great so far! I am going to miss everybody so much! I have always lived in Rockbridge County and was born into a large family with five sisters and three brothers. I enjoy spending time with them and my mom whenever we get a chance to get together. I am married to Tim, and we have two children, Christy and Jason, six grandchildren and two great-grandchildren. They are always so much fun to be with. ■

**JANIE HOTINGER**, custodial supervisor, shares what she'll miss about working with Kathy.

*I will remember Kathy's dedication to not only W&L but to her team. Her birthday cupcakes were always the best. Kathy was always willing to go the extra mile and would help anyone. Her level of caring and the pride she took in everything she did will be missed.*

*Kathy had so much knowledge and best practices that she had perfected in her years at W&L. She was a trusted expert and would help anyone in need. Washington Hall always looked amazing, and you could see the pride she took in everything she did for the staff in the building.*

*I will miss her work ethic, her wisdom and dedication, and her smile and positivity — just everything, because Kathy is truly amazing and one of a kind. Kathy was well known and was very appreciated by everyone. She was positive and created that atmosphere with her team.*

*Thank you, Kathy! You are so missed by everyone on the 2 to 10 a.m. shift.*



## Sherry Wright

ASSOCIATE DIRECTOR OF TRAINING AND  
DEVELOPMENT (HUMAN RESOURCES)

2006-2023

**MARY MAIN**, former executive director of human resources, shares favorite memories of her time working with Sherry.

*Sherry was dedicated to improving the quality of employee work life through her work on employee relations, performance development and training, and supervision of employee wellness. She provided empathetic counsel to employees and assisted managers in providing constructive feedback to employees. Overhauling the performance development tool to make it more user-friendly and meaningful was one of her most impactful contributions. She also developed training programs for employees and departmental teams. Sherry was sought after for her facilitation of the DISC assessment which helped employees learn about their personal workstyle. It was her dedication to employees that really stood out to me as soon as I met her.*

*Sherry was a terrific team player and always lent a helping hand to anyone that needed assistance and support. I appreciated the good advice she provided me with on a regular basis.*

*I learned to pause and seek other opinions and perspectives before making a final decision. Sherry was so wonderful in the way in which she challenged my thoughts and provided thoughtful advice and feedback. I know my decisions were better because of her counsel.*

*Sherry was always supportive and helpful, frequently taking on additional tasks to support her colleagues. She had a positive attitude and a great sense of humor. We often did team building exercises, and Sherry jumped right in to participate and share personal stories.*

*Sherry became a great friend, and since my retirement, I have been able to stay in touch with her. We take weekend trips together, and I look forward to spending time with her.*

*For the team in HR, who can forget Sherry and her bobby pins holding her bangs back! We used to tease her about her hair, and she always took it in good humor!*

### ADDITIONAL RETIREES

#### Sidney Evans

VICE PRESIDENT FOR STUDENT AFFAIRS  
AND DEAN OF STUDENTS (STUDENT AFFAIRS)

#### Lynn Fitch

MANAGER OF STUDENT AFFAIRS OPERATIONS  
(STUDENT AFFAIRS)

#### Garfield Garrison

CUSTODIAN (PHYSICAL EDUCATION AND ATHLETICS)

#### Greg Tomlin

GROUNDS WORKER (FACILITIES)

#### IN MEMORY

LAMAR CECIL

WILLIAM CLAYTOR

J. BROWN GOEHRING

ALBERT "AL" GORDON

ERNEST "RAY" HOSTETTER

FARRIS HOTCHKISS

PEGGY PUGH

FLORINDA "FLOR" RUIZ

SIDNEY "JIM" WILLIAMS

EDWIN YODER

# Employee Recognition Banquet

*APRIL 23, 2024*

